

# Executive Council Minutes

## Las Vegas, Nevada October 7-10, 2005

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**FRIDAY MORNING, 10/7/05**

The meeting was called to order by the Presiding Bishop at 9:45 a.m. He announced that Thomas Little, Esq. has been appointed to replace Delbert Glover as Province I representative. Del Glover resigned, because he is relocating to another province. Mr. Little had not arrived yet and will be introduced when he arrives.

The Chair recognized the secretary, Gregory Straub, who took the roll. All members present unless otherwise indicated.

ROLL CALL

*Present:*

The Most Reverend Frank T. Griswold III, Presiding Bishop

The Very Reverend George L. W. Werner, Vice Chair

Bonnie Anderson  
Cynthia Black  
R.P.M. Bowden  
Carmen Brooks  
Kim Byham  
Ann Coburn  
Louie Crew  
Theodore Daniels  
Sharon Denton  
Dorothy Fuller  
Ed Godden  
Thomas Gossen  
Anthony Guillen  
Sarah Harte  
Josephine Hicks  
Julio Holguin  
Ken Kesselus

Timothy Kimbrough  
Stephen Lane  
Thomas Little – *arrived late*  
Sandra McPhee  
Ted Mollegen  
Frank Oberly - *absent*  
Russell Palmore  
Diane Pollard  
Titus Presler  
Brian Prior  
Wilfredo Ramos-Orench - *sabbatical*  
Terry Roberts  
Edward Rodman  
Catherine Roskam  
Stacy Sauls  
Becky Snow  
Kwasi Thornell  
John Vanderstar

Tim Vann  
Lillian Yeager  
Ted Yumoto

Officers of the DFMS

N. Kurt Barnes, *Treasurer*  
Patricia C. Mordecai, *Vice President*  
Gregory Straub, *Secretary*

Canadian Representatives

Ellie Johnson – *absent*  
Michael Ingham – *arrived late*  
Andrew Wesley- *absent*

Lutheran Representative

Randall Lee - *absent*

The secretary proposed the following changes to the agenda – on Friday afternoon delete the presentation by Bishop Duracin, as he was unable to attend this meeting, and add a report by Jan Nunley about the response to Hurricane Katrina. Ann Coburn asked that Audit Committee be added with other committees to report on Monday. The agenda was accepted as amended.

Nominations for an Executive Committee member to replace Del Glover were accepted. Bonnie Anderson and RPM Bowden were nominated. The election will take place Saturday (10/8) afternoon. There was some discussion about the replacement of Anthony Guillen, who will resign after this meeting because he will be a staff member, having been appointed Missioner for Hispanic Ministries. It was suggested that this would be a good opportunity to lift up a young person, and further suggested that the person be from Province IX. This is a clergy position and ends at 2006 General Convention. The Executive Committee will accept nominations and determine whether the nominees are available to attend the two remaining meetings of the triennium.

Minutes from the Louisville meeting were approved.

Report from Committee Chairs:

Congregations in Ministry – Cynthia Black reported that CIM will be working on their Blue Book report, Visual Arts, Employment Policies and Practices, Katrina and staff reports.

Administration & Finance – Russ Palmore stated that A&F will review financial updates, diocesan contributions, audit committee and investment committee, and the proposed Draft Budget.

National Concerns – Kwasi Thornell reported that National Concerns will evaluate the anti-racism training, work with International Concerns on Social Responsibility in Investments, and consider resolutions concerning slavery and racism, the slow and inept response to Hurricane Katrina, and Jubilee ministries.

International Concerns – Catherine Roskam reports that the committee will discuss the consequences of the ACC meeting, work with National Concerns on Social Responsibility in Investments, consider reports from EPGM and continue to follow up on Venezuela.

Introduction of new staff members: Arthur Williams discussed the search process leading up to the hiring of Anthony Guillen as Missioner for Hispanic Ministries. Kurt Barnes introduced Margareth Crosnier de Bellaistre, Director of Investment Management and Banking. Kurt also announced that Margareth's successor at EMM, Demetrio Alvero, will start this month. Mary Frances Schjonberg of ENS was also introduced.

The rest of the morning was spent in private conversation.

#### **FRIDAY AFTERNOON**

The Chair called upon the Secretary for announcements. Dr. Straub announced that the consent calendar would be called on Saturday afternoon, posted outside the Secretariat on Sunday, and voted on Monday immediately following the lunch break. He asked that each committee appoint a person to work on the by-laws and Executive Council handbook. Everyone was reminded to use full names rather than acronyms for the benefit of the translators and visitors.

Jan Nunley made a presentation detailing the work of a newly formed committee “We Will Stand With You”, in response to Hurricane Katrina and Hurricane Rita. The purpose of this group is to make sure that help gets to the right places. There are four phases: Inventory & Assessment, Match-Up, Functional – On the Ground Help, and Evaluation & Improvement. Jan gave her personal congratulations to Lauren Auttonberry, Diocesan Communicator for the Diocese of Mississippi, who is doing a wonderful job of getting the word out.

Next, Robert Radtke, President of Episcopal Relief and Development, was introduced to explain the framework of how ERD is responding to the situation. ERD's main mission is to assist and support churches and dioceses in their mission to help those in need of the basics like clean water. The four phases of disaster assistance are Basic Needs (first 3 months), Technical Advice, Looking for long-term recovery options (6-10 months) and Long Term (up to 5 years).

Richard Parkins, Director of Episcopal Migration Ministries, spoke of their work in relocating evacuees. To date, they have relocated 10 families. Relocation is not always the answer, as some people are not ready to relocate and are not going to accept permanent relocation. Richard reported that the generosity of people was amazing, with help being offered from parishes that were small, large, rich and poor.

There was a period of discussion following the presentations, and the meeting was recessed to go into committees. The rest of the afternoon was spent in committee time.

#### **SATURDAY MORNING, 10/8**

The morning was spent in committee.

#### **SATURDAY AFTERNOON**

The first order of business was the election of an Executive Committee member to replace Del Glover. Bonnie Anderson withdrew her name, and a unanimous ballot was cast for RPM Bowden. Any nominees for the Executive Council spot to replace Anthony Guillen should be given to the Secretary. The Executive Committee will contact the nominees to ensure that they would be willing to accept the position if elected and would be available to attend the last two meetings. Thomas Little, Province I representative replacing Del Glover, was introduced.

The Secretary called the consent calendar, which was as follows:

INC 050	EC 005	A&F 085
INC 051	EC 006	A&F 086
NAC 033	A&F 084	A&F 088

Bishop Griswold introduced ACC representatives Josephine Hicks, Bob Sessum and Catherine Roskam to report on the meeting in Nottingham, and on what it meant to be there with no voice or vote. Josephine began by describing how the day went and showing slides of participants in their native dress. Cathy and Bob then related their experiences. Council was briefed on the key resolutions of the meeting. There is a 94 page document that will be made available to the Executive Council members for their consideration and discussion at the next meeting. A General Convention resolution may result from this.

The Presiding Bishop thanked Josephine, Bob, and Cathy for the grace with which they navigated the complexities of the ACC.

Next, Kim Byham, joined by Kate Cullinane, Chair of the Social Responsibility in Investment Committee (SRI), presented the recommendations of the committee. Their report, "Corporate Engagement", was sent out October 3, 2005. The committee feels that NAC 034 is an honest effort to summarize the report into a resolution.

**NAC 034 – *Adopted***

To: The Executive Council

From: National Concerns, International Concerns

Date: October 8, 2005

Re: Response to the Israeli/Palestinian conflict

*Resolved*, That the Executive Council, meeting in Las Vegas, Nevada, October 7-10, 2005, receives and commends the October 3rd report of the Committee on Social Responsibility in Investments on corporate engagement and positive investment, and be it further

*Resolved*, That Executive Council directs the Social Responsibility in Investments committee to engage in dialogue with and, where appropriate, to file shareholder resolutions with companies which operate in the Occupied Territories, in which the Domestic and Foreign Missionary Society (DFMS) owns shares and whose products or services contribute to violence against either side, or contribute to the infrastructure that supports and sustains the Occupation, such as settlements and their bypass roads, the security barrier where it is built on Palestinian land, and demolition of Palestinian homes; and be it further

*Resolved*, That the Executive Council directs the SRI committee to encourage through dialogue and shareholder resolutions, as appropriate, those companies, in which DFMS holds shares, that are in a position to support economic development in the West Bank and Gaza Strip; and be it further

*Resolved*, That the Executive Council recommends that bodies of the Episcopal Church with investment assets join with other religious organizations, denominations and institutions in investing in the economic infrastructure of the West Bank and the Gaza Strip; and be it further

*Resolved*, That the Executive Council recommends visits by members of the Episcopal Church to the Church's partners and others in Israel and the Palestinian Territories in order to understand the complexities of the conflict.

*Explanation*

The report of the SRI committee is in response to the need for the Church to consider more fully the implications of its investments in relation to the Israeli/Palestinian conflict. The recommendations of the committee are made in direct correlation to the existing policies on the conflict as enacted by the General Convention and Executive Council. For further understanding of this resolution, see the report of the Social Responsibility in Investments committee titled "Corporate Engagement by the Episcopal Church on Issues Related to Israel and the Palestinian Territories."

At this point, visitors were asked to leave to allow time for private conversation.

**SUNDAY MORNING, 10/9**

The Executive Council members and staff traveled to Christ Church in Las Vegas for the 10:30 a.m. service, followed by fellowship hour.

## SUNDAY AFTERNOON

Sunday afternoon was spent in committee.

## SUNDAY EVENING

The Rt. Rev. Katharine Jefferts-Schori and invited guests of the Diocese of Nevada joined the Executive Council for dinner. Bishop Jefferts-Schori had just returned from the Diocesan Convention and spoke briefly about the work of the diocese.

## MONDAY MORNING, 10/10

The President of the House of Deputies called the meeting to order at 9:45 a.m. The two candidates to replace Anthony Guillen on Executive Council are Miguelina Espinal and Winnie Varghese. Ballots with biographies were distributed. Miguelina Espinal was elected.

### COMMITTEE REPORTS

#### INTERNATIONAL CONCERNS (INC)

Catherine Roskam said that the committee had a very rich meeting, filled with great discussions. They spent time discussing SRI, budget, mission initiative and economic justice regarding Province IX pensions. There are now four different options for clergy in Province IX. They received covenant reports, staff reports, and heard from Robert Radtke, Maureen Shea and Michael Kinman. They also discussed frustration and helplessness about the situation in Haiti. They have passed every possible resolution dealing with temporary protective status.

She presented INC 049, which was passed by acclamation. The concerns of the Church Pension Group regarding the Diocese of Venezuela are being addressed.

#### **INC 049 – *Adopted***

To: The Executive Council  
From: The Standing Committee on International Concerns  
Date: October 7, 2005  
Re: Diocese of Venezuela

*Resolved*, That the Executive Council of the Episcopal Church, meeting in Las Vegas, Nevada, October 7-10, 2005, admits the Diocese of Venezuela to The Episcopal Church and recognizes it as a diocese in union with General Convention.

#### *Explanation*

All required documentation in accordance with Resolution A142 of the 74<sup>th</sup> General Convention has been filed in the General Convention Office. Canonical acknowledgement will appear in the revised Constitution and Canons of the Episcopal Church, to be issued in December, 2006.

INC 052 (Clarifying consent to election) was referred back to committee.

Timothy Kimbrough spoke to INC 053, which is a follow up to B012 from the 73<sup>rd</sup> General Convention. An amendment was proposed and approved.

**INC 053 – Adopted**

To: The Executive Council

From: The Standing Committee on International Concerns

Date: October 8, 2005

Re: follow-up for General Convention resolution B012, 2000 General Convention

*Resolved*, That the Executive Council of The Episcopal Church (TEC), meeting in Las Vegas, Nevada, October 7-10, 2005, request that A&F consider including in the draft budget for the 2007-2009 Triennium \$100,000 for each of the calendar years 2008 and 2009 as contributions to the Centennial Endowment Fund of the ECP; and be it further

*Resolved*, That the TEC and the Episcopal Church in the Philippines (ECP) panels of the Joint Committee on the Philippine Covenant (JCPC) be charged to form a task force for the purpose of assisting the “National Mission Fund Initiative” in raising funds for the ECP Centennial Endowment Fund; and be it further

*Resolved*, That the Treasurer of TEC will correspond and converse with the Treasurer of the ECP about the possibility of a loan for its use.

*Explanation*

Resolution B012 of the 73rd General Convention (2000) authorized the creation of a Centennial Endowment Fund for the ECP and pledged the action of Executive Council to implement the solicitation of special thanksgiving offerings for the Endowment fund. At the end of 2007 “full autonomy” for the ECP will be realized. But fund-raising for the Endowment Fund has fallen short of expectations.

TEC has not acted to implement resolution B012.

Covenant grant money for 2005, 2006, 2007 have been directed to the ECP Centennial Endowment in anticipation of “autonomy” and the ending of the TEC covenant grant. As a result 5 of the six dioceses of the ECP are operating on deficit budgets which, at the moment, are balanced on the backs of the clergy many of whom are paid 50% or less of their annual salary.

INC 054 (Anglican Conversations Initiative) was referred back to committee in consultation with A&F.

INC 055 (New Line Item) was referred back to committee in consultation with A&F.

**INC 056 – Adopted**

To: Executive Council

From: International Concerns

Date: October 10, 2005

Re: Pre-Emptive Use of Nuclear Weapons

*Resolved*, That the Executive Council of the Episcopal Church express its alarm at “Joint Publication 3-12 of the Doctrine for Joint nuclear Operations – Final Coordination (2) 15 March 15 2005” suggesting that the Secretary of Defense change the criteria in military policy for the President to authorize the use of nuclear weapons in a variety of circumstances, lowering those criteria from the threat of imminent attack to “demonstrate U.S. intent and capability to use nuclear weapons to deter adversary use of weapons of mass destruction,”; and be it further

*Resolved*, That the Executive Council reiterate the Episcopal Church's longstanding call for total nuclear disarmament in the United States and around the world (D-122, 1994; D-022, 1997), its opposition to first use of nuclear weapons (D-031, 1982), and its opposition to nuclear war (B-008, 1994); and be it further

*Resolved*, That the Executive Council and the Presiding Bishop call on the President to reject any military policy that would authorize the pre-emptive use of nuclear weapons.

#### Attachment #1

### **Relevant sections of "Joint Publication 3-12 of the Doctrine for Joint Nuclear Operations – Final Coordination (2) 15 March 15 2005" of the Joint Chiefs of Staff.**

#### **From the Preface**

*If conflicts arise between the contents of this publication and the contents of Service publications, this publication will take precedence unless the Chairman of the Joint Chiefs of Staff, normally in coordination with the other members of the Joint Chiefs of Staff, has provided more current and specific guidance.*

#### **Chapter 1, section 2.a.4**

(4) Deterrence assumes an opposing actor's leadership proceeds according to the logic of self-interest, although this self-interest is viewed from differing cultural perspectives and the dictates of given situations. This will be particularly difficult with nonstate actors who employ or attempt to gain use of WMD. Here deterrence may be directed at states that support their efforts as well as the terrorist organization itself.

However, the continuing proliferation of WMD along with the means to deliver them increases the probability that someday a state/nonstate actor nation/terrorist may, through miscalculation or by deliberate choice, use those weapons. In such cases, deterrence, even based on the threat of massive destruction, may fail and the United States must be prepared to use nuclear weapons if necessary. A major challenge of deterrence is therefore to convincingly convey both will and capability to the opposing actor.

#### **Chapter 1, section 2,e**

e. **International Reaction.** International reaction toward the country or nonstate entity that first employs WMD is an important political consideration. The United States and its allies articulated their abhorrence of unrestricted warfare by codifying "laws of war," and turning to definitions of "just war". The tremendous destructive capability of WMD and the consequences of their use resulted in a number of agreements (see Figure 25 I-3, which summarized US Treaty Limitations on Nuclear Weapons) restricting deployment and use. Nevertheless, while the belligerent that initiates nuclear warfare may find itself the target of world condemnation, no customary or conventional international law prohibits nations from employing nuclear weapons in armed conflict.

#### **Chapter 2, section 6,b**

b. US, allied, multinational forces must prepare for further operations under conditions ranging from continued nuclear weapons use to a resumption of conventional-only operations. The US must be prepared to fight and win on a contaminated battlefield following a US nuclear strike. The demonstrated ability of US forces to survive and to sustain successful combat operations in

WMD environments presents a stronger deterrent force to potential US adversaries.

### **Chapter 3, section 1,b**

b. **Preparation.** Responsible security planning requires preparation for threats that are possible, though perhaps unlikely today. The lessons of military history remain clear: unpredictable, irrational conflicts occur. Military forces must prepare to counter weapons and capabilities that exist or will exist in the near term even if no immediate likely scenarios for war are at hand. To maximize deterrence of WMD use, it is essential US forces prepare to use nuclear weapons effectively and that US forces are determined to employ nuclear weapons if necessary to prevent or retaliate against WMD use.

### **Chapter 3, section d,1**

(1) Geographic combatant commanders may request Presidential approval for use of nuclear weapons for a variety of conditions. Examples include:

(a) An adversary using or intending to use WMD against US, multinational, or alliance forces or civilian populations.

(b) Imminent attack from adversary biological weapons that only effects from nuclear weapons can safely destroy.

(c) Attacks on adversary installations including WMD, deep, hardened bunkers containing chemical or biological weapons or the C2 infrastructure required for the adversary to execute a WMD attack against the United States or its friends and allies.

(d) To counter potentially overwhelming adversary conventional forces, including mobile and area targets (troop concentration).

(e) For rapid and favorable war termination on US terms.

(f) To ensure success of US and multinational operations.

(g) To demonstrate US intent and capability to use nuclear weapons to deter adversary use of WMD.

(h) To respond to adversary-supplied WMD use by surrogates against US and multinational forces or civilian populations.

### **Glossary, part II – terms and definitions**

**Weapons of mass destruction.** Weapons that are capable of a high order of destruction and/or being used in such a manner as to destroy large numbers of people. Weapons of mass destruction can be high explosives or nuclear, biological, chemical, and radiological weapons, but exclude the means of transporting or propelling the weapon where such means is a separable and divisible part of the weapon. Also called WMD.

#### Attachment #2

### **Excerpts from “Teaching Peace on Nuclear Arms” prepared for the commission by K. Tyler Miller, Ph.D.**

#### GLOBAL NUCLEAR PROLIFERATION

According to the Nuclear Nonproliferation Treaty (NPT), only the five nuclear powers – U.S., Russia, Great Britain, France, and China – may possess nuclear weapons. Both India and Pakistan possess nuclear weapons, neither have signed the NPT. It is widely believed that Israel, who is not a signatory to the NPT, has nuclear weapons. Israel has not conducted a nuclear test, and neither confirms nor denies having nuclear weapons. The U.S. is supporting India’s efforts to bypass the NPT by allowing India to buy nuclear technology for peaceful use. Ten countries had nuclear weapons in the past and have discounted their nuclear programs: Argentina, Belarus, Brazil, Iraq, Kazakhstan, Libya, South Africa, South Korea, Taiwan, and Ukraine. The U.S. has over 480 nuclear warheads deployed in Europe.

North Korea withdrew from the NPT in 2003 and claims to have nuclear weapons. There is a nuclear program in Pyongyang, and they have extricated weapons-grade plutonium. As of mid-2005, North Korea had yet to conduct a test of a nuclear weapon and there has been no conclusive demonstration that they possess nuclear weapons.

Iran and Syria may be classified as states of concern. Iran has resumed uranium enrichment for the stated reason of peaceful use for nuclear power. The International Atomic Energy Agency (IAEA), charged by the United Nations to see that states do not have clandestine nuclear weapons programs, sees no evidence of such programs in Syria. The CIA is concerned that Syria may avail itself of growing opportunities to acquire nuclear weapons technology.

The U.S. Department of Energy oversees the nuclear weapons complex in the U.S. Of the numerous sites that they oversee, at least eight are actively engaged in nuclear weapons research and/or maintenance of the current stockpile of nuclear weapons.

**INC 057 – *Adopted***

To: Executive Council

From: International Concerns

Date: October 10, 2005

Re: Gratitude and Best Wishes to Anthony Guillen

*Resolved*, That the Executive Council, meeting in Las Vegas, Nevada, 7-10 October 2005, expresses its gratitude to the Rev. Anthony Guillen for his faithful and dedicated service as a member of Council since his election by the 2000 General Convention and for his service on the International Concerns Committee and as a member of the Joint Covenant Committee of the Anglican Church of Mexico and the Episcopal Church; and be it further

*Resolved*, That Council salutes Anthony's advocacy for the full inclusion of racial, ethnic and linguistic minorities in the life of the church, and especially for his work which issued in the calling of a Translation Services Coordinator at the Episcopal Church Center; and be it further

*Resolved*, That Council offers its prayers for Anthony as he enters upon his new ministry as Missioner for Hispanic Ministries for the Domestic and Foreign Missionary Society and expresses its confidence that this vital area of the church's ministry will continue to bear abundant fruit for Christ and the church with his leadership.

**INC 058 – Adopted**

To: Executive Council  
From: International Concerns  
Date: October 10, 2005  
Re: Gratitude to Dennis Sullivan and Linda Curtiss

*Resolved*, That the Executive Council, meeting in Las Vegas, Nevada, 7-10 October 2005, expresses its gratitude to Mr. Dennis Sullivan, President of the Church Pension Group, and Ms. Linda Curtiss, Executive Vice President of the Church Pension Group, for the visionary and caring leadership with which they have pursued the goal of bringing greater equity to the pensions for clergy and lay employees who serve the church in its dioceses in Latin America and the Caribbean, work that has included meeting with the International Concerns Committee of Council, meeting with representatives of Latin American and Caribbean dioceses, and traveling to those regions of our church; and be it further

*Resolved*, That Council salutes the fruit of this work, a flexible plan that will offer equitable pension benefits and increased medical benefits to retired clergy and lay employees, a result which the Latin American and Caribbean members of the International Concerns Committee report is bringing great joy to members of their dioceses after many years of expressed concern; and be it further

*Resolved*, That Council expresses its gratitude for the dedicated and continuing work of Mr. Sullivan and Ms. Curtiss in developing viable pension plans for La Iglesia Anglicana de la Region Central de America and La Iglesia Anglicana de Mexico, former parts of the Episcopal Church that are now autonomous provinces of the Anglican Communion.

This concluded the International Concerns report. A motion to return from the lunch break at 2:00 was approved.

**MONDAY AFTERNOON**

The Secretary called the consent calendar. Robert Radtke gave an update on ERD's response to the earthquake in Pakistan

NATIONAL CONCERNS (NAC)

Committee Reports continued with Kwasi Thornell for National Concerns.

**NAC 035 – Adopted with one absention**

To: The Executive Council  
From National Concerns  
Date: October 8, 2005  
Re: Shareholder resolution filings

*Resolved*, That the Executive Council, meeting in Las Vegas, Nevada, October 7-10, 2005, approves the filing of the shareholder resolutions presented by the Social Responsibility in Investments Committee in its report dated September 27, 2005, regarding Environmental Justice (Appendix A) and Genetically-Modified Organisms (Appendix B and Appendix C).

There was some discussion around NAC 036. A comment was made that it was helpful to have the history that was included in the explanation. An amendment was proposed and approved. The resolution was adopted as amended.

**NAC 036 – Adopted**

To: The Executive Council

From: The Standing Committee on National Concerns

Date: October 9, 2005

Re: General Convention Blue Book re: Slavery and Racial Reconciliation

**Resolution A – Slavery and Racial Reconciliation**

*Resolved*, the House of \_\_\_\_\_ concurring, that the 75<sup>th</sup> General Convention of the Episcopal Church declares unequivocally that the institution of slavery in the United States and anywhere else in the world, based as it is on “ownership” of some persons by other persons, was and is a sin and a fundamental betrayal of the humanity of all persons who were involved; and be it further

*Resolved*, That the Episcopal Church acknowledges its history and the deep and lasting injury which the institution of slavery and its aftermath have inflicted on society and on the Church; and be it further

*Resolved*, That we express our most profound regret that (a) the Episcopal Church lent the institution of slavery its support and justification based on Scripture, and (b) after slavery was formally abolished, the Episcopal Church continued for at least a century to support de jure and de facto segregation and discrimination; and be it further

*Resolved*, That the Episcopal Church apologizes for its complicity in and the injury done by the institution of slavery and its aftermath and asks the Presiding Bishop to call for a “Day of Repentance and Reconciliation” and to organize a Day of Repentance and Reconciliation service to be held at the National Cathedral.

*Explanation*

Several books have described in detail the history of the Episcopal Church with regard to slavery and the post-Civil War process of Jim Crow and related legal and social regimes. Among them are

- Harold T. Lewis, “Yet With A Steady Beat; The African American Struggle for Recognition in the Episcopal Church” (1996), and
- Gardiner H. Shattuck, Jr., “Episcopalians and Race” (2000).

Other resources that help to shed light on these subjects are

- Raymond Winbush, “Should America Pay?: Slavery and the Raging Debate on Reparations,” and
- Kenneth Kesselus, “John E. Hines: Granite on Fire” (1995).

In addition some dioceses have undertaken to study the concept of reparations. Among them are Chicago, Maryland, New York and Newark.

Other institutions have addressed their failures in various respects with regard to slavery and its aftermath. Recently the U.S. Senate issued an apology for not having enacted federal anti-lynching legislation during the post-Civil-War period. Also, the United Methodists in Alabama recently led a walk to a Birmingham church as part of a service to repent of racial injustice and to pledge to be more inclusive.

It is important to recognize that much of the U.S. economy was built on the basis of slave labor. There are plenty of data that prove beyond doubt that African Americans are a disproportionate part of the nation's poor. No one who is paying attention can fail to recognize that race discrimination is still very much part of the fabric of life in our nation ... and in our Church. Sometimes it is subtle, sometimes it is inadvertent, but it is plainly there.

This Resolution seeks to complement ongoing activities such as anti-racism training that are part of an overall effort to promote justice and racial reconciliation in the Episcopal Church.

**NAC 038 – Adopted**

To: The Executive Council

From: The Standing Committee on National Concerns

Date: October 9, 2005

Re: General Convention Blue Book re: Impact of Slavery

**A Study the Impact of Slavery**

*Resolved*, the House of \_\_\_\_\_ concurring, that the 75<sup>th</sup> General Convention of the Episcopal Church direct the Committee on Anti-Racism to collect during the next triennium detailed information on the following subjects:

- (a) the complicity of the Episcopal Church in the institution of slavery in the United States and in the subsequent history of segregation and discrimination;
- (b) the economic benefits the Episcopal Church derived from the institution of slavery; and
- (c) how the Church can, as matter of justice, share those benefits with African American Episcopalians,

and to report to General Convention 2009 on these efforts; and be it further

*Resolved*, That every diocese be encouraged to undertake its own study of the foregoing subjects as applicable within its geographic area and report to the Committee on Anti-Racism by April 1, 2009, on its efforts in this regard.

*Explanation*

The Explanation for NAC 036 contains material regarding the complicity of the Episcopal Church in the institution of slavery and its aftermath. However, no detailed information seems to be available that would quantify the economic benefit the Church received, such as through the construction of church buildings by slave labor or the receipt of gifts funded in whole or in part by the fruits of slavery. Acquiring such information would assist in determining how the Church can make recompense for such morally repugnant benefits.

Moreover, much of this kind information is likely to be more readily accessibly by local institutions, and for this reason the dioceses are asked to be part of this process.

**NAC 037 – Adopted**

To: The Executive Council

From: The Standing Committee on National Concerns

Date: October 9, 2005

Re: Response to Hurricanes Katrina and Rita

*Resolved*, That the Executive Council of The Episcopal Church meeting in Las Vegas, Nevada October 7-10, 2005, expresses the profound gratitude of the Council for the work of Episcopal Relief and Development, Episcopal Migration Ministries, the Office of the Suffragan Bishop for Chaplaincies, the Presiding Bishop, Episcopal service providers, dioceses, parishes and lay and clergy of the Church in responding generously with prayer, financial assistance and direct service to the victims of Hurricanes Katrina and Rita; and be it further

*Resolved*, That the Executive Council acknowledges that responding to our neighbors and those in need is rooted in our Baptismal Covenant and the example of Christ who called on all believers to care for the least among us; and be it further

*Resolved*, That The Episcopal Church reaffirms our commitment to serving the working poor, victims of disasters, children and the aged recognizing that neither The Episcopal Church nor other communities of faith or non-profit organizations can solely meet the needs to be faced, but must do so with federal, state and local governments; and be it further

*Resolved*, That those involved in the process of healing, rebuilding and renewal must remain mindful that the effects of poverty, racism and difference in class exist not only in the areas that were devastated by the hurricanes but in nearly every community in the United States; and be it further

*Resolved*, That the Executive Council calls on The Episcopal Church to be a force for justice calling on Episcopalians to actively engage their governmental representatives as they consider steps to take following Hurricanes Katrina and Rita by:

- Urging Congress to put forward a budget for fiscal year '06 that reflects our values of caring for the least among us, remembering that one group of Americans in need must not be helped at the expense of another group;
- Urging the federal, state and local governments, based on learning from other disasters, to take actions that will support short- and long-term relief and reconstruction by allowing increased flexibility for programs to accommodate the many unusual circumstances resulting from the hurricanes, including allowing access to health care through Medicaid, relaxing residence requirements for existing programs and access for legal immigrants to assistance from programs for which they are not normally eligible, temporary relief from the new bankruptcy reform legislation, and not to make changes, such as suspending Davis Bacon prevailing wage requirements in the Gulf Region, that are counterproductive to reconstruction and rebuilding of communities.
- Urging Congress and the President, in light of what we have learned about poverty in recent months, to increase the funds available to undertake the shared responsibility of the nation in providing the essentials of nutrition, shelter, health care, and education for its most vulnerable residents; and be it further

*Resolved*, That the Executive Council calls upon the Church at all levels to continue its prayers for the victims of Hurricanes Katrina and Rita and all who suffer from disaster, injustice, inequality and division, and its commitment to share in their suffering in the Name of Christ by whom all people are reconciled to God and to one another; and be it further

*Resolved*, That the Episcopal Church undertake theological reflection on such issues as Christ's preferential option for the poor and issues of race and class in the United States of America as these issues have been raised by the response to Hurricanes Katrina and Rita.

Kwasi thanked everyone for their participation in the anti-racism training. This concluded National Concerns report.

#### ADMINISTRATION & FINANCE (A&F)

Josephine Hicks, Vice Chair, reported for A&F, as Russ Palmore was called away unexpectedly.

A&F 067 was defeated by committee.

A&F 070 was defeated by committee.

A&F 083a (Estimating Financial Costs of Socially Responsible Investment Actions) was referred back to committee in consultation with SRI.

#### **A&F 087 – *Adopted***

To: Executive Council: Administration & Finance Committee

From: Episcopal Church Archives Strategy Committee

Date: September 20, 2005

Ret: Authorization to Proceed with Planning for the Church Archives

*Resolved*, That the Executive Council authorize the Episcopal Church Archives Strategy Committee to proceed on the basis of its strategic plan and deliberations to begin implementing a project to relocate the Archives, communicate the project to the wider Church, and raise funds necessary to construct an archival repository for the Church. The Committee shall be authorized to coordinate the project in cooperation with the Board of Archives and specifically to carry out the following activities in anticipation of authorization of the project by General Convention:

- Initiate a communications strategy and develop a case statement for presentation to General Convention and to various constituencies and audiences in the Church;
- Obtain appropriate illustrations as a vehicle for conceptualizing and communicating the ideal for an Episcopal Church Archives;
- Solicit and evaluate proposals and select a site for the proposed facility;
- Develop a budget, schedule, and design criteria to guide project management; and
- Identify the scope and resources for a fund raising campaign including recommendations for in-house and external development assistance and a separate 501(c)(3) entity.

; and be it further

*Resolved*, That should the opportunity arise in the course of the Committee's investigation of sites and buildings where prompt action is needed to secure a favorable offer, the Executive Council agrees in its capacity as the Domestic and Foreign Missionary Society to receive and consider a request from the Archives Strategy Committee; and be it further

*Resolved*, That previously appropriated funding in the amount of \$25,000 (A&F 040) for a feasibility study of a building at ETSS be re-authorized and increased by \$40,000 to be funded from net short term budgetary reserves to procure the communications and design input to develop the case statement required to initiate this project.

### *Discussion*

Based on the Committee's deliberations and the criteria developed in its *Strategic Plan and Project Schedule*, this resolution recommends that several steps be taken to relocate the Archives from the campus of ETSS. This process must be completed by December 2009. This goal and timetable are ambitious and will require both start-up funding and the creation of support mechanisms in the areas of communications, fund raising, and project management. It is the intention of the Strategy Committee and the Board of Archives to submit a resolution to General Convention authorizing the Council and Board to implement a construction and fund raising project. In order to meet our deadlines, however, several preliminary activities must take place, including the preparation of a case statement that describes the project and its role in the Church's mission and one or more vehicles for taking this message to both General Convention and the wider Church. The Committee and Board will begin evaluating proposals for sites and configurations for the new facility. The Committee will designate a design team to produce conceptual sketches of our ideal along with project costs. The resolution to be presented to General Convention will authorize and enlarge the Archives Strategy Committee to work alongside the Board of Archives in overseeing the distinct parts of this project.

Kurt Barnes was asked to speak about the search for a new Controller. He discussed the interview process leading to four finalists, and finally to Alpha Conteh. He recognized Steve Didimamoff, who stepped up over the last year. The work that Steve has done will serve as an improvement in how the department runs and how financial reports are done in the future. There was a round of applause for Steve. The report on Tom Hershkowitz is that he is doing very well, no longer needs an aide, but has challenges in his sequential thinking.

### **A&F 089 – Adopted**

To: Executive Council  
From: Administration & Finance Committee  
Date: October 10, 2005  
Re: Controller

*Resolved*, That consent is given to the Presiding Bishop's appointment of Alpha Conteh as Controller of the Domestic and Foreign Missionary Society.

### *Explanation*

This appointment is required to affect many accounting functions.

The By-Laws of Executive Council and the DFMS, Article 1. Section 7, provide that the Presiding Bishop "...shall appoint, in consultation with the Audit Committee...and with the consent of the Council...a Controller...."

Mr. Conteh's appointment is supported by the Chief Financial Officer and Treasurer; the Chief Operating Officer; and several members of the Audit Committee, who participated in the selection process.

**A&F 090 – Adopted**

To: Executive Council: Administration & Finance Committee  
From: The Standing Committee on A&F  
Date: October 9, 2005  
Re: ECBF Transfer of UTO Funds

*Resolved*, That the Executive Council and DFMS do each hereby approve and consent to the assignment, transfer and paying over to Episcopal Church Building Fund (ECBF) of the UTO Loan Funds to be used by ECBF for the purposes intended by UTO subject to the following provisions:

- The value of the UTO Loan Funds shall be determined at the January 2006 meeting of the Executive Council after consultation between the Treasurer and ECBF.
- ECBF will invest said funds in loans as demand is met, or appropriate interim investments, the income from which will be used to underwrite overhead and expense for the additional programmatic activities undertaken by ECBF, and protect these funds from inflation and enhance their corpus.
- ECBF will amend its Certificate of Incorporation to provide that, in the event of the dissolution of ECBF, all of its assets and not just the UTO Loan Fund will vest in DFMS upon dissolution.
- ECBF will amend its Certificate of Incorporation to provide that the DFMS' approval will be required for any major change in purpose, name change or dissolution provisions.
- ECBF will amend its Bylaws to provide that the Board will elect as a full Trustee or an Advisory Trustee, as determined by the Executive Council, a person to be nominated by the Executive Council; and be it further

*Resolved*, That the Treasurer of Executive Council and D&FMS be and he hereby is directed to assign, transfer and pay over said UTO Loan Fund principal and interest to ECBF as soon as may be practicable, subject to the implementation of the above provisions.

**A&F 091 – Adopted**

To: Executive Council: Administration & Finance Committee  
From: Thomas R. Gossen  
Date: October 4, 2005  
Re: Create a Comprehensive On-line Donation Strategy

*Resolved*, That the Executive Council meeting October 7-10, 2005 in Las Vegas, Nevada directs that a Task Force of no less than six persons be established by the presiding officers to study and propose a concept for a comprehensive, Internet-based, gift-giving strategy hosted on the Episcopal Church's official web site; and, be it further

*Resolved*, That the recommendations of the Task Force shall be presented at the March, 2006 meeting of the Executive Council.

*Explanation*

The current "home page" of the church's web site now includes a single opportunity for making a financial gift for a specific purpose. While financial gift giving opportunities in response to disasters is an important issue to make available to visitors to our web site, it should not be the only opportunity. An excellent example of a comprehensive Internet based gift giving strategy can be found on the website of the Evangelical Lutheran Church in America <<http://www.elca.org>>.

Next, Tom Gossen gave an update on the renovations to the Episcopal Church Center at 815 Second Avenue. He reported that work is continuing on schedule. Floors 3, 4 and 5 have been completed, and departments on those floors have moved in. Pictures of the completed floors were shown. Demolition of Floors 6, 7 and 8 has begun.

The Chair called for a vote on the Consent Calendar, which was adopted.

**A&F 084 – Adopted**

To: The Executive Council

From: The Standing Committee on Administration & Finance

Date: October 10, 2005

Re: Episcopal Church of Liberia Draw from Trust Funds 351, 421, 423.02, 555 and 868

*Resolved*, That up to \$310,000 be withdrawn from the following trust funds

- Trust Fund #351 (Bequest of George Gordon King [1922])
- Trust Fund #421 (Gift of Herbert S. and Elizabeth A. Miller [1928])
- Trust Fund #423.02 (Gift of Mrs. Frances E. Pease [1928])
- Trust Fund #555 (Missionary District of Liberia Church Endowment Fund [1943])
- Trust Fund #868 (Endowment Fund Diocese of Liberia [1983])

and be remitted to the Episcopal Church of Liberia (ECL), upon receipt of properly executed contracts and approved invoices, to enable ECL to initiate apartment construction which, when completed, will generate ongoing lease revenue to support the work of the diocese.

*Explanation*

This request for assistance comes from The Rt. Rev. Edward Neufville, bishop of Liberia and the Board of Trustees of ECL.

The Episcopal Church of Liberia was established in 1836 by The Episcopal Church USA (PECUSA). The ECL currently receives a block grant of approximately \$220,000 annually through the DFMS budget. Unlike other covenant agreements, however, this amount has never been guaranteed in writing. After years of civil strife, Liberia is regaining social and economic stability; and the ECL sees an opportunity to build residential housing for lease, thereby supporting its efforts to expand mission.

**A&F 085 – Adopted**

To: Executive Council

From: Administration and Finance Committee

Date: October 10, 2005

Re: Trust Fund #1005

*Resolved*, That Trust Fund #1005 is established to hold and invest funds from the St. Bede's Episcopal Church Endowment Fund, Atlanta, Georgia.

*Explanation*

Trust Fund # 1005 St. Bede's Episcopal Church Endowment Fund, Atlanta, Georgia (2005)

This fund was established with \$121,705 as an investment account by St. Bede's Episcopal Church Endowment Fund. 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 (St. Bede's Episcopal Church Endowment Fund) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

**A&F 086 – Adopted**

To: Executive Council  
From: Administration and Finance Committee  
Date: October 10, 2005  
Re: Trust Fund #1006

*Resolved*, That Trust Fund #1006 is established to hold and invest funds from the Episcopal Mental Health Ministries, Inc. D/B/A St. Laurence Chapel, Pompano Beach, Florida (2005).

*Explanation*

Trust Fund # 1006 Episcopal Mental Health Ministries, Inc. D/B/A St. Laurence Chapel, Pompano Beach, Florida (2005)

This fund was established with \$500,000 as an investment account by Episcopal Mental Health Ministries, Inc. D/B/A St. Laurence Chapel. 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 (Episcopal Mental Health Ministries, Inc. D/B/A St. Laurence Chapel) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

**A&F 088 – Adopted**

To: The Executive Council  
From: The Standing Committee on A&F  
Date: October 10, 2005  
Re: Travel Guidelines 2005 – Amended

*Resolved*, That the official Travel Guidelines for 2005 of the Domestic and Foreign Missionary Society be amended, effective September 1, 2005, to reflect reimbursement for automobile mileage (increased from \$0.405 to \$0.485 per IRS regulations)

*Explanation*

The Travel Guidelines have been amended to reflect announcements by the Internal Revenue Service and Treasury Department that increased the optional standard mileage rates for the final four months of 2005.

The rate will increase to 48.5 cents a mile for all business miles driven between September 1 and Dec. 31, 2005. This is an increase of 8 cents from the 40.5-cent rate in effect for the first eight months of 2005, as set forth in Rev. Proc. 2004-64.

DFMS practice has been to follow IRS guidelines. In future we will seek approval to make modifications to the Travel Guidelines automatically to reflect IRS pronouncements.

**EC 005 – Adopted**

To: Executive Council

From: The Audit Committee

Date: September 28, 2005

Re: Confirmation of Acceptance of Audited Financial Statements for Financial Year Ended December 31, 2004

*Resolved*, That the Executive Council accepts the Audited Financial Statements covering the Financial year ended December 31, 2004.

*Explanation*

No significant deficiencies, irregularities, or illegal acts were identified during the audit by Grant Thornton, the Society's independent audit firm. The Audit Committee of the Executive Council accepted the audit report at its meeting on August 24, 2005.

**EC 006 – Adopted**

To: The Executive Council

From: Audit Committee

Date: October 9, 2004

Re: Approval of independent auditors

*Resolved*, That on the recommendation The Audit Committee, the Executive Council approves the engagement of the audit firm, Grant Thornton, to perform the independent audits for the Domestic & Foreign Missionary Society for the financial year ended December 31, 2005.

*Explanation*

Grant Thornton's work continues to be professional and collaborative and the Audit Committee has recommended engaging them to perform the 2005 fiscal year audit.

**INC 050 – Adopted**

To: The Executive Council

From: International Concerns

Date: September 28, 2005

Re: New Mission Partners

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

**Mr. Michael Angell** – Diocese of Colorado – assigned as Assistant at El Hogar Projects in the Diocese of Honduras. This appointment as a Young Adult Service Corps volunteer is for the period of one year beginning September 15, 2005. *Addr*: c/o El Hogar Projects - Apartado Postal 764 - Tegucigalpa DC, Honduras.

**The Rev. Robert and Mrs. Kay Blackwell** – Diocese of Alabama – assigned as Priest and Volunteer at All Saints in Damascus, Syria in the Diocese of Jerusalem. This appointment is for the period of three years beginning May 30, 2005. *Addr*: All Saints Episcopal Church - P.O. Box 11129 - Damascus, Syrian Arab Republic.

**Ms. Karen Carroll** – Diocese of Southwest Florida – assigned as Administrator at Casa Isaac in Andres in the Diocese of the Dominican Republic. This assignment is for the period of one year beginning May 18, 2005. *Addr*: DMG 16664 7990 15th Street E - Sarasota FL 34243.

**Ms. Mary Caulfield** - Diocese of Massachusetts - assigned as a Visiting Educator in the Diocese of Brasilia in the Anglican Church of Brazil. This is a 6-month assignment beginning August 12, 2005. *Addr*: Diocese of Brasilia - Caixa Postal 093, 70359-970 Brasilia, DF, Brazil, South America.

**Ms. Anne Figge** – Diocese of Washington – assigned as Assistant at the Itipini Project in the Diocese of St. John’s in the Church of the Province of Southern Africa. This appointment as a Young Adult Service Corps volunteer is for the period of one year beginning September 22, 2005. *Addr:* Ms. Anne Figge – c/o Dr. Christopher McConnachie - PBX 5014 - Umtata 5100 – Transkei – South Africa.

**Ms. Sarah Gardner** – Diocese of New York – assigned as English Teacher by special appointment in China with the Amity Foundation, through the National Council of Churches in the USA. This appointment is for the period of two years beginning July 28, 2005. *Addr:* Foreign Affairs Office - Gansu Lianhe University - Yantan Beimiantan 400 - Chengguan, Lanzhou, 730010 - Gansu Province – China

**Ms. Margaret Griffin** – Diocese of Atlanta – assigned as Assistant Development Officer in the Diocese of Dar es Salaam in the Anglican Church of Tanzania. This appointment is for one year beginning June 20, 2005. *Addr:* c/o Diocese of Dar es Salaam - P.O. Box 25016 - Dar es Salaam, Tanzania.

**Ms. Angela Helt** – Diocese of Oklahoma – assigned as Health Care Assistant in the Diocese of Panama. This appointment as a Young Adult Service Corps volunteer is for the period of one year beginning September 12, 2005. *Addr:* c/o Dr. John Du Bois – PTY 617 - P.O. Box 025724 - Miami, Fl 33102.

**Mr. Adam Shoemaker** – Diocese of Massachusetts – assigned as Outreach Youth Minister with the Diocese of Rio de Janeiro in the Anglican Church of Brazil. This appointment as a Young Adult Service Corps volunteer is for the period of one year beginning July 3, 2005. *Addr:* Rua Joaquim Murtinho, 71, Apt. 201 - Santa Teresa 20241-320 - Rio de Janeiro – Brazil.

**The Rev. Lauren Stanley** – Diocese of Virginia – assigned as the Communication Liaison in the Diocese of Renk in the Episcopal Church of Sudan. This appointment is a three-year appointment starting July 5, 2005. *Addr:* P.O. Box 1532 - Khartoum North – Sudan.

**Mr. Jered & Mrs. Erin Weber-Johnson** – Diocese of Olympia – assigned as Diocesan Youth Ministry and Church Musical Directors respectively in the Diocese of Taiwan. These appointments as Young Adult Service Corps volunteers are for the period of one year beginning July 17, 2005. *Addr:* c/o St. John's University - 499, Sec.4, Tam King Road - Tamsui, Taipei, 25135 - Taiwan, R.O.C.

**Ms. Heather Wolfe** – Diocese of Oklahoma – assigned as Assistant at the Rafael Center with the Diocese of Grahamstown, in the Church of the Province of Southern Africa. This appointment as a Young Adult Service Corps volunteer is for the period of one year beginning August 23, 2005. *Addr:* P.O. Box 162 - Grahamstown, Cape Province 6140 - South Africa.

**Mr. Henry Ziegler, MD & Priscilla Ziegler, RN** – Diocese of Olympia – assigned as Medical Missionaries, in the Diocese of Dar es Salaam in the Anglican Church of Tanzania. These appointments are for the period of three years beginning August 1, 2005. *Addr:* c/o Diocese of Dar es Salaam - P.O. Box 25016 - Dar es Salaam – Tanzania, East Africa.

**INC 051 - Adopted**

To: The Executive Council  
From: International Concerns  
Date: September 28, 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 Rev. David Copley** – Diocese of Southern Virginia – served as Director of the Friends of Cuttington College at St. John’s Episcopal Church, Hampton, VA. This appointment started on July 1, 2003 and ended on June 30, 2005. *Addr:* St. John's Episcopal Church - 100 West Queen's Way - Hampton VA 23669.

**Mr. Daniel Crawford** – Diocese of Texas – served as Lay Minister in the Anglican Diocese of Uruguay. His mission service as a Young Adult Service Corps volunteer started on January 26, 2004 and ended on December 31, 2004. *Addr:* 2872 Matchpoint Lane - Friendwood, TX 77546.

**Ms. Melanie Fitzsimmons** – Dioceses of Pennsylvania and Southwest Florida – served as Teacher/Lay Minister in the Diocese of the Dominican Republic. Her mission service as a Young Adult Service Corps volunteer started on October 12, 2004 and ended on October 12, 2005. *Addr:* 266 Roxborough Avenue - Philadelphia, PA 19128.

**Mr. John & Mrs. Catharine Gordon** – Diocese of South Carolina – served as Camp Administrators in the Diocese of the Dominican Republic. Their mission which started on March 22, 2000 was extended through July 1, 2005. *Addr:* 4311 Quigley Rd., Hollywood, SC 29449.

**Mr. Ross Kane** – Diocese of Virginia – served as Communication Assistant in a joint appointment with the New Sudan Council of Churches in partnership with the Reformed Church in America. His mission service as Young Adult Service Corps volunteer started from August 20, 2002 and was extended through July 30, 2005. *Addr:* 514 24th St., S - Arlington, VA 22202.

**Mr. Justin Mutter** – Diocese of Virginia – served with the Partners in Health in the Diocese of Haiti. His mission service as a Young Adult Service Corps volunteer started from August 25, 2003 and was extended through August 24, 2005. *Addr:* 909 West Brow Rd. - Lookout Mountain, TN 37350.

**Rev. Malcolm & Mrs. Mary Roberts** – Diocese of Connecticut – served as Priest-in-Charge for St. Joseph’s Mission in Punta Gorda and volunteer respectively in the Diocese of Belize. Their mission service started on March 22, 2004 and ended on March 22, 2005. *Addr:* 520 Taberna Way - New Bern, NC 28562.

**Mr. Tom & Mrs. Linda Waddell** – Diocese of Massachusetts – served as Missionaries in the Diocese of Bolivia through a joint appointment with the South American Missionary Society. Their mission service started on July 1, 2002 and ended on July 1, 2005. *Addr:* 1113 Trumpet Vine Court, Mableton, GA 30126

**Ms. Amber York** – Diocese of Michigan – served as Community Development Worker with the American Committee for KEEP (Kiyosato Educational Experiment Project) in Japan and the Philippines. Her mission service as a Young Adult Service Corps volunteer started from June 15, 2004 through June 15, 2005. *Addr:* 1411 6th St., Detroit, MI 48226

**NAC 033 - Adopted**

To: Executive Council  
From: Jubilee Ministries  
Date: September 8, 2005  
Re: Jubilee Programs

Here is a list of Jubilee Programs to be reviewed by Executive Council on October 7-10, 2005.

NEW

- 1. Caring Association for Native Americans**  
1700 S. Grant St., Denver, CO 80210  
Blanche Zembower  
(Diocese of Colorado)
- 2. Center for Health & Reconciliation**  
12990 E. Shea Blvd., Scottsdale, AZ 85259  
Jim Davis  
(Diocese of Arizona)
- 3. Colorado Haiti Project**  
1419 Pine St., Boulder, CO 80301  
Anne Skamarcok  
(Diocese of Colorado)
- 4. The Columba Center**  
Sts. Peter and Paul Episcopal Church  
8147 SE Pine St., Portland, OR 97215  
Mary Stilwell, Contact Person  
Rev. Kurt Neilson, Director of Program  
(Diocese of Oregon)
- 5. The Episcopal Church of Santa Maria Virgin Food Pantry**  
P.O. Box 7240, Midland, TX 79708  
The Rev. Josie Rose  
(Diocese of Northwest Texas)
- 6. Evergreen Christian Outreach**  
P.O. Box 1515, Evergreen, CO 80437  
Lesley Jackson  
(Diocese of Colorado)
- 7. Foyer Notre Dame**  
P.O. Box 1309, Port-au-Prince, Haiti 011509  
St. Margaret's Convent  
Agape Flights Inc.  
6869, 7990 15<sup>th</sup> St. E., Sarasota, FL 34243  
Sister Mary Margaret  
(Diocese of Haiti)
- 8. Friendship Feast**  
210 North 5<sup>th</sup> St., Ponca City, OK 74601  
Robert Corbin  
(Diocese of Oklahoma)
- 9. Fundacion Cristosal**  
Iglesia Anglicana de El Salvador  
681 North Hill Cross Rd., Ludlow, VT  
05149  
The Very Rev. Richard Bower,  
Contact Person  
The Rev. Elizabeth Evans, Program  
Director  
(Diocese of El Salvador)
- 10. Good Shepherd of the Hills Episcopal Church**  
P.O. Box 110, Cave Creek, AZ 85327  
The Rev. Glen Jenks  
(Diocese of Arizona)
- 11. Grace Episcopal Church**  
341 Washington St., Traverse City,  
MI 49684  
Steven Wade  
(Diocese of Western Michigan)
- 12. The Hands in Healing Jubilee Center**  
3621 Brunswick Ave., Los Angeles, CA  
90039  
Dr. Jack Plimpton  
Kenneth Chow  
(Diocese of Los Angeles)
- 13. Judeo-Christian Outreach Center**  
1053 Virginia Beach Blvd. Virginia  
Beach, VA 23451  
Richard Powell  
(Diocese of Southern Virginia)
- 14. Mission of the Holy Spirit**  
427 W. 37<sup>th</sup> St., Norfolk, VA 23508  
Keith Josey  
(Diocese of Southern Virginia)
- 15. The Mission to Seafarers**  
P.O. Box 4190, Seattle, WA 98194  
Captain Charles Hubbard  
(Diocese of Olympia)

**16. New Beginnings Church**  
111 Del Mar Circle, Aurora, CO 80011  
The Rev. Emily J. Cardin  
(Diocese of Colorado)

**17. SMILE Ecumenical Ministries**  
10290 H.G. Trueman Rd.  
P.O. Box 1276, Lusby, MD 20688-1276  
Betsy Campaigne, President  
(Diocese of Maryland)

**18. St. Benedict Health & Healing Ministry**  
P.O. Box 325, Louisville, CO 80227  
The Rev. Sally Bowersox  
(Diocese of Colorado)

**19. St. Clare's Supper**  
126 W. 2<sup>nd</sup> Ave., Denver, CO 80223  
The Rev. Michele Quinn-Miscal, Contact  
Person  
Shirley Werden, Program Director  
(Diocese of Colorado)

**20. St. Luc Trou du Word School**  
P.O. Box 1309  
Port-au-Prince, Haiti 011509  
The Rev. Noe Bernier  
(Diocese of Haiti)

**21. St. Paul's Episcopal Church**  
P.O. Box 96, Columbia, PA 17512-0096  
David Morath  
(Diocese of Central Pennsylvania)

**22. Trinity Episcopal Church**  
3800 West 20<sup>th</sup> St., Greeley, CO 80634  
The Rev. Jack Stapleton, Contact Person  
Richard Maxfield, Director of Program  
(Diocese of Colorado)

**23. West San Luis Valley Community Meal**  
P.O. Box 489, Monte Vista, CO 81133  
The Rev. Warren Hicks  
(Diocese of Colorado)

#### REAFFIRMATIONS

**24. All Saints Episcopal Church**  
5619 Monte Vista St., Los Angeles, CA 90042  
The Rev. Gary Leeson  
(Diocese of Los Angeles)

**25. Episcopal Community Federal Credit Union**  
840 Echo Park Ave., Los Angeles, CA 90026  
Mrs. Urla Abrigo  
(Diocese of Los Angeles)

**26. Holy Faith Episcopal Church**  
260 N. Locust St., Inglewood, CA  
90301  
The Rev. Altagracia Perez  
(Diocese of Los Angeles)

**27. Samaritan Center**  
St. Paul's Cathedral 310 Montgomery St.  
Syracuse, NY 13202  
The Very Rev. Thomas Luck,  
Contact Person  
Mary Beth Frey  
(Diocese of Central New York)

**28. St. Andrew's Children's Clinic**  
P.O. Box 2043, Nogales, AZ 85628  
Judy Oestreich  
(Diocese of Arizona)

**29. St. Andrew's Episcopal Church**  
100 Arroyo Pinon Dr., Sedona, AZ  
86336-5004  
The Rev. Frank Durkee  
(Diocese of Arizona)

**30. St. Barnabas Soup Kitchen**  
822 W. 2<sup>nd</sup> Ave., McMinnville, OR  
97128  
Mari McGovern  
(Diocese of Oregon)

**31. St. James Episcopal Church**  
3903 Wilshire Blvd., Los Angeles,  
CA 90010  
The Rev. Charles Sacquety, Interim  
The Rev. Aidan Koh, Director of  
Program  
(Diocese of Los Angeles)

**32. St. Paul's Episcopal Church**  
10 East Third St., Alton, IL 62002-6201  
Mr. Ron Downey  
Mrs. Brenda Phillips  
The Rev. David Boase  
(Diocese of Springfield)

**33. St. Thomas Episcopal Church**  
15694 Tetley St., Hacienda Heights,  
CA 91745  
The Rev. Deborah Dunn  
(Diocese of Los Angeles)

## CONGREGATIONS IN MINISTRY (CIM)

Next, Cynthia Black reported for Congregations in Ministry. Cynthia announced that the Executive Committee would be happy to receive ideas on community building activities for Des Moines. CIM discussed follow up to the 20/20 presentation at the last meeting. They talked about Congregational Development, and that there is no “Diocesan Development” and have appointed a subcommittee to study that. The committee began to talk about General Convention resolutions, the report from the Employment Task Force and heard staff reports.

### **CIM 039 – *Adopted***

To: Executive Committee  
From: Congregations in Ministry  
Date: October 9, 2005  
Re: A Resolution concerning Disaster Planning

*Resolved*, That the Executive Council, meeting in Las Vegas, October 7 – 11, 2005, commend to the dioceses and congregations of the Episcopal Church the need for disaster planning and encourage them to take steps to provide instructions for clergy and other leaders concerning what to do and where to go in the event of a natural disaster or terrorist event; and be it further

*Resolved*, That the Presiding Bishop and the Management Team prepare a disaster plan for the Church Center at 815 Second Avenue; and be it further

*Resolved*, That the Presiding Bishop and the Management Team undertake a feasibility and budgetary study concerning the need for an Office of Disaster Planning for the Episcopal Church.

### *Explanation*

It is clear from the testimony of Jan Nunley, Robert Radtke and Richard Parkins that a disaster plan providing guidance to diocesan employees, parish clergy and other leaders helps in beginning the process of recovery from a natural or other disaster.

CIM 040 (Theological Reflection) was withdrawn.

An amendment was proposed and approved in CIM 041.

### **CIM 041 – *Adopted***

To: Executive Council  
From: Congregations in Ministry  
Date: October 10, 2005  
Re: A Resolution Advancing the Work of the Task Force on Employment Policies and Practices

*Resolved*, That the Executive Committee, meeting in Las Vegas, Nevada, October 7 – 10, 2005, adopt the following resolution for presentation to the 75<sup>th</sup> General Convention of the Episcopal Church.

*Resolved*, the House of \_\_\_\_\_ concurring, that the 75<sup>th</sup> General Convention of the Episcopal Church continue the Task Force to Study Employment Policies and Practices in the Episcopal Church during the coming Triennium with the intention of offering a resolution to the 2009 General Convention that will address the issues of employment, striving to make the Episcopal Church a fair and just workplace; and be it further

*Resolved*, That \$15,000 be allocated for the work of the Task Force; and be it further

*Resolved*, That this Convention authorize and request the Church Pension Group to conduct a survey of lay employees concentrating on employee demographics, the exercise of authority in the employment setting, and compensation and benefits. The Bishop or other ecclesiastical authority of each diocese shall be requested to supply relevant data for each employing unit in the diocese to the Church Pension Group. The findings of the survey and any recommendations for action, if appropriate, shall be reported to the 76<sup>th</sup> General Convention; and be it further

*Resolved*, That the Office of Ministry Development take the lead in determining the best way to conduct a feasibility study examining whether pension benefits for lay employees should be made compulsory and be administered by a single provider. The results of said study shall be reported, along with recommendations for action, if appropriate, to the 76<sup>th</sup> General Convention; and be it further

*Resolved*, That the attached statement on Workplace Values be commended to the Church as a worthy statement reflecting our values for work and the worker in the Church; and be it further

*Resolved*, That this Convention commend to the Church the Church Pension Group's *Guide to Human Resources Practices for Lay Employees in the Episcopal Church* as an invaluable document and a staple for every church, diocesan and church-affiliated workplace.

*Explanation*

See the Report of the Task Force on Employment Policies and Practices in the Episcopal Church to the Executive Council.

**CIM 042 – Adopted**

To: Executive Council

From: Congregations in Ministry

Date: October 10, 2005

Re: A Resolution Concerning the Task Force on Employment Policies and Practices

*Resolved*, That the Executive Council, meeting in Las Vegas, Nevada, October 7 – 11, 2005, continue the work of the Task Force on Employment Policies and Practices through this triennium and ask the Task Force to submit a report on its work to the Executive Council at its meeting in the Fall of 2006.

*Explanation*

The Task Force on Employment Policies and Practices has completed several of its objectives including a survey of diocesan employment practices. Several objectives remain, including a survey of church lay employees and the development of a model employees handbook.

This concluded CIM's report. Cynthia thanked her committee for all their hard work.

Thom Chu gave a presentation on the Episcopal Youth Event (EYE) which took place this summer in Berea, Kentucky.

Michael Ingham, our Canadian partner, spoke of the continuing and growing partnership between the Episcopal Church and the Anglican Church of Canada. He explained how there is cross-border cooperation between two parishes, one on each side of the border.

The Canadian experience in Nottingham was similar to ours. Bishop Ingham expressed his hope that there will be an opportunity to hear from Steve Lane, who is our representative to the Anglican Church of Canada. This will be planned for the next meeting.

## EC Real Time Evaluation - October 10, 2005

- Noted: size of A&F meeting room was somewhat gigantic – maybe A&F might like to snuggle next meeting
- Thanks to translators – it is a tremendous help to business and to the business of the council and thanks to the office for providing it
- Agenda seemed to provide adequate time for committee work – beds were less than back friendly
- Small committee in huge room would have been willing to swap
- Secretariat – does work cheerfully – resolutions need to have date and time so we all know we are all taking about the same document at the same time; would be helpful if some rigorous procedure could be instituted to make sure that this happens in the future
- Several substantial matters before us – resolutions were in the boxes this morning and we were in plenary all morning. Part of difficulty with conversation was dealing with complicated issues . . . opportunity for consultation before voting on resolutions. Impossible to resolve those in plenary.
- The course of conversation highlighted importance of consultations between committees
- Would like to suggest and ask that management work with facilities about temperatures in the rooms – problem in other places and this has been one of the worst places for temperatures
- Travel – are we or do we at some point look at other travel agents besides MTS and is this the time we would do it?
- Number of people frustrated by absence of WI-FI and technological capabilities at this facility. Also need places to walk outside and that was missing at this location.
- Policy/tradition of meeting in all 9 provinces of the church during the triennium. We haven't done that this time – the 9<sup>th</sup> province is pretty large and it sends a poor message not to go there.
- Abundance of vegetables and lighter meals was very good.
- Presentation of the diocese was appropriate – we ought to have minimal expectations articulated to the diocese ahead of time.
- When we spend a weekend and attend church, we might fan out to a number of parishes on a Sunday morning instead of just one. We would get a better sense of the parish by going in smaller groups.
- Thank the person in charge of making these things work – they've never worked better!

Bishop Griswold thanked everyone for a good meeting. The meeting was adjourned at 5:10 p.m.