

Executive Council  
Minutes  
Austin, TX  
February 11-14, 2005

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FRIDAY MORNING, 2/11/05

The Presiding Bishop called the meeting to order at 9:45 a.m. and took the roll call.

Roll Call:

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

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

The agenda was presented, and a change to Friday afternoon's schedule was requested. It was decided that more time would be spent in private conversation in plenary to discuss the Windsor Report. The agenda was accepted as amended.

The minutes from Boise were offered for discussion, and Russ Palmore, as chair of Administration & Finance (A&F), requested that in A&F 056, C2 and C3, references to Appendix B and Appendix C be deleted. He explained that these were working documents and should not be part of the minutes. This was so moved, and the minutes were approved as amended.

At this time, the annual meeting of the officers of the Domestic and Foreign Missionary Society was called to order. The Presiding Bishop called upon Russ Palmore to introduce A&F 058. There was a call for discussion.

**A&F 058 - *Adopted***

To: Executive Council  
From: Standing Committee on Administration & Finance  
Date: January 3, 2005  
Re: Dual Role of Executive Council

*Resolved*, That pursuant to Title I, Canon 4, Section 1(a), the Executive Council of the General Convention is created and charged with the duty of carrying out the program and policies adopted by General Convention; and be it further

*Resolved*, That inasmuch as the Executive Council also serves in the capacity of the Board of Directors of the Domestic & Foreign Missionary Society (DFMS), pursuant to Title I, Canon 4, Section 2(f), all resolutions passed by the Executive Council shall be deemed, as appropriate, to have been passed by the Board of Directors of DFMS; and be it further

*Resolved*, That this resolution shall be presented for discussion and action at every regular Winter meeting of the Executive Council.

Bishop Griswold asked if there was any other business. There was no other business, and the meeting was adjourned.

Next, Bishop Griswold called upon the committee chairs to report on their agenda for this meeting.

Russ Palmore for A&F reported that there were 12 resolutions for consideration, including chapel renovation and block grants, and that they would receive reports from task groups.

Cynthia Black for Congregations in Ministry ( CIM) stated that they would hear from Kirk Hadaway regarding a proposed resolution dealing with parochial report changes, and also from Janice Chisholm of Episcopal Peace Fellowship and Christopher Wilkens of Via Media USA. Mission Funding has been turned over to A&F.

Catherine Roskam for International Concerns (INC) said that they have a lot to discuss, including Israel/Palestine and the Middle East. Naim Ateek, a Palestinian, Israeli, Anglican priest will join the committee on Sunday. They will also hear reports from the translation committee and the Standing Committee on World Mission. They planned to discuss the budget, furthering work of the pension review committee and the work of the Anglican Women's Network.

Kwasi Thornell for National Concerns (NAC) reported that they have resolutions concerning Social Responsibility in Investments (SRI), the Federal budget, and Social Security, and will get an update on Anti-racism training.

This concluded the committee chair reports.

The following staff changes were announced:

- Bob Williams has been named Director of Communication.
- Jan Nunley is Deputy for Communication.
- Margaret Larom is Director of Anglican and Global Relations.

Bishop Griswold introduced Bishop Michael Ingham, and welcomed him to Executive Council as partner from the Anglican Church of Canada. He then told the Council that he has been to Washington several times and participated in a council on health care in preparation of the release of the Federal budget. He is grateful to Maureen Shea and the staff of the Office of Government Relations for their superb work.

At this time, Kurt Barnes presented an overview of the budget, which Council will be asked to vote on at the end of the meeting. Earl Cavanaugh and Barnum McCarty continue their work in contacting the dioceses about their commitments. Canonical expenses are up due to increased travel and meeting expenses and an increase in translation costs. Kurt announced that a balanced budget for the triennium has been achieved.

Next, Jim Lemler, Director of Mission, introduced staff members Dr. William Sachs, Research Director of the Episcopal Church Foundation and Dr. Kirk Hadaway, DFMS Director of Research. Bill outlined the results of a survey done to determine where Episcopalians stand on issues facing the church, and Kirk showed trends based on data compiled through the parochial report. Due to time constraints, discussion of these presentations was limited.

At 11:30, Council members, staff and guests boarded buses to go to the Episcopal Theological Seminary of the Southwest, where they attended Holy Eucharist, had lunch and a brief tour of the seminary and the Archives.

## **FRIDAY AFTERNOON**

Friday afternoon was spent in private conversation.

## **SATURDAY, 2/12/05**

Saturday morning and afternoon sessions were spent in committee.

## **SUNDAY, 2/13/05**

Sunday morning was spent in committee, if needed, until 11:00 a.m.

Holy Eucharist was celebrated at 11:15 a.m. at St. David's Episcopal Church, followed by coffee hour and brunch with the Diocese of Texas. Bishop Don Wimberly gave an informative presentation outlining some of the good works of the Diocese of Texas.

## **SUNDAY AFTERNOON**

The President of the House of Deputies announced the consent calendar. Items placed on the consent calendar were: A&F 061, A&F 063, A&F 068, A&F 069, INC 034, INC 035, INC 036, NAC 018

### Blue Book Report

Anne Karoly of the General Convention Office spoke about the Blue Book reporting requirements. Each committee should name someone to write the committee report. This person should present a draft to the committee at the June meeting. September 16, 2005 is the due date for a committee summary of work done this triennium and proposed General Convention resolutions. Anne announced that a writing committee comprised of Sherry Denton, Timothy Kimbrough, Catherine Roskam and Becky Snow has been formed. The writing committee will present a draft report at the October meeting, with the final report submitted to Executive Council at the January, 2006 meeting.

### Title IV Revisions

Next, Dean Werner introduced Duncan Bayne and Virginia Herring to discuss proposed Title IV revisions. Virginia gave a brief history of the Title IV revision work that was done during the last triennium, and then Duncan discussed the issues being looked at by the task force. He explained the proposals of the task force and highlighted some of the changes they are proposing. The operating theory is to be as open as possible and still be theologically based. A draft canon is out for discussion and is available on the website.

### General Convention Task Force

Bonnie Anderson, Lori Ionntiu and Matt Chew gave an update on the work of the GC Task Force. The group consists of members of Planning and Arrangements and Structure. Some of the changes they are looking at include:

- Deputy Orientation – this will be divided by new deputies and returning deputies
- Legislative Committees – trying to frontload committees so they have an agenda and can schedule speakers.
- Worship – Daily Eucharist should be limited to one hour. Homily should have relationship to table group discussions. Noonday prayer will be limited to 10 minutes.
- Length of Convention – shortened to 8 days in 2009

### Mission Funding

Tom Gossen gave a presentation on behalf of the Mission Funding Task Force, as background information for Resolutions A&F 060 and A&F 072, which will be voted on later in the meeting. The task force was formed to comply with GC Resolution A140, and EC Resolution CIM009, and members are Tom Gossen, Pan Adams, John Vanderstar, Del Glover, Holly McAlpen, Jim Cooper, Jim Lemler as staff support and George Werner, ex officio. The task force first met with the Stewardship Officer, Episcopal Church Foundation, Episcopal Church Building Fund, and Episcopal Relief and Development. A second meeting, dictated by CIM 014 brought forth short term plans to engage a consultant to partner with the Presiding Bishop to test targeted “asks” and a budget for 2005, and long term plans to adopt a policy regarding Foundation funding for the Episcopal Church, adopt a charter for Mission Funding Initiative, develop a comprehensive strategic plan that articulates the mission and ministry of the Episcopal Church, identify specific focus areas of work, and develop a resource response plan to meet the identified and emerging needs of the Church. John Vanderstar asked Executive Council members to study the charter because it would be voted on tomorrow.

### **MONDAY MORNING, 2/14/05**

Bishop Griswold invited Michael Ingham, our Canadian partner, to speak. Michael thanked Executive Council for their hospitality. He repeated the words of Jim Boyle, thanking the Episcopal Church for the gift of \$250,000. This gift has been enormously helpful and has been used for healing work among aboriginal people and has helped several dioceses stave off bankruptcies. Healing and reconciliation are their priorities.

Sandra Swan, President of Episcopal Relief and Development, addressed Council for the last time, as she plans to retire in May. She gave a history of ERD over the past six years, as it changed from the Presiding Bishop’s Fund for World Relief to the organization it is today. Bishop Griswold thanked Sandra for the complete makeover of ERD.

Next, the draft of Executive Council’s response to the Windsor Report was looked at, and some changes were suggested.

COMMITTEE REPORTS BEGAN.

### ADMINISTRATION & FINANCE - Russ Palmore reporting

The resolutions before A&F were A&F 059, 060, 062, 064, 066, 067, 070, 071, 072, 073 and 074.

A&F 059 came to the committee through the Standing Commission on Stewardship and Development, as required by Title I.

#### **A&F 059 – *Adopted***

To: Executive Council  
From: Standing Commission on Stewardship and Development  
Date: January 11, 2005  
Re: Renovation of the Chapel of Christ the Lord

The Standing Commission on Stewardship and Development meeting January 11, 2005 in San Antonio, TX, according to its canonical responsibilities, approves a plan for a limited solicitation of funds for the renovation of the Chapel of Christ the Lord at the Episcopal Church Center and hereby recommends the following:

*Resolved*, That the Executive Council of the Episcopal Church, meeting in Austin, TX, February 11-14, 2005 authorize the limited solicitation of funds for the renovation of the Chapel of Christ the Lord in order to enhance this gathering space as a visible sign of the mission and ministry of the Episcopal Church.

A&F 062 (NNECA Compensation) was referred to a subcommittee consisting of Bonnie Anderson, Kurt Barnes and Jane Butterfield. They will report back in June.

There was discussion about the addition of reimbursement for internet use and whether a dollar limit would need to be set. It was decided that the Treasurer's office will look into this and report back to A&F in June. The Travel Guidelines will be revisited at that time.

**A&F 064 – *Adopted***

To: The Executive Council  
From: The Standing Committee on A&F  
Date: February 9, 2005  
Re: Updated Travel Guidelines

*Resolved*, That the revised official Travel Guidelines for the Domestic and Foreign Missionary Society are adopted, effective 01/01/05.

*Explanation*

The Travel Guidelines have been amended:

- for clarification of the policy applied to generally non-reimbursable expenses
- to clarify the reimbursement policy covering expenses incurred for itinerary changes made for the convenience of the traveler
- to change the reimbursement for automobile mileage (increased from \$0.375 to \$0.405 per 2005 IRS regulations)
- forty-five (45) calendar days is the time limit specified when a Travel and Expense Report must be submitted
- to add that a corporate account is in place for lodging at the Millennium UN Plaza
- reimbursement guidelines for hotel health facility expenses
- to improve specificity in all policy areas

The Travel Guidelines continue to emphasize:

- prompt filing of reimbursement requests (immediately or within 30 calendar days of completing a trip or incurring an expense) with proper supporting documentation
- use of the Society's travel agent

A&F 066, 067, 070 and 071 have been deferred to June (*note*: A&F 065 was defeated in committee).

Kurt Barnes gave a brief explanation of the 2005 budget.

**A&F 072 – *Adopted***

To: Executive Council  
From: Standing Committee on Administration & Finance  
Date: February 11, 2005  
Re: Revised 2005 Budget

*Resolved*, That the Executive Council approves the 2005 Revised Budget for The Episcopal Church.

**A&F 074 – *Adopted***

To: Executive Council  
From: Standing Committee on Administration & Finance  
Date: February 13, 2005  
Re: Extra-Budgetary Expenditures Title IV and Legal Assistance to Dioceses

*Resolved*, That expenses associated with Title IV investigations and trials and legal support for dioceses in excess of the previously budgeted amounts in 2004 and 2005 be considered as extra-budgetary items funded with surpluses accumulated from prior trienniums.

*Explanation*

It is extremely difficult to predict the events or costs of Title IV investigations and trials or legal assistance required to support dioceses with real property disputes. It is, therefore, requested that expenses in excess of \$100,000 in each of 2004 and 2005 be paid by utilizing surplus funds accumulated during previous trienniums.

These excess costs are estimated as follows:

	<u>2004</u>	<u>2005</u>
Title IV Investigation and Trials .....	\$195,000	\$75,000
Legal Support to Dioceses.....	\$40,000	\$50,000

For A&F 073, a one word change in the charter was suggested.

**A&F 073 – *Adopted***

To: The Executive Council  
 From: The Standing Committee on Administration & Finance  
 Date: February 12, 2005  
 Re: Establishment of the *Mission Funding Initiative*

*Resolved*, That the Executive Council, meeting in Austin, TX, February 11-14, 2005, hereby establishes the Mission Funding Initiative in the Office of the Presiding Bishop, which Initiative shall function in accordance with the Charter attached hereto.

*Explanation*

By Resolution CIM 009 passed June 14, 2004, the Executive Council established a task force to investigate the formation of a new effort to obtain major gifts. The Standing Commission on Stewardship and Development had expressed the view that such an effort could be successful and could provide strong support for the transformational mission of the Church in new ways, and the Presiding Bishop had expressed his support for such a venture. The task force held several meetings and interviewed a number of other individuals who are engaged in substantial fundraising activities in aid of the Church's mission. By Resolution CIM 014 passed November 4, 2004, the Executive Council continued the work of the task force and sought its final report by the meetings to be held February 11-14, 2005.

The task force has reached the conclusion that such an effort could be successful and could achieve the stated objective.

The task force therefore recommends that the Executive Council pass this resolution and establish the Mission Funding Initiative in the Office of the Presiding Bishop pursuant to the Charter below.

**MISSION FUNDING INITIATIVE**

Charter

**I. PURPOSE.**

The purpose of the Initiative is to work in conjunction with Provinces, Dioceses, congregations and other agencies and components of the Church to secure major gifts from individuals, foundations, corporations, trusts and other entities to further the transformational mission of the Church. Carrying out of this Purpose shall be a direct responsibility of the Presiding Bishop.

**II. ORGANIZATION, OPERATION AND OVERSIGHT.**

The Initiative shall be organized and operated as the Presiding Bishop shall designate from time to time so as to further its Purpose in the most effective manner. The Presiding Bishop may fix responsibility for operation of the Initiative as he/she sees fit and may assign tasks to existing staff members or may hire additional staff members or engage consultants. Oversight of the work of the Initiative shall reside in the Standing Commission on Stewardship and Development established pursuant to Canon I.1.2(9) and in the Executive Council.

### III. FINANCIAL.

A. All financial matters relating to the Initiative shall be under the control and direction of the Financial Officer appointed pursuant to Canon I.4.3(e), subject to the provisions of this Charter. Records of each gift shall be kept showing the name or other identification of the donor, the date the gift was received, and the restrictions if any attached to the gift. All gifts of cash shall promptly be invested pursuant to investment policies of the Domestic and Foreign Missionary Society ("DFMS"). All gifts of securities and other intangible and tangible property shall be promptly converted to cash and then invested in like manner.

B. All gifts collected through the efforts of the Initiative shall be held in three separate accounts (the "Accounts"). One such account shall hold all gifts to which the donor has attached conditions (the "Restricted Account"); another such account shall initially hold all gifts made jointly to the DFMS and any other entity, such as a Province, Diocese, congregation or agency (the "Shared Account"); another such account shall hold all unrestricted gifts (the "Unrestricted Account"). Each of the Accounts shall be separately audited in conjunction with the annual audit of the accounts of the DFMS, and a separate audit report for the Accounts shall be prepared.

C. The Financial Officer shall report to the Executive Council on the condition of the Accounts at each meeting and shall also make such a report to General Convention at each meeting.

D. Expenses of the Initiative shall be absorbed by the Office of the Presiding Bishop in the Budget for the Episcopal Church adopted by the General Convention and the Executive Council from time to time. Such expenses shall not be charged to the Accounts.

### IV. DISBURSEMENT OF FUNDS.

A. Funds in the Restricted Account shall be disbursed in compliance with the conditions placed thereon by the donors.

B. Funds in the Shared Account shall be divided between the DFMS and the other entity pursuant to the terms agreed to in each instance. The other entity shall be informed of any conditions placed on gifts by the donors and shall be responsible for honoring such conditions. The share of funds designated for the DFMS shall be transferred into the Restricted and Unrestricted Accounts as required by the terms of the gifts.

C. Funds contained in the Unrestricted Account shall be disbursed pursuant to the following:

1. Every reasonable effort shall be made to preserve the original principal of each gift.
2. Income, defined to mean dividends and interest, and appreciation of original principal may be disbursed in accordance with a Mission Plan as described below.
3. Appreciation of original principal may be disbursed only upon a finding by Executive Council, adopted on the affirmative vote of two-thirds of the members of Executive Council present and voting at a meeting thereof, that such disbursement is necessary to achieve the goals and objectives set forth in the Mission Plan that cannot reasonably be achieved in a timely manner in any other fashion.

### V. MISSION PLAN.

A. The Executive Council shall, when it submits to the General Convention the Budget pursuant to Canon I.4.6(a), also submit a Mission Plan for the same budgetary period. The purpose of the Mission Plan is to show how major gifts are intended to be used to further the transformational mission of the Church.

B. The Mission Plan shall contain the following:

1. A Vision Statement to explain the reason for the Mission Plan and to aid in its interpretation.
2. A series of goals and objectives.
3. A series of detailed plans to carry out the goals and objectives.

C. The General Convention shall give consideration to the Mission Plan thus submitted and shall take such action thereon as it deems appropriate. The Executive Council shall have the authority to disburse the funds contained in the Accounts pursuant to the Mission Plan thus adopted by General Convention and shall also have the authority to make adjustments thereof to reflect changed circumstances.

D. Funds in the Accounts shall not be used to pay expenses normally authorized by the Budget for the Episcopal Church but may be used to augment such expenses so as to meet the goals and objectives in the Mission Plan upon an express finding to that effect by the General Convention or Executive Council, as the case may be.

For A&F 060, there was also a concern raised that some work should be done by the diocese and whether this would change the profile for the Presiding Bishop. It was agreed that there would be some discussion of this at the next meeting.

**A&F 060 – *Adopted***

To: Executive Council  
From: Standing Commission on Stewardship and Development  
Re: Foundation Funding  
Date: January 11, 2005

The Standing Commission on Stewardship and Development (SCSD) meeting January 11, 2005 in San Antonio, TX discussed the matter of possible sources of funding from various foundations to support extra-budgetary mission opportunities that from time to time may become available to DFMS. SCSD hereby recommends that Executive Council adopt the following policy:

*Resolved*, That the Executive Council of the Episcopal Church, meeting in Austin, TX, February 11-14, 2005 adopts the policy that DFMS seek a variety of ways to further the mission and ministry of the Church, including seeking funding through foundation grants. Staff shall develop a mechanism for review and decision regarding (1) grant requests by DFMS for signature by the Presiding Bishop, and (2) letters of support from the Office of the Presiding Bishop for grant requests by other Episcopal entities.

**MONDAY AFTERNOON**

The Presiding Bishop made the following announcements:

Because we are in an interim period with no Secretary, the Presiding Bishop recommended that Marian Conboy be named First Assistant Secretary. This was seconded and approved.

The **CONSENT CALENDAR** was called and *adopted*.

**A&F 061**

To: Executive Council  
From: Administration and Finance Committee  
Date: February 11-14, 2005  
Re: Trust Fund #1004

*Resolved*, That Trust Fund #1004 is established to hold and invest funds from the Council of Deans – Panama Project, Austin, Texas.

*Explanation*

Trust Fund # 1004 Council of Deans – Panama Project, Austin, Texas (2004)

This fund was established with \$105,630 as an investment account by the Council of Deans of Episcopal Seminaries. Principal and/or income may be withdrawn upon request. This is a custodial-type trust fund, meaning that DFMS is not trustee for these funds but is simply providing the owner (Council of Deans of Episcopal Seminaries) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

A&F 063

To: Executive Council  
From: Administration & Finance Committee  
Date: February 9, 2005  
Re: 2005 Dividend Rates for the DFMS Trust Fund Portfolios

*Resolved*, That the dividend rate for 2005 for the DFMS Trust Fund portfolios available to support the operating budget of DFMS be set at \$1.07 per share; and be it further

*Resolved*, That the dividend rate for 2005 for Trust Funds in the DFMS Endowment Portfolio that are not available to support the operating budget of DFMS be set at \$1.07 per share.

*Explanation*

The recommendation of the DFMS Investment Committee, as indicated in the DFMS Statement of Investment Policy, is that the dividend rate (income payout rate) for the endowment portfolio be set at 5.0% of a five-year rolling average of year-end share value.

In adopting a budget for the 2004-2006 Triennium, the General Convention recognized that a dividend rate of 5.5% of a five-year rolling average of year-end share value would be required to support expanded ministry initiatives in view of potentially lower revenue. This calculation yields a payout rate for 2005 of \$1.07 per share, a decrease of 2.7% compared with the 2004 payout rate of \$1.10 per share.

These formulas 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.

<b>Year Ending 12/31</b>	<b>Endowment Year-End \$ Market Value</b>	<b>Year-End \$ Value per Share</b>	<b>\$ Payout per Share</b>
1993	165,047,128	12.97	0.53
1994	154,445,571	11.97	0.58
1995	181,706,358	14.03	0.66
1996	201,350,087	15.28	0.66
1997	234,560,896	17.58	0.72
1998	261,275,077	19.42	0.78
1999	328,505,375	23.11	0.87
2000	322,244,548	22.51	1.00
2001	288,077,082	19.95	1.08
2002	233,073,041	15.91	1.09
2003	286,424,423	18.96	0.97
2004	290,365,630	20.15	1.10

A&F 068

To: Executive Council  
From: Standing Committee on Administration & Finance  
Date: February 11, 2005  
Re: GC Site for 2009

*Resolved*, That Anaheim, CA be selected as the site for the 76<sup>th</sup> General Convention in the year 2009.

A&F 069

To: Executive Council  
From: Administration and Finance Committee  
Date: February 14, 2005  
Re: Trust Fund No. 1001

*Resolved*, That dividends received during 2005 by Trust Fund No. 1001, The Allan and Florence Gerda Fund (2004), be used for the general purposes and programs of the Society.

*Explanation*

The Allan and Florence Gerdau Fund (2004), Trust Fund 1001, established in February 2004, indicates that though the income may be used for the general purposes and programs of the Society, it is the expectation that the income will be used, where appropriate, for the education and training of ordained persons, reflecting the donor's desire. The use of the income of this Fund is to be determined annually by the Executive Council.

A request has been received that monies in "excess of a usual payout" be directed for the education and training of ordained persons. Because the indicated dividend rate of \$1.07 per share in 2005 is a decline from the \$1.10 in 2004, it is recommended that dividends for 2005 be used for the general purposes and programs of the Society.

INC 034

To: The Executive Council  
From: International Concerns  
Date: January 12, 2005  
Re: New Mission Partners

*Resolved*, That the Executive Council express its appreciation for the following appointments made by the Presiding Bishop:

**The Rev. Canon Ogé Beauvoir** – Diocese of New York – assigned as Coordinator of Leadership Education/Training Program in the Diocese of Haiti. This appointment is for the period of three years beginning December 24, 2004. Addr: c/o The Rt. Rev. Jean Zache Duracin - Lynx Air, P.O. Box 407139 - Fort Lauderdale, FL 33340.

**The Rev. Susan Buell** – Diocese of Northwestern Pennsylvania – assigned as the Acting Dean of the Cathedral in Madrid, in the Spanish Reformed Church. This appointment is for the period of one year beginning September 1, 2004. Addr: Calle Beneficencia, 18 - 28004 Madrid – ESPANA.

**Dr. David Johnson, MD** – Diocese of Western North Carolina – assigned as Mission Partner for Health Care in the Diocese of Peshawar, in the United Church of Pakistan. This appointment is for the period of three years beginning January 11, 2005. Addr: c/o The Rt. Rev. Mano Rumalshah - Bishop's House - Saint John's Cathedral - 1 Sir-Syed Road - Peshawar 25000 - NW Frontier Province – PAKISTAN.

**Ms. Jennifer Johnson** – Diocese of Massachusetts – assigned as an HIV/AIDS Counselor with the Agape Counseling & Training Services in the Diocese of Maseno West in the Anglican Church of Kenya. This appointment as a Young Adult Service Corps volunteer is for the period of one year beginning November 4, 2004. Addr: c/o Dr. & Mrs. Gerry Hardison - St. Philip's Theological College - P.O.Box 1 - Maseno, KENYA - EAST AFRICA

**The Rev. Paul Lillie** – Diocese of Western New York – assigned as Cathedral Sacristan in the Diocese of Jerusalem. This appointment as a Young Adult Service Corps volunteer is for the period of one year beginning June 21, 2004. Addr: c/o St. George's Cathedral - 20 Nablus Road - P.O. Box 19098 - JERUSALEM 91190 - Via ISRAEL

**The Rev. Jeffery Mead** – Diocese of PA – on Special Assignment to the Canterbury Group in the Diocese of Cyprus and the Gulf in the Episcopal Church in Jerusalem and the Middle East. This assignment is for the period of three years beginning December 15, 2004. Addr: 1148 Maplewood Avenue – Ambridge, PA 15003

**The Rev. Heather Parr** – Diocese of Oregon – assigned as Dean of Cathedral/Seminary & Communication Liaison in the Diocese of Venezuela. This appointment is for three years beginning October 1, 2004. Addr: Centro Diocesano - Apartado 49.143 - Av. Caroni No. 100 - Colinas de Bello Monte - Caracas 1042-A – VENEZUELA.

**Ms. Jere Skipper** – Diocese of Washington – assigned as Canon for Mission with the Convocation of American Churches in Europe. This appointment is for the period of three years beginning October 16, 2004. Addr: c/o Convocation of American Churches in Europe - 23 Avenue George V F-75008 – Paris, FRANCE.

INC 035

To: The Executive Council  
From: International Concerns  
Date: January 12, 2005  
Re: Returned Mission Partners

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

**The Very Rev. Anthony Clavier** – Diocese of South Dakota – served as Director of the Episcopal Institute of Christian Studies (CECE), with the Convocation of American Church in Europe. This appointment started on February 5, 2004, and ended on September 30, 2004. Addr: 12 Rue Beaumarchais - 63000 Clermont-Ferrand - FRANCE.

**Ms. Valeska Daley** – Diocese of Massachusetts – served in the Diocese of Honduras in a joint appointment between the South American Missionary Society and the Young Adult Service Corps program. Her mission service started on October 19, 2002 and ended on December 31, 2004. Addr: 55 Rockdale Street - Matapan, MA 02126.

**Mrs. Mary Ann Garrett** – Diocese of West Texas – served as Developer of New Congregation in Oaxaca in the Diocese of Southeast Mexico, in the Anglican Church of Mexico. Her mission service started on February 1, 2003 and ended on October 31, 2004. **Address:** Apartado Postal 1471 - Oaxaca, Oaxaca 68000 - MEXICO.

**Mr. Philip & Mrs. Jennifer Leber** – Diocese of Maryland – served as Worship Ministry Trainer, and Discipleship and Bible Teaching respectively, in the Church of the Province of Uganda. DFMS support of their mission service started on May 17, 1998 and ended on December 31, 2005. Addr: c/o Church of Uganda - P.O. Box 14123 – Kampala, UGANDA - EAST AFRICA.

**Ms. Sarah Huber** – Diocese of Western Massachusetts – served as HIV/AIDS Counselor at St. Philip's Theological College in the Diocese of Maseno North in the Anglican Church of Kenya. Her mission service as a Young Adult Service Corps started on March 15, 2004 and ended on November 30, 2004. Addr: 40 Fisher Street - Westborough, MA 01581.

**Rev. Frank Hughes** – Diocese of Central Pennsylvania – served as Lecturer in New Testament Studies at Codrington College in the Diocese of Barbados, Church of the Province of the West Indies. His mission service started on February 1, 2000 and ended on October 31, 2004. Addr: 289 Milton Road - Spearsville, LA 71277-2285.

**The Rev. Canon John Peterson** – Diocese of Western Michigan – served as Dean of St. George's College in the Diocese of Jerusalem from May 25, 1982 to December 31, 1994. On January 1, 1995, he moved to London under a Special Appointment to serve as the Secretary General of the Anglican Communion. That assignment ended on December 31, 2004. Addr: Anglican Communion Office - St. Andrew's House - 16 Tavistock Crescent - Westbourne Park - London W11 1AP – UK.

**Mr. Austin Rios** – Diocese of Western North Carolina – served as Communication Liaison in the Diocese of Southeast Mexico, in the Anglican Church of Mexico. His mission service as a Young Adult Service Corps volunteer started on February 1, 2004 and ended on January 31, 2005. Addr: 314 Chapel Road - Black Mountain, NC 28711.

**Dr. Helen Smits, MD** – Diocese of Connecticut – served as Teacher of Medicine (Public Health) at the University of Mozambique in the Diocese of Lebombo, in the Church of the Province of Southern Africa. Her mission service started on January 26, 2002 and ended on December 31, 2004. Addr: P.O. Box 950 - Essex, CT 06426.

INC 036

To: Executive Council  
From: International Concerns Committee  
Date: January 5, 2005  
Re: Extended Companion Diocese Relationship

*Resolved*, That the Executive Council meeting in Austin, Texas, from February 10 to 14, 2005 vote to recognize the extension of the Companion Diocese Relationship between the Diocese of Atlanta and the Diocese of Central Ecuador for a period ending on December 31, 2007, unless further extended or terminated by mutual consent.

NAC 018

To: Executive Council  
From: Rose Brunell  
Date: January 12, 2005  
Re: Jubilee Resolutions

Listed below are Jubilee Programs to be reviewed by Executive Council on February 11-14, 2005.

**NEW**

1. Fikelela AIDS Project  
P.O. Box 1932  
Capetown, South Africa 8001  
Dr. Austin Tuning  
The Rev. Rachel Mash  
Diocese of Lexington
2. St. Peters Free Clinic  
3 N. Broad Street  
Hillsdale, Michigan 49242  
Ms. Jill Pavka  
Diocese of Michigan
3. St. Stephen's Episcopal Church  
1432 SW 13<sup>th</sup> Avenue  
Portland, OR 97201  
Ms. Diane Lucas  
Ms. Sue Rossiter  
Diocese of Oregon
4. Food Pantry/Church of the Ascension  
405 Talbot Hall Road  
Norfolk, VA 23505  
Ms. Diane Forrest  
Marilyn Meek  
Diocese of Southern Virginia

**REAFFIRMATION**

5. St. Paul and St. James Jubilee Center  
57 Olive Street  
New Haven, CT 06511  
The Rev. Barbara Cheney  
Diocese of Connecticut
6. Foothill Family Shelter  
1501 West Ninth Street, Suite D  
Upland, California 91786  
Ms. Miriam Gandell  
Diocese of Los Angeles
7. All Saint's Jubilee Center  
167 Pike Street  
P.O. Box 430357  
Pontiac, MI 48343  
The Rev. Barbara Fry  
Diocese of Michigan
8. St. Stephen's Parish  
67 East Street  
Pittsfield, MA 01201  
The Rev. Gay M. Rahn  
Diocese of Western Massachusetts

**END OF CONSENT CALENDAR**

**CONGREGATIONS IN MINISTRY** - Cynthia Black reporting

Cynthia thanked Steve Lane for his work as secretary of the committee. The committee prepared for anti-racism, met with a representative of Via Media, and spent time with Kirk Hadaway. Brian Prior and Stacy Sauls reported on an event in mid-January, intended to bring in the people who work in the trenches and care for them. These are people anxious about their security in the life of the church, and this is something we need to pay attention to. Good work is being done by Thom Chu and Betsy Boyd. It is the hope of the committee that we spend some plenary time with the folks from 20/20.

Discussion of CIM 020-1 centered around the goal of obtaining ethnic/racial make up of ASA (average Sunday attendance) and whether it would be better to find out the number of minority congregations rather than ASA. It was pointed out that the annual parochial report is not a census. (*Note: this resolution was presented and voted on as CIM 020, but due to a numbering error, this is a duplication, so the number of this resolution has been changed to CIM 020-1.*)

**CIM 020-1 – *Adopted***

To: Executive Council  
From: Standing Committee on Congregations in Ministry  
Date: February 14, 2005  
Re: Data in Parochial Report

*Resolved*, That the Executive Council meeting in Austin, Texas, request the State of the Church Committee, in a dialogue with the Director of Research for the Episcopal Church, consider the best way to collect both hard data and estimated data in the parochial reports as follows:

- Hard data:
  - Existing hard data regarding church attendance and membership, active communicants, Average Sunday Attendance (ASA), etc.
  - Additional hard data regarding baptisms, confirmations, receptions, transfers out, resignations, drop-outs, and deaths of active church members
- Estimated data, giving consideration to guidance to the congregations regarding how to make estimates:
  - Male/female ratio in Average Sunday Attendance (ASA)
  - Ethnic/racial makeup of ASA in at least the categories used by the US Census
  - Age bands (precise definitions of age bands yet to be determined).

*Explanation*

The 20/20 Vision adopted by General Convention 2000 (A033) includes that the Church of the year 2020 should “reflect the diversity of our society.” Good management and leadership principles imply that we should measure our progress (if any) towards this part of the 20/20 Vision for ECUSA, so that we can take corrective action if, when, and where it is needed. The additional information will provide important markers about church growth and will be used in research for new developments and membership trends.

**CIM 021 – *Adopted***

To: Executive Council  
From: Standing Committee on Congregations in Ministry  
Date: February 14, 2005  
Re: Via Media USA

*Resolved*, That the Executive Council meeting in Austin, Texas, commend Via Media USA for its work in several dioceses in the church and offer its continuing support to faithful Episcopalians who are seeking to remain within the Episcopal Church.

**CIM 022 – *Adopted***

To: Executive Council  
From: Standing Committee on Congregations in Ministry  
Date: February 14, 2005  
Re: Non Violence Training and Episcopal Peace Fellowship

*Resolved*, That the Executive Council meeting in Austin, Texas, commend to the whole church the Episcopal Peace Fellowship’s new training in *Creative Peacemaking* and urge dioceses and congregations consider how such training might help Episcopalians address the culture of violence in their homes, their workplaces, their congregations and our society at large.

*Explanation*

General Convention (2000) adopted D022 calling on the Episcopal Church to promote a culture of non-violence and provide study and action resources to congregations and dioceses. General Convention (2003) adopted D031 calling that curricula in non-violence awareness and training be promoted for use in dioceses and congregations. The work of the Episcopal Peace Fellowship is a response to these directives.

This concluded CIM's committee report.

Next, the latest version of the response to the Windsor report was reviewed and a one word change was made. The letter was approved. (Attachment A)

**INTERNATIONAL CONCERNS** – Catherine Roskam reporting

International Concerns heard from the Translation committee, Michael Ingham and Maureen Shea of the Office of Government Relations. They also spoke of the Windsor Report and anti-racism.

**INC 037 – *Adopted***

To: The Executive Council  
From: The Standing Committee of International Concerns  
Date: February 12, 2005  
Re: Renew Commitment to Nuclear Disarmament

*Resolved*, That in light of recent claims by the governments of North Korea and Iran to have developed nuclear weapons programs, that the Executive Council of the Episcopal Church, meeting February 11-14, 2005 at St. David's Episcopal Church in Austin, TX, is encouraged by the acknowledgment of the President of the United States that the proliferation of nuclear weapons continues to be a major threat to the people and security of the world; and be it further

*Resolved*, That the Council strongly urges the use of diplomatic means to address and stem the proliferation of nuclear weapons; and be it further

*Resolved*, That the Executive Council call on members of the Episcopal Church to renew the commitments made by this Church to the goals of total Nuclear Disarmament in 1997 (D-022) in the United States and the world over, and to its encouragement of Anglicans across the communion to speak out to our various civil authorities and governments in favor of total nuclear disarmament.

**INC 038 – *Adopted***

To: The Executive Council  
From: The Standing Committee of International Concerns  
Date: February 14, 2005  
Re: Honoring Sandra Swan

*Whereas*, Sandra Swan has overseen the dramatic transformation of the Presiding Bishop's Fund for World Relief from a worthy charity into an efficient, effective and focused learning organization as Episcopal Relief and Development;

*Whereas*, in her time as President and with her guidance Episcopal Relief and Development has seen the development of a committed working board and the drawing together of a highly dedicated and competent staff;

*Whereas*, during these last six years under her leadership the annual income of Episcopal Relief and Development has increased from 3 to almost 11 million dollars;

*Whereas*, through her speaking and teaching, and energetic enthusiasm, she has raised awareness of Episcopal Relief and Development throughout the church resulting in the phenomenal growth of a network of volunteers and dioceses and parishes;

*Whereas*, guided by her own compassionate heart, she has helped the Episcopal Church to extend God's compassion worldwide; be it

*Resolved*, That the Executive Council, on behalf of the Episcopal Church and mindful of grateful recipients around the world, offer to Sandra Swan our deepest thanks and respect for her ministry among us; and be it further

*Resolved*, That Executive Council assure her of our prayers as she begins her next chapter.

Naim Ateek, who is an Israeli Palestinian Anglican priest addressed Council. Most of his remarks focused on the United States and how it affects Jerusalem. He spoke of obstacles to peace, and appealed to the Episcopal Church to look at investments to enhance peace and look into the illegal occupation of Israel in Palestine.

**NATIONAL CONCERNS** – Kwasi Thornell reporting

Kwasi introduced John Vanderstar, Vice-Chair, to present the following resolutions:

**NAC 019a – *Adopted***

To: Executive Council  
From: Standing Committee on National Concerns  
Date: February 11, 2005  
Re: SRI Resolutions

*Resolved*, That the Executive Council, meeting in Austin, Texas from February 11 to 14, 2005, instruct the Treasurer to vote in favor of all resolutions asking companies to develop policies that will enable them to participate in the funding of microfinance groups through the use of capital markets (based on General Convention resolution A002 of 2000 and the Executive Council’s previous approval of resolutions regarding international community reinvestment); and be it further.....(Att. 1)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to adopt the MacBride Principles regarding fair employment in Northern Ireland (based on the Executive Council resolution of November 1994); and be it further .....(Att. 2)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions requesting that companies adopt a set of human-rights principles for Chinese operations based on International Labor Organization standards (based on General Convention resolution A002 of 2000 and the Episcopal Church’s filing of shareholder resolutions on vendor, contract supplier, and human-rights standards); and be it further .....(Att. 3)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to report on operations in Iran, with particular reference to potential financial and reputational risks incurred by the company by such operations (based on an Executive Council resolution of February 1979 endorsing the Lambeth Statement on War and Violence, in addition to the Episcopal Church’s general support for resolutions regarding human rights); and be it further.....(Att. 6)

**NAC 019b – *Adopted*** with one abstention (John Vanderstar)

To: Executive Council  
From: Standing Committee on National Concerns  
Date: February 11, 2005  
Re: SRI Resolutions

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to report on interactions with the Indonesian military and private security forces as such interactions violate the human rights of Indonesian civilians (based on General Convention resolution A002 of 2000 and the Episcopal Church’s filing of shareholder resolutions on vendor, contract supplier, and human-rights standards); and be it further .....(Att. 4-5)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to adopt comprehensive recycling strategies (based on long-standing policies on environmental stewardship and various environmental resolutions favoring reporting on such topics, in addition to General Convention resolution A044 of 2000 on environmentally-sound practices at church meetings); and be it further ..... (Att. 7-8)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to adopt a policy that does not constrain the reimportation of prescription drugs (based on General Convention resolution A010 of 1991); and be it further ..... (Att. 9)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to prepare a report on initiatives to address the specific health and environmental concerns of communities affected by unremediated waste and other sources of oil-related contamination in the area where Texaco operated in Ecuador (based on General Convention resolution D005 of 2000); and be it further ..... (Att. 10)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to make provision for shareholders to nominate members of the Board of Directors (based on the Episcopal Church’s longstanding support for responsive and responsible corporate governance); and be it further ..... (Att. 11)

*Resolved*, That the Executive Council instruct the Treasurer to vote in favor of all resolutions asking companies to establish an Office of the Board of Directors to enable direct communications on corporate governance matters, including meetings, between non-management directors and shareholders, or to create similar means of facilitating dialogue between shareholders and board members (based on the Episcopal Church’s longstanding support for responsive and responsible corporate governance).....

..... (Att. 12-13)

ATTACHMENT 1  
USE OF CAPITAL TO FUND MICROFINANCE/INTERNATIONAL CRA

*Whereas*,  
2005 is the United Nations International Year of Microcredit, which will focus on two key challenges - meeting the unmet demand for basic financial services and removing the constraints that exclude people from fully participating in the financial sector.

We believe our corporation should be involved in the development of microcredit or microfinance as a means of strengthening emerging market economies and increasing the market for conventional banking among a larger group of customers in these countries.

Microfinance in emerging markets provides a route to bring large numbers of households, who are unbanked and in the alternative economy, into the mainstream economy through development of their skills as small capitalists.

An important route to the development of this microfinance is through the international capital markets, which can provide the funding for local microfinance groups. These local microfinance groups then provide the loans to the borrowers because they have intimate knowledge of the local market and of the enterprising borrowers who need to finance their small businesses.

- As examples, Citigroup with its Mexican subsidiary, Banamex, has underwritten and marketed the equivalent of \$40 million in bonds issued for the Mexican microfinance group, Compartamos. Compartamos provides small loans to some 90,000 mostly rural women to finance their small businesses. It is believed that the development of these small businesses, which are now outside of the conventional economy, will help create a stronger Mexican economy and also, ultimately provide customers to Citibank’s subsidiary Banamex. Citigroup also underwrote an issue for a Peruvian microfinance group and is seeking microfinance partners in other countries.

- Deutsche Bank is sponsoring a Global Commercial Microfinance Consortium, which will partner with local commercial banks to lend to microfinance groups. It currently is seeking investors to provide the funding.
- HSBC has just announced its intention to provide for microfinance in the Philippines.
- Finally, among developed countries, a number of the member countries of the European Union have provided the equivalent of \$4.5 billion of microfinance to assist unemployed to start small businesses in an effort to stimulate their economies and relieve unemployment.

We believe not only that our corporation will find this financing profitable but also that the long term financial interests of our corporation will be enhanced; therefore be it

*Resolved*, That the shareholders request the Board to develop policies that will enable J.P. Morgan Chase to participate in the funding of microfinance groups through its use of capital markets and to report to the shareholders by the time of the 2006 annual meeting on its plans and achievements in this area.

## ATTACHMENT 2 MACBRIDE PRINCIPLES ON NORTHERN IRELAND

*Whereas*, our company operates a wholly-owned subsidiary in Northern Ireland,

*Whereas*, the securing of a lasting peace in Northern Ireland encourages us to promote means for establishing justice and equality;

*Whereas*, employment discrimination in Northern Ireland has been cited by the International Commission of Jurists as one of the major causes of sectarian strife in that country:

*Whereas*, Dr. Sean MacBride, founder of Amnesty International and Nobel Peace Laureate, has proposed several equal opportunity employment principles to serve as guidelines for corporations in Northern Ireland.

These include:

1. Increasing the representation of individuals from under-represented religious groups in the workforce, including managerial, supervisory, administrative, clerical and technical jobs.
2. Adequate security for the protection of minority employees both at the workplace and while traveling to and from work.
3. The banning of provocative religious or political emblems from the workplace.
4. All job openings should be publicly advertised and special recruitment efforts should be made to attract applicants from under-represented religious groups.
5. Layoff, recall, and termination procedures should not, in practice favor particular religious groupings.
6. The abolition of job reservations, apprenticeship restrictions, and differential employment criteria, which discriminate on the basis of religion or ethnic origin.
7. The development of training programs that will prepare substantial numbers of current minority employees for skilled jobs, including the expansion of existing programs and the creation of new programs to train, upgrade, and improve the skills of minority employees.
8. The establishment of procedures to assess, identify and actively recruit minority employees with potential for further advancement.
9. The appointment of a senior management staff member to oversee the company's affirmative action efforts and the setting up of timetables to carry out affirmative action principles.

*Resolved*, Shareholders request the Board of Directors to make all possible lawful efforts to implement and/or increase activity on each of the nine MacBride Principles.

### *Supporting Statement*

We believe that our company benefits by hiring from the widest available talent pool. An employee's ability to do the job should be the primary consideration in hiring and promotion decisions.

Implementation of the MacBride Principles by our corporation will demonstrate its concern for human rights and equality of opportunity in its international operations.

Attachment 3  
CHINA PRINCIPLES

*Whereas*, our company's business practices in China respect human and labor rights of workers. The first nine principles below were designed to commit a company to a widely accepted and thorough set of human and labor rights standards for China. They were defined by the International Labor Organization and the United Nations Covenants on Economic, Social & Cultural Rights, and Civil & Political Rights.

- (1) No goods or products produced within our company's facilities or those of suppliers shall be manufactured by bonded labor, forced labor, within prison camps or as part of reform-through-labor or reeducation-through-labor programs.
- (2) Our facilities and suppliers shall adhere to wages that meet workers' basic needs, fair and decent working hours, and at a minimum, to the wage and hour guidelines provided by China's national labor laws.
- (3) Our facilities and suppliers shall prohibit the use of corporal punishment, any physical, sexual or verbal abuse or harassment of workers.
- (4) Our facilities and suppliers shall use production methods that do not negatively affect the worker's occupational safety and health.
- (5) Our facilities and suppliers shall not call on police or military to enter their premises to prevent workers from exercising their rights.
- (6) We shall undertake to promote the following freedoms among our employees and the employees of our suppliers: freedom of association and assembly, including the rights to form unions and bargain collectively; freedom of expression, and freedom from arbitrary arrest or detention.
- (7) Company employees and those of our suppliers shall not face discrimination in hiring, remuneration or promotion based on age, gender, marital status, pregnancy, ethnicity, region of origin, labor, political or religious activity, or on involvement in demonstrations, past records of arrests or internal exile for peaceful protest, or membership in organizations committed to non-violent social or political change.
- (8) Our facilities and suppliers shall use environmentally responsible methods of production that have minimum adverse impact on land, air and water quality.
- (9) Our facilities and suppliers shall prohibit child labor, at a minimum comply with guidelines on minimum age for employment within China's national labor laws.
- (10) We will not sell or provide products or technology in China that can be used to commit human rights violations or labor rights abuse.
- (11) We will issue annual statements to the China Working Group detailing our efforts to uphold these principles and to promote these basic freedoms.

*Resolved*, Stockholders request the Board of Directors to make all possible lawful efforts to implement and/or increase activity on each of the principles named above in the People's Republic of China.

*Supporting Statement*

As U.S. companies import more goods, consumer and shareholder concern is growing about working conditions in China that fall below basic standards of fair and humane treatment. We hope that our company can prove to be a leader in its industry and embrace these principles.

ATTACHMENT 4  
HUMAN RIGHTS - INDONESIA

*Whereas*, we believe that transnational corporations operating in countries with repressive governments, ethnic conflict, weak rule of law, endemic corruption, or poor labor and environmental standards face serious risks to their reputation and share value if they are, in any way, seen to be responsible for, or complicit in, human rights violations; and,

*Whereas*, ExxonMobil has extensive natural gas operations in the Aceh region of the island of Sumatra in Indonesia; and,

*Whereas*, there have been numerous reports of human rights abuses against the local population by the Indonesian military in connection with security operations conducted in the area of ExxonMobil's operations; and,

*Whereas*, due to its relationship with the Indonesian military, the corporation has been named as lead defendant in a pending lawsuit, John Doe 1, et al., vs. ExxonMobil Corporation, et al., filed in the Federal District Court for the District of Columbia, on behalf of Indonesian citizens who allegedly were victims of human rights abuses by military forces guarding ExxonMobil's facilities ; and,

*Whereas*, it has been reported that ExxonMobil has provided logistical as well as financial support for Indonesian military forces stationed in the area; and,

*Whereas*, since 2002, ExxonMobil has been a participant in the dialogue on the US.-U.K. Voluntary Principles on Security and Human Rights, which call on companies operating internationally to urge local security forces to provide security in a manner consistent with human rights and ethical conduct; and

*Whereas*, ExxonMobil's Corporate Citizenship policy states that the provision of security should be "consistent with the law and respect for human rights"; therefore be it

*Resolved*, That shareholders request that management review and report to shareholders, by September, 2005, on the corporation's security arrangements with the Indonesian government and private security forces, including support, both monetary and in kind, to the Indonesian government and military. Furthermore, it is requested that this review and report to shareholders should be conducted with a particular reference to potential financial and reputational risks incurred by the company as a result of these relationships.

*Supporting Statement*

The New York City Teachers' Retirement System and the New York City Board of Education Retirement System believe that it is time for management to seriously review its policies in this area. Significant commercial advantages can accrue to our company by the rigorous implementation in its overseas operations of human rights policies based upon the Universal Declaration of Human Rights. These benefits can include enhanced corporate reputation, improved employee recruitment and retention, improved community and stakeholder relations, and a reduced risk of adverse publicity, divestment campaigns, and lawsuits. We therefore urge you to vote **FOR** this proposal.

ATTACHMENT 5  
HUMAN RIGHTS - INDONESIA

*Whereas*, we believe that transnational corporations operating in countries with repressive governments, ethnic conflict, weak rule of law, endemic corruption, or poor labor and environmental standards face serious risks to their reputation and share value if they are seen to be responsible for or complicit in, human. rights violations: and,

*Whereas*, there have been numerous reports of human rights abuses against the indigenous population by the Indonesian military in connection with security operations conducted on behalf of Freeport McMoran; and ,

*Whereas*, in August 2002 several company employees including two American contract workers and an Indonesian, were ambushed and killed near company property, and,

*Whereas*, a 2002 investigation by the Indonesian Police found that there was a strong possibility that this attack was perpetrated by the Indonesian National Army Force; therefore be it

*Resolved*, That shareholders urge management to review its policy concerning payments to the Indonesian military and security forces, with a particular reference to potential financial and reputational risks incurred by the company by these payments, and to report to shareholders by September 2005 on the findings of this review.

*Supporting Statement*

Since the mid-1990's, Freeport's relationship with the Indonesian military has led to tens of millions of dollars in corporate payments, including direct payments to the military expenditures, to defend the company from lawsuits brought by victims of human rights abuses by the Indonesian military, and in an out-of-court settlement with the survivors and family members of those killed in the 2002 attack.

The New York City Employees' Retirement System, New York City Teachers' Retirement System, the New York City Police Pension Fund, the New York City Fire Department Pension Fund and the New York City Board of Education Retirement System, believe that it is time for the management to seriously review its policies in this area. Significant commercial advantages can accrue to our company by the rigorous implementation of human rights policies based upon the Universal Declaration of Human Rights. These include: enhanced corporate reputation, improved employee recruitment and retention, improved community and stakeholder relations, and a reduced risk of adverse publicity, divestment campaigns and lawsuits. We therefore urge you to vote FOR this proposal.

ATTACHMENT 6  
IRAN OPERATIONS

*Whereas*, since the 2001 terrorist attacks against the United States, there has been increased interest among investors and the general public concerning corporate ties to states that reportedly sponsor terrorist activity, and

*Whereas*, U.S. law currently restricts trade by American companies with several states, including Iran, that have been designated as "sponsors of terrorism" by the U.S. State Department, and

*Whereas*, Aon Corporation conducts business operations in Iran; therefore be it

*Resolved*, That shareholders request that the Board of Directors establish a committee of the Board to review Aon's operations in Iran with a particular reference to potential financial and reputational risks incurred by the company by such operations; and be it further

*Resolved*, That shareholders request that this review committee report to shareholders on its findings no later than September 2005. This report should be produced at reasonable cost and contain no proprietary information.

*Supporting Statement*

According to the U.S. State Department, the Iranian government has actively supported and funded terrorist operations against innocent civilians outside its own borders. These activities led to the imposition of government sanctions that provide that virtually all trade and investment activity with Iran by U.S. corporations, is prohibited. We believe that Aon's operations in Iran violate the spirit of the law. It also exposes the company to the prospect of negative publicity, public protests, and a loss of consumer confidence, all of which can have a negative impact on shareholder value.

In 2001, the Securities and Exchange Commission stated that a company's involvement with states that sponsor terrorism is a legitimate shareholder concern "substantially likely to be significant to a reasonable investor's decision about whether to invest in that company". The New York City pension funds, urge you to vote **FOR** this resolution.

ATTACHMENT 7  
RECYCLING – PLASTIC BOTTLES

*Whereas*, PepsiCo has repeatedly emphasized its commitment to environmental leadership. PepsiCo has noted its commitment to "continually improve its environmental performance through conservation, source reduction, recycling and product packaging design."

However, the majority of PepsiCo beverage containers in the U.S. continue to be disposed in landfills, incinerated or littered, and therefore contribute to environmental pollution, and are diverted from the national supply of recycled plastic.

PepsiCo has made progress toward its goal to incorporate 10% recycled content resin into its plastic beverage containers in North America by 2005. However, PepsiCo has resisted adopting a publicly stated, quantitative goal to increase beverage container recovery rates. We believe both goals are essential to an effective recycling strategy.

Unfortunately, the U.S. recycling rate for beverage containers has declined significantly in recent years. According to the American Plastics Council, the recovery rate for *plastic* soft drink containers declined from 46% in 1995 to 31% in 2002, the most recent year for which data is available. According to the Container Recycling Institute and the Aluminum Association, the *aluminum* can recycling rate fell from 68% in 1992 to 50% in 2003.

Beverage container recycling rates of 70% and higher are being achieved in 10 U.S. states with container deposit legislation (or bottle bills). Significant container recovery rates are possible, as evidenced in these 10 states, and in countries like Norway and Sweden where companies have achieved beverage container recovery rates of more than 80%. In the U.S., states with beverage container deposit systems recover three times as many beverage bottles and cans as do states without deposits.

Nevertheless, PepsiCo and other members of the American Beverage Association actively oppose container deposit systems without putting forth a solution capable of achieving comparable recovery rates; therefore be it

*Resolved*, That Shareowners of PepsiCo request that the board of directors prepare a report to shareholders by September 1, 2005, on its efforts to adopt a recycling strategy that includes a publicly stated, quantitative goal for enhanced rates of beverage container recovery in the U.S. The report may omit confidential information and be prepared at reasonable cost.

#### *Supporting Statement*

We believe the request for this report is in the best interest of PepsiCo and its shareholders. Leadership in this area may protect the PepsiCo brands and improve the company's reputation. The report should detail the means and feasibility of achieving, as soon as practicable, a quantitative, beverage container recovery goal. The report should:

- include a cost-benefit analysis of the different container recovery options available, such as curbside recycling, drop-off programs, container deposit systems, and voluntary company and industry programs;
- explain PepsiCo's position on container deposit systems; and
- explain PepsiCo's efforts to work with peers to establish industry-wide container recycling goals.

## ATTACHMENT 8 RECYCLING - COMPUTERS

*Whereas*, IBM is proud of its commitment to environmental leadership. Yet IBM's technical innovation in designing and marketing computers has not extended to taking full responsibility for minimizing the environmental impact of its products, especially at the end of the products' useful lives.

The manufacture of one computer workstation can require more than 700 chemical compounds, about half of which are hazardous, including arsenic, brominated flame-retardants, cadmium, hexavalent chromium, lead, and mercury. Cathode ray tubes in monitors can contain several pounds of lead, and have been identified as hazardous waste and banned from landfills in California. For these reasons it is important to consider how and where computer equipment is discarded.

Electronic waste constitutes a growing part of the US municipal solid waste stream. Currently, most computers are not recycled. A study by the National Safety Council in 1998 concluded that only 11% of computers were recycled. According to IBM, as many as 500 million computers will become obsolete in the 10 years ending 2007.

We believe companies committed to environmental leadership should help to find solutions for the growing problems created by electronic waste.

Dell and Hewlett-Packard have set specific computer equipment recycling goals, and are reviewing standardized measurements of computer equipment recycling. They have received positive publicity for this leadership on recycling. Yet IBM has not taken these steps.

The cost to adopt and disclose computer recycling measurements and goals should be relatively small, given that IBM maintains a database of the amount of used computer equipment that has been recovered for reuse or recycling.

We believe IBM can avoid financial, legal and reputational risk, gain competitive advantage, and build brand name in the marketplace by assuming greater responsibility for the safe disposal of its products; therefore be it

*Resolved*, Shareholders of IBM request that the board of directors prepare a report to shareholders by September 1, 2005 that describes its efforts to adopt a comprehensive, computer equipment recycling strategy that includes a publicly stated, quantitative goal for enhanced rates of computer equipment recovery. The report may omit confidential information and be prepared at reasonable cost.

The report should:

- identify, using standardized metrics, the percentage of IBM computer equipment that has been recovered and recycled in each of the past three years;
- include a cost-benefit analysis of the different computer equipment recovery methods in place, such as municipal recycling, and voluntary company and industry programs, such as take-back programs where a fee is paid;
- explain IBM's position on computer equipment recycling legislation pending in U.S. states;
- discuss measures being taken to ensure that recycling is accomplished in a manner that minimizes risks to workers; and
- assess our company's liability if our products are discovered to have leached toxic contaminants into groundwater in a manner that harms human health.

#### ATTACHMENT 9 REIMPORTATION OF PRESCRIPTION DRUGS

*Resolved*: That the shareholders of Pfizer Inc. ("Pfizer") request that the Board of Directors 1) adopt a policy that does not constrain the reimportation of prescription drugs into the U.S. by limiting the supply of drugs in foreign markets, and 2) prepare a report to shareholders on that policy, at reasonable cost and omitting proprietary information, by September 2005.

#### *Supporting Statement*

Increasingly U.S. citizens, especially seniors, are purchasing prescription drugs abroad because such drugs are substantially cheaper. The Congressional Budget Office has confirmed that brand name drugs cost, on average, 33 to 55 percent less in other industrialized countries than in the U.S. A Civil Society Institute survey indicates that as many as 18 percent of citizens are splitting or skipping pills to cut drug costs, placing them at health risk. The escalating cost of prescription drugs has been the subject of intense media attention, and spurred the enactment of a Medicare prescription drug benefit in 2003.

The importation of prescription drugs is a growing business. Canada has been a principal source for such exports to the U.S. These exports have grown from \$50 million in 1998 to nearly \$1 billion in 2004. State and local governments, which provide health benefits to state employees, retirees, and others, are encouraging reimportation. Minnesota, New Hampshire, North Dakota, Wisconsin and Illinois have established web sites to connect state residents with Canadian pharmacies the states have deemed safe. Vermont is suing the Food and Drug Administration for wrongfully denying permission to set up a reimportation program.

Pfizer announced in January 2004 that it would immediately begin to limit the supply of its prescription drug products to the wholesale, retail, and other parts of the prescription drug supply chain in Canada. This follows Pfizer's decision in 2003 to limit sales to 46 Canadian pharmacies thought to be selling Pfizer brand products to U.S. citizens over the Internet. Pfizer has reaffirmed this policy with regard to Canada and recently announced that it would "allocate" its products in the United Kingdom sufficient to meet the demands of patients there.

We believe that depriving U.S. citizens of affordable access to Pfizer's products may be harmful to Pfizer's brand name and reputation, and puts Pfizer in conflict with programs supported by its customers. By actively limiting sales and creating artificial shortages of our products, many of which are category leaders or the only drug available for a particular ailment, Pfizer is forsaking long-term market development and reputation for higher profits in the near term.

We are also concerned that the strategy entails regulatory risk. Retail pharmacies have filed actions before the Canadian Competition Tribunal alleging that Pfizer's limiting supply in Canada violates Canadian competition laws. In the U.S., class action status is being sought in Minnesota and Indiana federal courts alleging violations of U.S. antitrust laws.

We urge shareholders to vote FOR this proposal.

## ATTACHMENT 10 ENVIRONMENTAL JUSTICE IN ECUADOR

### *Whereas:*

Between 1972 and 1992, Texaco and Petroecuador extracted over 1.4 billion barrels of oil from the Ecuadorian Amazon. As operator, Texaco designed, built and managed all exploration, extraction and transportation facilities.

During this time, an estimated 19 million gallons of oil were spilled from the trans-Ecuadorian pipeline, more than the *Exxon Valdez*. Texaco also systematically dumped an estimated 18.5 billion gallons of toxic wastewaters into open, unlined pits, waterways and wetlands. It was standard practice in the U.S. to re-inject such waters into the ground.

In 1998, Texaco completed a limited cleanup of 156 of the 627 unlined toxic waste pits through an agreement with the Ecuadorian government. Texaco and Petroecuador paid for and oversaw an environmental audit by an "independent" consultancy for whom full payment depended upon Texaco and Petroecuador's acceptance of their final report and environmental management plan.

Evidence has emerged challenging the adequacy of cleanup:

- A 10/03 study by Petroecuador and Frente de Defensa de la Amazonia tested soil and water samples from 323 wells and 627 waste pools left over in camps operated by Texaco. It found hydrocarbon contamination exceeding levels set by Ecuadorian environmental law, and revealed severe hydrocarbon contamination of five large wetland areas next to Texaco facilities.
- Waste pits designated "clean" contained hydrocarbon levels 50-500 times those permitted in the U.S.
- Groundwater contamination was not remediated.

Findings on the contamination's devastating health impacts on neighboring communities include:

- A 1994 study conducted by Ecuador's Center for Economic and Social Rights found that drinking, bathing and fishing water samples near contamination sites contained levels of polynuclear aromatic hydrocarbons (PAHs) 10-1,000 times greater than those considered acceptable by the U.S. Environmental Protection Agency.
- According to the Petroecuador study, exposure to and consumption of the contaminated waters has led to numerous types of infections and cancers.
- A 1999 study by the London School of Hygiene and Tropical Medicine and Ecuadorian health authorities found eight types of cancer in San Carlos, a community near former Texaco wells, far exceeding historical incidence rates.
- A 2004 study published in the *International Journal of Occupational and Environmental Health* found that children under 15 are three times more likely to contract leukemia in the area where Texaco operated than in other Amazonian provinces. The risk of cancer is highest among children younger than four.

*Resolved,* The shareholders request that the Board of Directors prepare a report on new initiatives by management to address the specific health and environmental concerns of communities affected by unremediated waste and other sources of oil-related contamination in the area where Texaco operated in Ecuador.

*Supporting Statement*

In our view, Texaco has a continuing ethical obligation to redress the environment and health consequences of its activities in Ecuador. Negative publicity generated by this situation damages our credibility as an environmentally responsible corporate citizen and jeopardizes our ability to compete in the global marketplace.

ATTACHMENT 11  
SHAREHOLDER NOMINATION OF BOARD CANDIDATES

*Resolved*, that stockholders of Halliburton Company ("Halliburton") ask that Halliburton become subject to the stockholder right of access to the company proxy statement afforded in the SEC's proposed Rule 14a-11 (the "Rule"), which would (a) allow a stockholder or group that has held over 5% of Halliburton's outstanding common shares for at least two years ("Nominating Stockholder") to nominate a specified number of candidates ("Nominees") who are independent from the Nominating Stockholder and Halliburton for election to Halliburton's board of directors and (b) require Halliburton to allow stockholders to vote for Nominees on Halliburton's proxy card and to make certain disclosures regarding Nominees in Halliburton's proxy statement.

In the case of Halliburton, the Rule would allow a Nominating Stockholder to nominate two Nominees, because Halliburton's board currently has 11 members. However, Halliburton's bylaws set the board size range from eight to 20 directors. In the event that Halliburton's board is expanded to 20 directors, the Rule would allow nomination of three Nominees.

*Supporting Statement*

Currently, the process for nominating and electing directors is a closed system, with incumbent boards determining whom to nominate and stockholders ratifying those choices. Although stockholders may use their own proxy materials to advance director candidacies, the expense and difficulty of doing so means that such challenges are rare outside of the hostile takeover context.

The SEC has proposed to provide stockholders with the opportunity to nominate director candidates using the company proxy statement under certain circumstances. One circumstance is when holders of a majority of shares voting approve a stockholder proposal asking that the company provide such stockholder access. The proponents of this proposal do not own 1% of Halliburton's stock, as required under the Rule to trigger access automatically. Thus, adoption of this proposal would not require Halliburton to include shareholder-nominated candidates.

We believe that Halliburton's corporate governance will benefit if stockholders are empowered to nominate director candidates and that now is an appropriate time to seek greater board accountability to stockholders. Halliburton is confronting several serious compliance challenges. Its Kellogg, Brown and Root subsidiary is facing charges that it over billed the Defense Department in Iraq. The Department of Justice and the SEC are investigating whether payments to a consultant with ties to Nigerian officials from a Halliburton affiliate were bribes that violated the U.S. Foreign Corrupt Practices Act; a conviction under the FCPA would cause Halliburton to be barred from bidding on federal contracts. A grand jury in Houston is investigating Halliburton's use of a Cayman Islands subsidiary to do business in Iran, which U.S. companies are prohibited to do.

In addition to these problems, Halliburton's financial performance has been sub par. Halliburton's stock underperformed both the S&P 500 and an index of peer group companies over the five-year period ending on December 31, 2003, according to Halliburton's 2004 proxy statement. We believe a stockholder-nominated director would be valuable as Halliburton addresses all of these problems.

ATTACHMENT 12  
SHAREHOLDER ENGAGEMENT

*Whereas*, the Board of Directors of Kellwood has adopted Corporate Governance Principles, which are available on the company's website.

*Whereas*, those principles state that "The ultimate role of the Board is to promote the best interests of the Company and its shareowners by protecting and developing the Company's assets and enhancing financial performance through effective oversight of management."

*Whereas*, the Kellwood website has a page “Communicate with the Kellwood Board of Directors”. The page lists four ways to communicate with the Board. The page states “The purpose and intent of the communications made through one of the four options below is to report significant issues or concerns to the Board.”

*Whereas*, Kellwood’s communication policy provides only for communication to directors, and has no provision for directors to respond to communication from shareholders.

*Whereas*, shareholders elect the directors and it is appropriate to directly hear directors' views on matters relating to the company's fortunes, strategy and challenges. Dialogue and accountability are essential to good corporate governance and the annual meeting is the best, most appropriate and the preferred forum for such a dialogue.

*Whereas*, we believe that the creation of a means for direct communications on corporate governance matters between shareholders and the non-management directors would benefit the company through constructive discussions of perspectives, enhanced understanding, valuable feedback, and the fostering of meaningful links between directors and the shareholders by whom they are elected; now therefore be it

*Resolved*, That the shareholders request the board of directors to establish an Office of the Board of Directors to enable direct communications on corporate governance matters, including meetings, between non-management directors and shareholders. The office shall report directly to a committee of the non-management directors.

*Supporting Statement*

We believe that day-to-day operations of the company are the purview of management, and they should address questions shareholders have in this area. However, in areas of policy, governance, nomination of directors, executive compensation, audit issues, strategic planning, and other board responsibilities, shareholders should be able to have a direct dialogue with members of the Board of Directors. We believe that an Office of the Board of Directors to facilitate this communication is in the best interest of the corporation and its shareholders.

ATTACHMENT 13  
SHAREHOLDER ENGAGEMENT

*Whereas*, the Board of Directors of ExxonMobil has adopted Corporate Governance Guidelines, the latest revision of September 29, 2004 is available on the company’s website.

*Whereas*, those guidelines state that “The directors’ fiduciary duty is to exercise their business judgment in the best interests of ExxonMobil’s shareholders.”

*Whereas*, as recognized in the Corporate Governance Guidelines, and the company’s by-laws there are a number of functions of the corporation that the Board reserves to itself.

*Whereas*, the ExxonMobil Corporate Governance Guidelines provide for communication by interested Parties with non-employee Directors and state that “it is expected that each director will make every effort to attend each annual meeting.”

*Whereas*, shareholders elect the directors and it is appropriate to directly hear directors' views on matters relating to the company's fortunes, strategy and challenges. Dialogue and accountability are essential to good corporate governance and the annual meeting is the best, most appropriate and the preferred forum for such a dialogue; therefore be it

*Resolved*, That shareholders urge the company to amend its Corporate Governance guidelines to provide that a time be set aside on the agenda at each annual meeting for shareholders to ask questions, and receive replies directly from, the non-employee directors.

*Supporting Statement*

We believe that day-to-day operations of the company are the purview of management, and they should address questions shareholders have in this area. However, in areas of policy, governance, nomination of directors, executive compensation, audit issues, strategic planning, and other board responsibilities, shareholders should be able to ask questions of – and hear direct responses from – members of the Board of Directors. We believe that setting aside a period at the annual meeting for such discussions is in the best interest of the corporation and its shareholders.

## POLICY SUPPORT FOR PROXY VOTING RECOMMENDATIONS

### FOR ATTACHMENTS 1, 3, 4, 5

Resolution Number: 2000-A002  
Title: Adopt Ethical Guidelines for International Economic Development  
Legislative Action Taken: Concurred as Amended

#### Final Text:

*Resolved*, That the 73rd General Convention call upon the whole church at every level to adopt and implement the following Ethical Principles for International Economic Development:

- Partnership. The economic relationship promotes mutuality of benefits.
- Respect. Local peoples and realities are valued. For instance, a gift of rice should not be allowed to destroy the local economy's ability to produce rice.
- Empowerment. The economic relationship values mutuality of process. For instance, the developing nation's government, commercial leadership, labor, and civil institutions are engaged fully in the economic decision-making.
- Oneness with creation. The economic relationship displays sensitivity to, and responsibility for, the environment.
- Distributive justice. The economic impact of the relationship contributes to the well-being of a significant number of people and does not promote extreme inequities within the country.
- People-centered development. If development assistance is offered, the beneficiaries set priorities and conditions. Maximum use is made of local resources. Applied technologies are appropriate for the setting.

*Citation*: General Convention, Journal of the General Convention of...The Episcopal Church, Denver, 2000 (New York: General Convention, 2001), p. 438.

### FOR ATTACHMENT 2

EXC101994.21 Support for the MacBride Principles  
Committee: Program (report 17)  
Citation: Executive Council Minutes, Oct. 30-Nov. 3, 1994, New York, p. 30.

*Resolved*, That the Executive Council, meeting in New York City, November 1-3, 1994, commend efforts at building a just and lasting peace in Northern Ireland, and offer its prayers and support to our partner Church in Ireland as it seeks to be a peacemaker in that divided and troubled land; and be it further

*Resolved*, That the Council commend the Presiding Bishop and Archbishop Eames of the Church in Ireland for their participation in a joint Call for Fair Employment and Investment in Northern Ireland on January 14, 1994; and be it further

*Resolved*, That the Council recognize that the MacBride Principles, as amplified, are a good faith, non-violent means to promote fair employment and ought not to be used in pursuit of a political agenda or to discourage investment or encourage disinvestment in Northern Ireland, but rather to encourage fair employment practices by U.S. companies operating in Northern Ireland for both Catholic and Protestant workers.

### FOR ATTACHMENT 6

EXC021979.01 Lambeth Conference War & Violence Resolution Endorsed & Commended  
Committee: Church in Society (report 2)  
Citation: Executive Council Minutes, Feb. 14-15, 1979, Greenwich, CT, pp. 14-15.

*Resolved*, That the Executive Council hereby endorse the following resolution concerning "War and Violence" passed at the recent Lambeth Conference, and commend it to each of the members of this branch of the Anglican Communion:

1. Affirming again the statement of the Lambeth Conference of 1930 and 1968 (Resolution 8(a) that "war as a method of settling international disputes is incompatible with the teaching and example of our Lord Jesus Christ," the Conference expresses its deep grief at the great suffering being endured in many parts of the world because of violence and oppression. We further declare that the use of the modern technology of war is the most striking example of corporate sin and the prostitution of God's gifts.
2. We recognize that violence has many faces. There are some countries where the prevailing social order is so brutal, exploiting and poor for the sake of the privileged and trampling on people's human rights, that it must be termed "violent." There are others where a social order that appears relatively benevolent nevertheless exacts a high price in human misery from some sections of the population. There is the use of armed force by governments, employed or held in threat against other nations or even against their own citizens. There is the military action of victims of oppression who despair in achieving social justice by any other means. There is the mindless violence that erupts in some countries with what seems to be increasing frequency, to say nothing of organized crime and terrorism and the resorting to violence as a form of entertainment on films and television.
3. Jesus, through his death and resurrection, has already won the victory over all evil. He made evident that self-giving love, obedience to the way of the Cross, is the way to reconciliation in all relationships and conflicts. Therefore the use of violence is ultimately contradictory to the Gospel. Yet we acknowledge that Christians in the past have differed in their understanding of limits to the rightful use of force in human affairs, and that questions of national relationships and social justice are often complex ones. But in the face of the mounting incidence of violence today and its acceptance as a normal element in human affairs, we condemn the subjection, intimidation and manipulation of people by the use of violence and the threat of violence and call Christian people everywhere:
  - a. to re-examine as a matter of urgency their own attitude towards and their complicity with violence in its many forms;
  - b. to take with the utmost seriousness the questions which the teaching of Jesus places against violence in human relationships and the use of armed force by those who would follow him, and the example of redemptive love which the Cross holds before all people;
  - c. to engage themselves in non-violent action for justice and peace and to support others so engaged, recognizing that such action will be controversial and may be personally very costly;
  - d. to commit themselves to informed, disciplined prayer not only for all victims of violence, especially for those who suffer for their obedience to the Man of the Cross, but also for those who inflict violence on others;
  - e. to protest in whatever way possible the escalation of the sale of armaments of war by the producing nations to the developing and dependent nations, and to support with every effort all international proposals and conferences designed to place limitations on, or arrange reductions in, the armaments of war of the nations of the world.

FOR ATTACHMENT 9

Resolution Number: 1991-A010

Title: Advocate Legislation for Comprehensive Health Care

Legislative Action Taken: Concurred As Submitted

Final Text:

*Resolved*, the House of Deputies concurring, That this 70th General Convention assert the right of all individuals to medically necessary health care, including long-term services; and be it further

*Resolved*, That the Episcopal Church be encouraged at all levels to advocate for legislation for comprehensive medical benefits to include diagnostic tests, primary and tertiary care for acute and chronic conditions, rehabilitation care, long-term care, mental health services, dental care and prescription drugs; special attention should be given to the needs of individuals with limited self-care capabilities; and be it further

*Resolved*, That the Washington Office of the Episcopal Church, the Public Policy Network, the Office of Social and Specialized Ministries, and other appropriate agencies at the Episcopal Church Center facilitate the implementation of this resolution at the federal level.

*Citation*: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 764.

FOR ATTACHMENTS 7 AND 8

Resolution Number: 1994-A044  
Title: Adopt Environmentally Sound Practices at Church Meetings  
Legislative Action Taken: Concurred As Amended

Final Text:

*Resolved*, the House of Bishops concurring, That the Episcopal Church adopt practical, environmentally sound and energy-efficient lifestyle behaviors that discourage wasteful consumption and encourage the recycling of material resources; and be it further

*Resolved*, That all future General Conventions of the Episcopal Church be models of the stewardship of God's Creation, and that the General Convention Office and the Planning and Arrangements Committee be directed to implement the following actions:

1. Provide recycling centers for newspapers, office paper, computer paper, aluminum cans, glass and plastics;
2. Use pottery or glassware instead of plastic or paper cups when possible;
3. Photocopy both sides of papers distributed to deputies;
4. Use recycled papers, non-toxic dyes and/or appropriate technologies for printing; and be it further

*Resolved*, That, if necessary, registration fees be increased to cover any additional cost incurred to implement these changes; and be it further

*Resolved*, That the Executive Council implement these changes and other environmentally responsible actions at the Episcopal Church Center and any conference it sponsors to reflect (and model) a commitment and desire to restore God's Creation to wholeness; and be it further

*Resolved*, That all dioceses and provinces be strongly urged to take corresponding actions.

*Citation*: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), pp. 352-53.

FOR ATTACHMENT 10

Resolution Number: 2000-D005  
Title: Oppose Environmental Racism  
Legislative Action Taken: Concurred as Submitted

Final Text:

*Resolved*, That the 73rd General Convention of the Episcopal Church call on those present at this Convention to seek every opportunity to oppose environmental racism; and be it further

*Resolved*, That the Washington office track legislation seeking to eliminate the practice of locating polluting industries disproportionately near neighborhoods inhabited by people of color or the poor; and be it further

*Resolved*, That the Washington office monitor and issue policy alerts regarding the practice of mountain top removal and valley fill mining and other large scale mining operations that threaten the ecology and low income communities; and be it further

*Resolved*, That the Committee on Social Responsibilities in Investments review the environmental racism issue.

*Citation*: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 677f.

*Note*: NAC 020 & NAC 021 were tabled.

**NAC 022 – *Adopted***

To: Executive Council  
From: Standing Committee on National Concerns  
Date: February 12, 2005  
Re: Christian Churches Together in the United States of America (CCT-USA)

*Resolved*, That the Executive Council of the Episcopal Church meeting in Austin, TX, February 11-14, 2005, commits the Episcopal Church to be a founding member of a new ecumenical organization known as Christian Churches Together in the United States of America (CCT-USA) and looks forward to its “launch date” of June 1-3, 2005 at *El Retiro*, the Jesuit Retreat Center in Los Altos, California.

*Explanation*

The Episcopal Church has been involved in discussions for several years, with the National Council of Churches and others, about how to “broaden the ecumenical table” in this country, bringing together Roman Catholics, Orthodox, mainline Protestants, primarily Ethnic churches, Evangelicals and Pentecostals in a new forum for prayer, dialogue, and action. For the foreseeable future at least, this organization will not replace the National Council of Churches, but will exist alongside it with its full support.

The US Conference of Catholic Bishops recently committed the Roman Catholic Church to membership, making CCT-USA the first national ecumenical organization in this country they have joined. In addition, full members now include the Evangelical Lutheran Church in America, The Church of God, The Christian Church (Disciples of Christ), The Cooperative Baptist Fellowship, The United Methodist Church, several Orthodox bodies, The Salvation Army, the United Church of Christ, Open Bible Churches, International Pentecostal Holiness Church, Evangelicals for Social Action, World Vision, and a number of others.

The membership dues for ECUSA’s membership in CCT-USA, which will be modest, will come from the existing budget of the Office for Ecumenical and Interfaith Relations and so will have no overall budget impact for ECUSA.

In recommending that NAC 023 be adopted, John pointed out that this puts us on record as resisting any changes.

**NAC 023 – *Adopted***

To: Executive Council  
From: Standing Committee on National Concerns  
Date: February 12, 2005  
Re: In Support of Social Security

*Resolved*, That the Executive Council meeting in Austin, Texas, February 11-14, 2005, reaffirms the commitment of the Episcopal Church to protecting the widow, the orphan, the elderly and those living with disabilities; and be it further

*Resolved*, That the Executive Council recognizes the Social Security program as a positive and effective response by the United States Government to protecting the vulnerable in our society, most notably lifting the elderly out of poverty; and be it further

*Resolved*, That if the United States Government is to make changes in the Social Security program, the Episcopal Church urges (1) maintaining the fundamental structure and intent of the program and assuring its long-term financial stability and (2) not putting a disproportionate burden on the low-income and working poor.

**EXISTING POLICY: 1985: GENERAL CONVENTION**

*Resolved*, the House of Deputies concurring, That the 68th General Convention expresses its appreciation to the Episcopal Society for Ministry on Aging (ESMA) for the leadership it has given in stimulating an ever deepening concern at national, regional and local levels for the Church’s ministry to and with older persons; and be it further

*Resolved*, That the Episcopal Society For Ministry on Aging (ESMA) be reaffirmed and charged with continued development of services and financial support for the services, reporting such development to the 1988 General Convention; and be it further

*Resolved*, That the seminaries and schools of theology related to this Church be urged to provide continuing education in gerontology, including ethical decision making about the dying process, and other special pastoral needs of the elderly; and be it further

*Resolved*, That the Secretary of Convention be instructed to protest to the President of the United States and to members of the Congress those cuts in Social Security benefits, supplemental housing funds, Medicare, Medicaid and other health and welfare supports which heretofore have been made available to all Americans, young and old, who can demonstrate that they have insufficient funds to provide a decent life for themselves; and be it further

*Resolved*, That all dioceses, parishes and missions be urged to accept responsibility for the development of opportunities for an active ministry by and with all older members, expand training of all staff serving in Episcopal institutions for the aging and to promote a spirit of church family through inter-generational ministry.

There was some discussion around NAC 024, with several changes in wording made. It was pointed out that this is a way of seeing that policy is addressed, and offers guidelines and instructions for our Washington office. A suggestion was made to flag involvement of the Office of Government Relations as a part of this type of resolution.

**NAC 024 – *Adopted***

To: Executive Council

From: Standing Committee on National Concerns

Date: February 12, 2005

Re: In Support of Protection of Medicaid and Medicare as part of America’s Social Safety Net

*Resolved*, The Executive Council of the Episcopal Church, USA meeting in Austin, Texas February 11-14, 2005, reaffirms the commitment of the 70th General Convention asserting the right of all individuals to medically necessary health care, including long-term services; and be it further

*Resolved*, that the Executive Council calls on the President of the United States and the United States Congress to preserve and protect the Medicaid and Medicare programs as an essential national commitment to serve the needs of the least among us; and be it further

*Resolved*, that the Council calls on Episcopalians and the Episcopal Church to advocate for Medicaid and Medicare coverage that ensures access to affordable, comprehensive health care as well as long-term care for children, the working poor and elderly of this country.

**NAC 025 – *Adopted***

To: Executive Council

From: Standing Committee on National Concerns

Date: February 12, 2005

Re: In Support of Children’s Needs and Services

*Resolved*, That the Executive Council of the Episcopal Church meeting in Austin, TX, February 11-14, 2005, reaffirms the commitment of past General Convention Resolutions to stand with and support children, in the United States and abroad; and be it further

*Resolved*, That the Executive Council reaffirms Resolution D045 of the 73<sup>rd</sup> General Convention stating that Children are central to the mission of the church and calling on the Episcopal Church at every level to nurture, minister and advocate on behalf of children; and be it further

*Resolved*, That the Executive Council expresses its appreciation to the many Episcopal agencies and organizations that serve the needs of children at home and abroad particularly those children considered “at risk” and those that live in difficult circumstances; and be it further;

*Resolved*, That the Executive Council expresses its deep concern that a constitutional role of government to provide for the common good may be neglected in the midst of difficult economic and political times and calls on the Congress and the President to ensure that programs and other assistance that guarantee essential services providing for children's care, health, nutrition, education and well being are a priority of our government through adequate and just funding.

*Explanation*

In the President's FY '06 Federal Budget presented to Congress many programs that serve the working poor and families with children were cut or eliminated against the backdrop of tax cuts.

For example under the President's budget:

- 300,000 children of working poor parents will lose child care
- Up to 300,000 working families will lose food stamps
- 25,000 poor children will no longer be in their Head Start program
- The federal guarantee of protection for abused and neglected children would end.

The Episcopal Church has established that children are a priority and central to the mission of the Church. The Church at every level can and should advocate with policy makers that services and programs that serve the essential needs of children be adequately and justly funded.

This concluded presentation of NAC resolutions by John Vanderstar.

Kwasi reported that the National Concerns committee spent time discussing anti-racism and 20/20.

Regarding anti-racism, the committee recommended:

- That a letter be sent to all dioceses, CCAB's, seminaries, deputies, provincial administrators, provincial anti-racism coordinators reminding them that anti-racism training was mandated by General Convention and that all those in leadership positions are expected to have such training by the 2006 Convention.
- That those seeking positions of leadership in the Church should be reminded that anti-racism training is a requirement for appointment.
- That a schedule be determined, by those that have this responsibility, to renew a program of anti-racism training at the Church Center, and that a plan for restarting an orientation program for new employees also be developed. A report on this plan and the program should be given to us at the Council meeting in June.

Regarding 20/20, the committee recommended that adequate time be given to the following:

- Discussions on the implications of the report on church decline and other findings reported by Kirk Hadaway and Bill Sachs.
- The interim report of the Standing Commission on Domestic Mission and Evangelism, "*Not a Moment Too Soon*", be presented by chair Sarah Lawton.

#### THIS CONCLUDED COMMITTEE REPORTS.

Dean Werner made the following announcements:

- Today's heartfelt offering totaled \$4,490, and would be donated to ERD in honor of Sandra Swan and to the Chapel Renovation in honor of Rosemari Sullivan.
- Gregory Straub, the new Executive Officer, will start on April 15<sup>th</sup>.

Bishop Griswold opened the discussion of real time evaluation. (See Attachment B)

The meeting was adjourned at 4:30 p.m.

ATTACHMENT A  
OUR COMMITMENT TO PARTNERSHIP IN THE GOSPEL: A WORD TO THE CHURCH

Sisters and Brothers in Christ,

The Executive Council has begun its part in the consultative processes called for by the Windsor Report. We recognize that it will be a long pilgrimage as we press on to the goal of reconciliation and healing. We urge all of the Episcopal Church to join us in this process of considering the report and growing in communion with each other and with the whole Anglican Communion.

As the representatives of the General Convention of the Episcopal Church between its meetings, we are responsible for carrying out the mission and ministry approved by the previous General Convention. We are therefore deeply concerned that “our current difficulties [may have a] negative consequence ... on the mission of the Church to a suffering and bewildered world.” (Windsor Report, Foreword, p.6)

The Council, consisting of elected laity, priests and bishops, reflects the diversity in the body of Christ which is The Episcopal Church, a multinational and multicultural church that includes a broad spectrum of views on the General Convention actions that led to the Windsor Report. We regret the pain and lost opportunities for ministry caused, both at home and abroad, by those actions.

Because of our particular ministry, the Council is mindful of our need to listen to and learn from other provinces in the Anglican Communion. We welcome every chance to hear from guests from other provinces as they share glimpses of their realities and observations of the Council’s work. Council’s work in many ways is a reflection of our commitment to be in partnership with our Anglican brothers and sisters. At every meeting, our International Concerns Committee deals with issues such as covenants with newly autonomous provinces, encouraging global mission relationships, and advocating for peace and justice policies such as global debt relief. Our National Concerns Committee deals with refugee ministries, combating racism, developing socially responsible investment policies, and approving Jubilee Centers to minister to the poor and marginalized in this country. The Congregations in Ministry Committee supports congregational development and such parish ministries as evangelism, Christian education, youth work, and theological formation. The work of the Administration and Finance Committee includes identifying resources to provide grants to our overseas dioceses and others outside the U.S. for their mission work. Thus we aspire to be faithful, in all that we undertake, to the “gift and divine expectation” of communion with God and one another in Christ. (Windsor Report, Paragraph 5, p.12)

At each meeting, as we approve companion relationships between dioceses of the Episcopal Church and dioceses of other Anglican provinces, we rejoice in the opportunities such relationships give our dioceses and congregations to develop real understandings of and appreciation for their fellow Christians living out Christ’s mandate in other cultures and contexts. We know the best way truly to know one another is to work side by side, listening to one another’s hearts. The bishops have that opportunity at Lambeth Conferences, but Christ calls all of us who have been baptized into the same deep love and mutual support.

We believe, with our House of Bishops, that another important communion building step would be to undertake the Communion-wide study of human sexuality recommended by Lambeth Conferences since 1978. Such a study “would be a sign of respect for gay and lesbian persons in our common life and of our ongoing pastoral care for them.” It would permit more sharing of their ministries and contributions which have enriched our church for many years. (House of Bishops letter, January, 2005)

In the Council, despite our differing views, we strive to incarnate the gift of communion, by focusing on mission together, by listening to each other, and by daily worship and Bible study. We have seen the same bonds holding the diverse center of our church together over the last two years despite the anguish felt by many on all sides of the issues. We trust that through the power of the Holy Spirit working in us and in our sisters and brothers throughout the Anglican Communion we will build new relationships of mutual responsibility and interdependence. (Windsor Report, Appendix Three/5, pp. 74-77)

In this season of Lent, we commit ourselves to “self-examination and repentance,” as our liturgy for Ash Wednesday invites us. We also pray, in the words of our Collect for Wednesday in Holy Week, that “God may give us grace to accept joyfully the sufferings of the present time, confident of the glory that shall be revealed.”

The Executive Council  
February 11 – 14, 2005  
Austin, Texas

Nuestro compromiso al compañerismo en el evangelio: una palabra a la Iglesia

Hermanas y Hermanos en Cristo:

El Consejo Ejecutivo ha comenzado con su parte en el proceso consultivo en respuesta al llamado del Informe Windsor. Reconocemos que será un peregrinaje largo en la labor hacia la meta de la reconciliación y sanación. Instamos a toda la Iglesia Episcopal a unirse a nosotros en este proceso de considerar el informe y a crecer en comunión los unos con los otros y con la Comunión Anglicana entera.

Como representantes de la Convención General de la Iglesia Episcopal entre reuniones, somos los responsables de llevar a cabo la misión y ministerio aprobados por la Convención General anterior. Estamos entonces profundamente preocupados que "nuestras dificultades actuales [puedan tener] un efecto negativo...sobre la misión de la Iglesia a un mundo sufriente y desconcertado." (Informe Windsor, Prefacio, p.6)

El Consejo, conformado por laicos, sacerdotes y obispos elegidos, refleja la diversidad en el cuerpo de Cristo que es La Iglesia Episcopal, una iglesia multinacional y multicultural que incluye una amplia gama de puntos de vista sobre las acciones de la Convención General que llevaron al Informe Windsor. Lamentamos el dolor y las oportunidades para el ministerio perdidas, que fueron causados por esas acciones tanto en casa como en el extranjero.

Dado nuestro ministerio especial, el Consejo es consciente de la necesidad de escuchar y aprender de otras provincias en la Comunión Anglicana. Recibimos con gozo cada oportunidad de oír de invitados de otras provincias en el compartir de vistazos de sus realidades y observaciones del trabajo del Consejo. Esta labor del Consejo es un reflejo en muchos sentidos de nuestro compromiso de estar en compañerismo con nuestros hermanos y hermanas anglicanas. En cada reunión, nuestro Comité de Asuntos Internacionales trata temas como los convenios con provincias recientemente autónomas, alentando relaciones de misión global y promoviendo políticas de paz y justicia como el alivio de la deuda mundial. Nuestro Comité de Asuntos Nacionales aborda ministerios con refugiados, el combatir del racismo, la creación de políticas de inversiones socialmente responsables, y la aprobación de Centros de Jubileo en ministerio a los pobres y marginados de este país. El Comité de Congregaciones en Ministerio apoya el desarrollo congregacional y tales ministerios como el evangelismo, la educación cristiana, trabajo con jóvenes, y la formación teológica. El trabajo del Comité de Administración y Finanzas incluye la identificación de recursos para ofrecer donaciones a nuestras diócesis en el extranjero y a otras fuera de los Estados Unidos en su trabajo misionero. Por ende aspiramos a ser fieles, en todo lo que emprendemos, al "don y expectativa divina" de comunión con Dios y con nuestros prójimos en Cristo. (Informe Windsor, Párrafo 5, p.12)

En cada reunión, aprobamos relaciones compañeras entre diócesis de la Iglesia Episcopal y las de otras provincias anglicanas. Nos regocijamos en las oportunidades brindadas por esas relaciones a nuestras diócesis y congregaciones para crear comprensión concreta de y aprecio por sus hermanos cristianos viviendo el mandato de Cristo en otras culturas y contextos. Sabemos que la mejor manera de conocerse verdaderamente es de trabajar hombro a hombro, escuchando al corazón del otro. Los obispos tienen esa oportunidad en las Conferencias Lambeth, pero Cristo llama a todos los que hemos sido bautizados en el mismo amor profundo y apoyo mutuo.

Creemos, junto con nuestra Cámara de Obispos, que otro paso importante de creación de comunión constaría de emprender un estudio en toda la Comunión sobre la sexualidad humana tal como fue recomendado por las Conferencias Lambeth desde 1978. Dicho estudio "sería un signo de respeto por personas gay y lesbianas en nuestra vida común y de nuestra atención pastoral continua con ellos." Permitiría un compartir de sus ministerios y contribuciones que han enriquecido a nuestra iglesia por muchos años. (Carta de la Cámara de Obispos, enero de 2005)

En el Consejo, a pesar de nuestros puntos de vista divergentes, nos esforzamos por encarnar el don de la comunión, centrándonos juntos en la misión, escuchándonos los unos a los otros, y a través de la adoración y estudio bíblico diarios. Hemos visto los mismos lazos uniendo el centro diverso de nuestra iglesia durante los últimos dos años a pesar de la angustia sentida por muchos de cada lado de los temas. Confiamos que se construirán nuevas relaciones de responsabilidad mutua e interdependencia a través del poder del Espíritu Santo obrando en nosotros y en nuestros hermanos y hermanas por toda la Comunión Anglicana. (Informe Windsor, Anexo Tres/5, pp.74-77)

En esta época de Cuaresma, nos comprometemos a la "auto-examinación y arrepentimiento," tal como nos invita nuestra liturgia de Miércoles de Cenizas. Oramos entonces, con las palabras de la Colecta de Miércoles de Semana Santa, que "Dios nos dé la gracia para aceptar con alegría los sufrimientos del tiempo presente, confiando en la gloria que se revelará."

El Consejo Ejecutivo  
11 - 14 de febrero de 2005  
Austin, Texas

ATTACHMENT B  
EXECUTIVE COUNCIL  
REAL-TIME EVALUATION  
FEBRUARY 14, 2005

- Too long a break after lunch on last day
- Thanks to our translators! Two translators make for more effective simultaneous translation
- St. David's hospitality and excellent meeting environment
- Helpful to consider in future other church facilities adjacent to hotels
- Scale of meeting rooms to number of participants—helps tone of meeting
- Corporate morning prayer followed by bible study difficult to follow
- Appreciate Spanish language in liturgy, especially Anthony's coaching
- Useful to have three lessons printed in one place rather than flipping through Bibles
- Thanks to Timothy for his musical leadership, including Saturday evening
- Michael Ingham reported gaining energy from the meeting
- Largest number of Council members unable to participate and also a number of late arrivals/early departures
- Thanks to ETSS and Archives for hospitality and tours
- Experiment with staff sitting at tables to side worked well
- Would be helpful to focus diocesan sharing with 20/20 in mind
- Hearing from the province in which we are visiting—perhaps even from those elected by their province