

**THE EXECUTIVE COUNCIL**  
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Ms. Bonnie Anderson, D.D., President, House of Deputies, DFMS Vice President and Vice Chair  
Mrs. Patricia C. Mordecai, DFMS Vice President, *until 12/2006 replaced by* The Hon. Linda E. Watt, 1/2007  
The Rev. Dr. Gregory S. Straub, Secretary  
Mr. N. Kurt Barnes, Treasurer

**ELECTED BY GENERAL CONVENTION UNTIL GENERAL CONVENTION 2009**

Mr. R.P.M. Bowden, Sr. (Atlanta, IV)  
Ms. Dorothy J. Fuller (El Camino Real, VIII)  
Mr. Thomas R. Gossen (Kansas, VII)  
Josephine H. Hicks, Esq. (North Carolina, IV)  
Sandra F. McPhee, Esq. (Chicago, V)  
Mr. Albert T. Mollegen, Jr. (Connecticut, I)  
The Rev. Titus L. Presler (Texas, VII) *resigned 11/2006*  
The Rev. Miguelina Espinal (Dominican Republic, IX) *elected 11/2006, resigned 7/2007*  
The Rev. Canon Emily Morales (Puerto Rico, IX) *elected 10/2007*  
The Rt. Rev. Wilfrido Ramos-Orench (Ecuador Central, IX)  
The Rev. Canon Edward W. Rodman (Massachusetts, I)  
The Rt. Rev. Stacy F. Sauls (Lexington, IV)

**ELECTED BY PROVINCE UNTIL GENERAL CONVENTION 2009**

I. Mr. Dennis Stark (Rhode Island)  
II. Edgar K. Byham, Esq. (Newark)  
III. John Vanderstar, Esq. (Washington)  
IV. The Rev. Timothy E. Kimbrough (North Carolina)  
V. Canon Victoria L. Garvey (Chicago)  
VI. Ms. Terry Roberts (Minnesota)  
VII. Ms. Sharon F. Denton (Western Kansas)  
VIII. Mr. Ted Yumoto (San Joaquin) *resigned 3/2008*  
VIII. Mr. Bryan Krislock (Spokane) *appointed 4/2008*  
IX. The Rt. Rev. Julio Cesar Holguín (Dominican Republic)

**ELECTED BY GENERAL CONVENTION UNTIL GENERAL CONVENTION 2012**

The Rt. Rev. David Alvarez (Puerto Rico, IX)  
Rosalie S. Ballentine, Esq. (Virgin Islands, II)  
Ms. Hisako M. Beasley (Olympia, VIII)  
The Rt. Rev. J. Jon Bruno (Los Angeles, VIII)  
The Rev. Dr. Ian T. Douglas (Massachusetts, I)  
Mr. E. Bruce Garner (Atlanta, IV)  
Dr. Delbert C. Glover (Western Massachusetts, I)  
Canon Bettye Jo Harris (Hawaii, VIII)  
Ms. Angela Helt (Oklahoma, VII)  
The Rev. Winnie S. Varghese (New York, II)

**ELECTED BY PROVINCE UNTIL GENERAL CONVENTION 2012**

I. The Rev. Dr. Lee Alison Crawford (Vermont)  
II. The Rev. Cn. Petero A. N. Sabune (New York)  
III. The Rev. Cn. Mark Harris (Delaware)  
IV. Belton T. Zeigler, Esq. (Upper South Carolina)  
V. The Rev. Gay C. Jennings (Ohio)  
VI. The Rev. Cn. Tim Anderson (Nebraska)  
VII. The Ven. Joyce Hardy (Arkansas)  
VIII. The Rev. Floyd Gamarra (Los Angeles)  
IX. Dr. George A. Frazer Stain (Honduras)

**BY INVITATION**

Anglican Church of Canada Partner: The Rt. Rev. Michael Ingham (*resigned 1/2009*)  
Evangelical Lutheran Church of America (ELCA): *vacant*

**MEETING DATES AND SITES**

|                         |                      |
|-------------------------|----------------------|
| Chicago, Illinois       | November 12-15, 2006 |
| Portland, Oregon        | March 2-4, 2007      |
| Parsippany, New Jersey  | June 11-14, 2007     |
| Dearborn, Michigan      | October 26-28, 2007  |
| Quito, Ecuador          | February 11-14, 2008 |
| Albuquerque, New Mexico | June 13-15, 2008     |
| Helena, Montana         | October 20-23, 2008  |
| Stockton, California    | January 29-31, 2009  |
| Portland, Maine         | April 20-22, 2009    |

**INTRODUCTION**

The Executive Council (Council), with the Presiding Bishop, works between Conventions implementing and monitoring the policies and programs authorized by the General Convention, including budget oversight.<sup>1</sup> Council was established by the Canons of The Episcopal Church in 1919 serving as the Board of Directors for the Domestic and Foreign Missionary Society (DFMS), and is charged with making a full published report to General Convention each triennium.<sup>2</sup> The Executive Council may initiate and develop new work, as necessary, between General Conventions.<sup>3</sup>

The Executive Council consists of forty voting members, including 20 members elected by General Convention and 18 members elected by the nine provinces, who serve six-year terms. Half of these members rotate off Council each triennium. The Presiding Bishop serves as Chair, and the President of the House of Deputies serves as Vice Chair. There are three additional non-voting positions: the Secretary of General Convention, who serves as Secretary of the Council; the Treasurer of DFMS; and the Chief Operating Officer, who serves as a DFMS Vice-President. The life of Council is enriched by the presence of representatives from two partner churches, the Anglican Church of Canada and the Evangelical Lutheran Church in America (ELCA).

During each year of the triennium the Executive Council meets three times. Daily worship and Bible study provide the framework for each meeting's deliberations and decision making. Although most of Council's legislation is processed through its standing committees, Council does consider issues before it through plenary presentations by invited guests, the opening remarks of the Chair and Vice Chair, and scheduled "private conversations."

The Standing Committees of Executive Council are Administration and Finance (A&F), International Concerns (INC), National Concerns (NAC) and Congregations in Ministry (CIM). Each committee studies matters brought before it and reports to the Council, which acts by Resolution as appropriate. Reports of these committees and those from the other entities that report to the General Convention through the Executive Council follow this summary of Council's function and work.

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<sup>1</sup> Canon 1.4.1(a) and 2(e)

<sup>2</sup> Canon 1.4.1 (b)

<sup>3</sup> Canon 1.4.2 (e)

## SUMMARY OF WORK

In this triennium the Executive Council's work addressed the mission priorities adopted by the 2006 General Convention. Among major actions:

**1. JUSTICE AND PEACE:** Promoting justice and peace for all of God's creation and continuing and accelerating the leadership role and programs of The Episcopal Church, which support the eight (8) Millennium Development Goals. (The Millennium Development Goals eradicate extreme poverty and hunger; achieve universal primary education; promote gender equality and empower women; reduce child mortality; improve maternal health; and combat HIV/AIDS, malaria, and other diseases; ensure environmental sustainability; and develop a global partnership for development in the dioceses of The Episcopal Church and in the world.)

- Designated the MDG line item in the budget of TEC for the support of the partnership with Episcopal Relief and Development (ERD) and Jubilee Ministries to create a \$3 million dollar "MDG Inspiration Fund" to encourage grass roots support for achieving the MDGs by Episcopalians, and to fight malaria and other diseases.
- Urged participation of TEC with the Refugee Council USA and other refugee organizations to address the "material support bar" provisions of the US Patriot Act.
- Supported human rights for homosexual persons and asylum for persecuted Gay, Bi-sexual, Lesbian, and Transgendered persons.
- Supported the rebuilding of the Gulf Coast in a manner which provides racial and economic justice and which is environmentally sustainable.
- Urged Episcopal ordained and lay persons to assist those seeking protection from detention and deportation by providing sanctuary.
- Dedicated money budgeted for Appalachian Initiatives for Direct Grants for Appalachian Initiatives.

**2. YOUNG ADULTS, YOUTH AND CHILDREN:** Reaching out to young adults, youth and children through intentional inclusion and full incorporation in the thinking, work, worship and structure of the church.

- Approved Constable Fund grants for Christian Education.
- Gave \$4,360 to the Diocese of Ecuador Central as a special offering for the Diocesan School and Seminary.
- Approved a Constable Fund grant for \$50,000 to enable the attendance of youth from Province IX, Haiti, and Virgin Islands to attend the Episcopal Youth Event.

**3. RECONCILIATION AND EVANGELISM:** Reconciling and engaging those who do not know Christ by participating in God's mission of reconciling all things to Christ and proclaiming the Gospel to those who are not yet members of the church.

- Reviewed Jubilee Centers throughout The Episcopal Church.
- Reaffirmed the commitment of TEC to funding the seminaries of the church with 1% of net disposable budgeted income from each congregation of The Episcopal Church.
- Allocated trust fund monies to support the education and training of ordained persons.
- Approved a Constable Fund grant for training bishops and deputies in the art of Public Narrative for Mission

**4. CONGREGATIONAL TRANSFORMATION:** Revitalizing and transforming congregations through commitment to leadership development, spiritual growth, lifelong learning, dynamic and inclusive worship, greater diversity, and mission.

- Directed that Refugee Program Liaisons be appointed in each diocese where a refugee resettlement office of the Episcopal Migration Ministries is located, to promote engagement of refugees by diocesan congregations.
- Awarded a Constable Grant for a gathering of persons of color who are members of the Committees, Commissions, Agencies and Boards of The Episcopal Church.
- Awarded a Constable grant for *Cancionero: A New Songbook for Latino-Hispanic Episcopal Congregations*

**5. PARTNERSHIPS:** Reaffirming the importance of our partnerships with provinces of the Anglican Communion and beyond and our relationships with ecumenical and interfaith partners.

- Recognized the service of numerous missionaries sent by the DFMS and by other mission-sending organizations.
- Approved the formation and continuation of Companion Diocese relationships between dioceses of TEC and dioceses throughout the Anglican Communion.
- Approved a Covenant Relationship with the Province of Brazil and a renewal of the Covenant with the Province of The Philippines.
- Appointed a representative to the governing board of the National Council of Churches of Christ in the United States of America.
- Prepared a study guide for the draft Anglican Covenant, solicited responses and forwarded them to the drafting group.
- Awarded a Constable Grant for a 12-week online course introducing ecumenical and interfaith relations to the broader Episcopal Church.
- Wrote a letter to Episcopal Church Bishops attending the Lambeth Conference committing to pray for them and praying that their voices may be heard speaking the truth about The Episcopal Church and hearing the truth of others.

## **NARRATIVE**

### **A NEW ADMINISTRATION AND A NEW VISION**

The work of the Executive Council in this triennium has taken place in the context of new leadership for the whole church and for the two Houses that form the General Convention. The Executive Council has been both challenged and supported by their leadership in a time of restructuring, reinvigorating our call to mission and recalling this church to its vocation among churches in the Anglican Communion and in the larger Ecumenical and Interfaith communities.

### **AREAS OF MAJOR CONCERN**

Following the 2006 General Convention, the Executive Council was faced with a variety of issues growing from its missionary, stewardship and fiduciary responsibilities. These included the reorganization of the Church Center and the appointment of a new COO, the approval of budgets for each year reflective of the costs related to reorganization and extraordinary legal costs related to actions of parishes and dioceses in contention with The Episcopal Church, the ongoing needs of ministries that are supported by The Episcopal Church, and the extraordinary levels of response required by Executive Council to the various challenges we face in the Anglican Communion.

### **PASTORAL CARE FOR THE CHURCH**

A number of individuals in parishes voted to leave The Episcopal Church just prior to and during this triennium and at the same time several Primates of other Anglican Provinces determined to ordain bishops specifically for work within the jurisdiction of The Episcopal Church.

The pastoral response by The Episcopal Church as a whole to churches and people in distress as a result of the decisions by some to leave The Episcopal Church has rested primarily on the Chief Pastor of the church, our Presiding Bishop, the Most Reverend Katharine Jefferts Schori, and on the members of the House of Bishops in their pastoral role and in their dioceses, the church and the Communion.

The Executive Council has been the primary means by which the governance of The Episcopal Church has spoken on these matters. The President, Bishop Katharine, and the Vice President, Bonnie Anderson, have been unstinting in their efforts to engage faithful members of this church in places of conflict and have reported to us on their work.

In addition, the Executive Council has attempted—as planning allows—to meet in places where its witness to the continued care and responsiveness of the whole church to its members would be evident. We met in the Diocese of Ecuador Central, undergoing a difficult rebuilding of trust and mission following the removal from office of its former bishop. We met in the Diocese of the Rio Grande as that diocese searches for its next bishop, its previous bishop having resigned in order to be received as a Roman Catholic. We met in the Diocese of San Joaquin, where the diocese has been reorganized following the decision by its former bishop, many of the clergy and lay people to leave The Episcopal Church and align with another province. In each case we are thankful for the continued witness of faithful Episcopalians, the particular role of our presiding officers and the opportunity afforded all of us to worship and witness to our common faith in these settings.

The Executive Council responded to the needs of dioceses confronting the issues raised by members leaving this church by appropriating funds for the work of the task force on property disputes and additional mission funds for help in reconstituting diocesan leadership where members of a diocese have left The Episcopal Church. We reaffirmed before the whole Communion The Episcopal Church's desire to be a church welcoming to all people. We examined the role, responsibilities and response of the Executive Council to issues raised by the Primates. We put in place a task force to monitor the Anglican Covenant process. We reaffirmed the requirement that Dioceses accede to the Constitution and Canons of The Episcopal Church. We reaffirmed our commitment to representation on the Anglican Consultative Council by electing new members to take their place in the deliberations of that body.

#### **REORGANIZATION**

The reorganization of the work of the Domestic and Foreign Missionary Society and the work of the Executive Council was undertaken in the context of several objectives. The priorities established at the 2003 General Convention were reaffirmed for this triennium, with some change in order. These priorities were then subject to further examination through the lens provided by the Millennium Development Goals. Staff responsibilities were examined in light of the priorities and goals.

Advances in information technology and a growing consciousness of The Episcopal Church as a national and international church, both contributed to a need to revisit the old model of a single center of operations. The result has been a reconfiguration of staff responsibilities that reflects function and allows for multiple office locations. This work has been the effort of the management team but the various committees of Executive Council have spent considerable time and energy in determining that ongoing concerns of the Council are addressed in the new configuration of staff responsibilities and work. The work of reorganization has been of major concern to the Executive Council in this triennium.

#### **PARTNERSHIPS IN GLOBAL MISSION**

Council met in the Diocese of Ecuador Central as that diocese began the process of reinvigorating its missionary life and prepared to elect a new bishop. This visit and our meeting there with the people and bishop of the diocese reconfirmed the strong missionary history of The Episcopal Church that has led both to the establishment of new Anglican Churches in Brazil, Central America, Mexico, and the Philippines and to a renewed sense of The Episcopal Church as an international Church. At the Dearborn, Michigan meeting we were blessed by time with the Primates and other officers of provinces formed from The Episcopal Church and who continue in familial partnership with us.

#### **ANGLICAN COMMUNION AFFAIRS**

In this triennium the Executive Council has on several occasions spoken on behalf of The Episcopal Church regarding matters pertaining to the Anglican Communion. In particular it provided a response to the communication from the 2006 Primates Meeting and the call for responses to the various forms of the Draft Anglican Covenant. Stressing the governance of this church by all orders of ministry, the Executive Council and its officers have encouraged at every turn the widest participation of members of this church in responding to churches and organizations of the Communion.

### **MISSION AS ONE**

In this triennium Executive Council has been particularly conscious of the mandate of ‘Mission as One.’ The Domestic and Foreign Missionary Society in 1835 stated, “for the guidance of the Committee it is declared that the missionary field is always to be regarded as one, THE WORLD – the terms domestic and foreign being understood as terms of locality adopted for convenience.” (Article X, Constitution of the DFMS, 1835). The convenience of the “domestic and foreign” distinction has been of greater or lesser value at various times in our history. The work of this triennium, particularly with its concerns for the poor, the marginalized and Millennium Development Goals, relations within the Anglican Communion and the continued vitality of our own church that is international in character have all pointed to issues and concerns for interdependence and continuing concerns for justice in our own practice as a church.

### **DOMESTIC POVERTY**

In May 2008, the Presiding Bishop called a Summit on Domestic Poverty. Nearly 100 participants from all parts of The Episcopal Church met to identify matters essential to justice regarding domestic poverty. They identified the following: affordable food; employment; affordable quality childcare; education; healthcare; a healthy environment; housing; economic opportunity; a just immigration policy; cultural affirmation; and equal protection under the law. Guided by those 11 Essentials to Justice, the Jubilee Advisory Committee has challenged the Executive Council to work towards the alleviation of domestic poverty during the next triennium through the development and implementation of a program targeting the poorest counties in the United States, with particular emphasis on those issues affecting Native American Reservations on a range of measures of economic security, quality of life, and health care. American Indians/Alaska Natives routinely find themselves mired in a cycle of long-standing poverty and social and economic challenges.

The Executive Council has received the report of this Summit and worked to fashion Resolutions addressing the need for The Episcopal Church to engage the concerns to alleviate domestic poverty among the poorest in the United States.

### **GENDER EQUALITY AND ANTI-RACISM WORK**

In this past triennium the Executive Council has continued in the pledge made by General Convention to continue anti-racism work both by receiving such training itself and by continuing to support that work throughout the church. Every member of a Commission, Committee, Agency or Board of The Episcopal Church is expected to engage in such training on a continuing basis.

The Committee on the Status of Women has voiced a concern that gender equality in the church still remains a goal, not a fact. To this end it has analyzed the make-up of various bodies in The Episcopal Church’s governance and concluded that, “It is clear that, overall, gender equity is making strides in The Episcopal Church, but areas remain in which equity must still be pursued.” The Executive Council is apprised of the need to continue this work as it appoints or elects persons to positions in the governance of the church.

### **REGIONAL EXPLORATIONS OF MUTUALITY AND INTERDEPENDENCE.**

A new initiative in exploring regional mutuality and interdependence is being organized as part of the focus by the Executive Council on life within the Anglican Communion. The “Anglican Churches in the Americas” conference, held in February 2009, provided a concrete way in which to further affirm the commitment of this church to the mission to the world. This initiative, which grew from a challenge raised by the President of the House of Deputies, is part of the Executive Council’s efforts to work together with other Anglicans in all areas of its work.

### **BUDGET PROCESSES**

As the Executive Council works towards the development of program and budget for the 2009 General Convention in Anaheim, California, it has proposed a new set of priorities that reflect the integration of concerns for the life and health of The Episcopal Church, the demands of justice in the nation and the world, and a renewed engagement in mission to the whole world. The new process of developing a budget for the next

triennium has also been put in place, one that it is hoped will be both responsive to the emerging mission priorities of the church and supportive of the new mission center configuration of staff reorganization.

## ADMINISTRATION AND FINANCE COMMITTEE

### MEMBERSHIP

Josephine Hicks, Chair; Jon Bruno, Vice Chair; David Alvarez; Victoria Garvey; Del Glover; Tom Gossen; BettyeJo Harris; Gay Jennings; Dennis Stark; Ted Yumoto (*until April, 2008, replaced by Bryan Krislock*); **Ex-officio:** Katharine Jefferts Schori; Bonnie Anderson; Linda Watt; Kurt Barnes; Gregory Straub.

### COMMITTEE GOAL

Facilitate the ministry of The Episcopal Church in partnership with other Executive Council committees: oversee the operations of the Domestic & Foreign Missionary Society; maintain close relationships with the General Convention through regular contact with the Joint Standing Committee on Program, Budget & Finance; support the work of the Chief Operating Officer and the Office of the Treasurer.

A&F met at every regular Executive Council meeting and by conference call in January, February and twice in October of 2007, and in January, 2008.

### SUMMARY OF WORK

As a result of A&F work, the Executive Council:

- Monitored and recommended adjustments to the 2007-2009 triennial budget adopted by the General Convention, including tracking the receipt of diocesan commitments to the Budget for The Episcopal Church.
- Examined diocesan commitments and evaluated best practices to encourage and support dioceses to meet their commitments to the General Convention budget.
- Monitored the work of the Mission Funding Initiative, which will invite people of great resources and vision for the future mission of the church to make major gifts to fund that mission.
- Monitored the work of the Archives Strategy Committee as it evaluated relocation options and related issues.
- Examined and evaluated a new budget structure to coincide with the reorganization of the Episcopal Church Center.
- Implemented a new process for more meaningful input from all Executive Council standing committees in planning and preparing the proposed 2010-2012 budget that will be submitted to Program, Budget & Finance for action at the General Convention.
- Established proposed budget priorities for the next triennium and proposed a draft budget for 2010–2012 based on those priorities.

In its deliberations, A&F also:

- Reviewed periodic financial statements, audit committee reports, and statements of operation for DFMS.
- Recommended establishment of various trust funds in accordance with established procedures.
- Reviewed Investment Committee reports and recommended approval of a payout rate from trust fund income.

## CONGREGATIONS IN MINISTRY (CIM)

### MEMBERSHIP

Terry Roberts, Chair; Butch Gamarra, Vice-Chair; Joyce Hardy, Secretary; R.P.M. Bowden; Dottie Fuller; Ted Mollegen; Wilfrido Ramos-Orench; Ed Rodman; Belton Zeigler.

### COMMITTEE GOAL

Congregations in Ministry (CIM) serves as the Executive Council's link with program areas of The Episcopal Church Center (Congregational Development, Ethnic Congregational Development, the Office for Ministry Development, and Ministries with Young People) and Standing Commissions whose work relates to congregational ministry. The committee is also responsible for overseeing the communications efforts of the church. The primary work of the CIM Committee is tracking and responding to the Resolutions from the preceding General Convention that address concerns related to congregational life and ministry. CIM also addresses concerns to develop new initiatives between General Conventions in any of the program areas relating to congregational ministry and development. When intensive work is needed to develop a particular Resolution, sub-committees of CIM may research and draft proposals for the committee's consideration.

### THE FOLLOWING INDEPENDENT COMMITTEE REPORTS THROUGH CIM

The Executive Council Committee on Indigenous Ministries (ECCIM) serves as a voice for Native Americans in The Episcopal Church, recommending policies and programs for the consideration of the Council.

### SUMMARY OF WORK

As a result of CIM's work:

- Council adopted a Resolution encouraging TEC congregations to give an amount equal to 1.0% of their NDBI, distributed to one or more of the church's seminaries.
- The Executive Council annually reviewed and approved extra-budgetary grants for Christian education from the Constable Fund, an endowed extra-budgetary DFMS fund.
- Received and reviewed statistical reports from the Director of Research on the numerical growth/shrinkage of TEC.
- Investigated and experienced an exercise in a type of strategic planning known as Scenario Planning, adopted a plan for Scenario Planning for TEC, and initiated same.
- Conducted Anti-Racism Training at all meetings, beginning with a full day at the start of the triennium.
- Coordinated a clarification of the relationship and coordination mechanisms between ECCIM (a committee of Council) with the other ethnic ministries organizations, which are all part of the ECC staff.
- Adopted a policy statement regarding standards of accessibility.
- Adopted and conducted a self-evaluation process in which a knowledgeable consultant conducted confidential one-on-one telephone interviews of nominal 45 minutes duration with each Council member, compiled the results and reported them to Council.
- Received a report from Anthony Guillen on a strategic plan for engaging in Latino/Hispanic Ministries, which contains some of the history of Latino Ministries, characteristics of various groups of Latinos, religious affiliation trends, and preferences for certain characteristics of a congregation.

## INTERNATIONAL CONCERNS COMMITTEE

### MEMBERSHIP

Sandra McPhee, Chair; Petero Sabune, Vice-Chair; Lee Alison Crawford, Secretary; Rosalie Ballentine; Ian Douglas; George Frazer Stain; Mark Harris; Julio Cesar Holguín; Timothy Kimbrough

### COMMITTEE GOAL

The International Concerns Committee (INC) helps Council highlight issues beyond the USA (including Provinces II and IX) that call for the church's discipleship and mission. Special concerns include inter-Anglican relations; sending and receiving missionaries; the Millennium Development Goals; the church's overseas dioceses; and crises of violence human rights, famine and other disasters.

### SUMMARY OF WORK

As a result of INC work, the Executive Council:

- Established a working group to investigate the possibilities of an Anglican Regional Convocation of the Americas (TEC, Anglican Church of Canada, Concilio Anglicano Latino Americano, including Mexico, IARCA, Brazil, the Province of the West Indies and the Anglican Church of the Southern Cone) to equip our churches for mutuality and interdependence in God's mission (INC 005).
- Clarified the terms of covenant committee members for those churches and provinces in covenant with TEC (INC 010).
- Appointed a Response Drafting Group to the Draft Anglican Covenant that would remain throughout the triennium as a primary resource to INC and ACC to follow the development processes of an Anglican Covenant (INC 021); published "A Response from TEC to the Draft Anglican Covenant" (INC 028) and a Study Resource for the St. Andrew's Draft.
- Recognized new and extended diocesan companion relationships, new mission partners, and returning missionaries.
- Commended the Everyone, Everywhere 2008 World Mission Conference.

### IN ITS DELIBERATIONS, INC ALSO:

- Discussed at length the Israeli-Palestinian peace process; the Cuban embargo; religious rights for the Greek Orthodox Church in Turkey; addressed the plight of Iraqi refugees.
- Heard presentations from the Primates and Secretaries of the Anglican Church of Brazil, the Anglican Church of the Region of Central America, the Independent Church of the Philippines, Liberia.
- Supported the partnership of the Executive Council with Episcopal Relief and Development and Jubilee Ministries in the Inspiration Fund for the Millennium Development Goals (AF 010, EC 008).
- Received regular reports from the Office of Anglican and Global Relations (AGR), EMM, EPPN, and now the Partnerships and Leadership clusters, ERD, UTO; was updated regularly on the planning for Lambeth 2008.
- Considered staff reorganization at The Episcopal Church Center with respect to fostering ongoing partnership with Churches of the Anglican Communion and dioceses of TEC outside of the United States and expressed concern that the reorganization has diffused a focus and central coordinated approach to inter-Anglican and world mission affairs, and will continue to monitor the reorganization plan, working with senior staff to address the concern.

## NATIONAL CONCERNS COMMITTEE

### MEMBERSHIP

John Vanderstar, Chair; Bruce Garner, Vice-Chair; Sherry Denton, Secretary; Tim Anderson; Hisako Beasley; Kim Byham; Angela Helt; Stacy Sauls; Winnie Varghese.

Frequently joining the committees in its deliberations were: Brian Prior, Vice President of the House of Deputies, and former NAC member, and Sally Johnson, Counsel to the President of the House of Deputies.

At various meetings we heard reports from the Rt. Rev. Chris Epting on ecumenical issues; the Rev. Jim Lemler on the Mission department including the Mission Funding Task Force; Richard Parkins on immigrations issues; Maureen Shea on the Governmental Relations Office; the Rev. Brian Grieves on peace and justice issues; Mark Duffy on the church's archives; Thom Chu on youth and young adults; the Rt. Rev. George Packard on military and other chaplaincies; and Canon Bob Williams and Solange De Santis on communication issues.

### SUMMARY OF WORK

As a result of NAC work, the Executive Council:

- Adopted shareholder Resolution filings from the Committee on Corporate Social Responsibility, and recommended shareholder action on proxies.
- Addressed the issues of immigration and refugees including the “material support” provision of the Patriot Act, the New Sanctuary Movement, and the creation of Volunteer Refugee Program Liaisons.
- Helped organize Anti-Racism Training for Council, monitored diocesan response documenting the financial benefits received from slavery, and promoted the Service of Repentance for Slavery.
- Supported human rights for gay and lesbian persons and the granting of asylum for persecuted gay and lesbian persons. Heard Davis Mac-Iyalla, Director of Changing Attitude-Nigeria speak of oppression of gay and lesbian people by the Church and State in Nigeria.
- Urged the calculation of the “carbon footprint” of The Episcopal Church as a first step in reducing carbon emissions.
- Condemned torture and called for the closure of Guantanamo Prison.
- Urged the rebuilding of the Gulf Coast in a manner which supports racial and economic justice.
- Reviewed Jubilee programs presented for designation or re-designation.
- Commended the Domestic Poverty Summit and urged continuing focus on this priority.
- Declared that actions purporting to qualify the accession clauses in diocesan constitutions were null and void.

In its deliberations, NAC also:

- Discussed implementation of General Convention Resolution D047, requiring The Episcopal Church to book meetings in facilities which guarantee a living wage.
- Suggested that host provinces, as well as dioceses, present their ministries to the Executive Council during Council meetings.
- Discussed ways to support and help Episcopalians in dissenting dioceses.
- Participated in budget exercises and made recommendations for the 2009-2012 budget.
- Examined the role of the Executive Council in the management of the church.

76<sup>TH</sup> GENERAL CONVENTION RESOLUTIONS APPROVED BY EXECUTIVE COUNCIL**RESOLUTION A137 CONTINUATION OF THE TASK FORCE TO STUDY EMPLOYMENT POLICIES AND PRACTICES IN THE EPISCOPAL CHURCH**

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the Task Force to Study Employment Policies and Practices in The  
 2 Episcopal Church be continued for the 2010-2012 Triennium. Its work would include the following : a) further  
 3 study be undertaken on how to appropriately treat Episcopal schools and institutions that are affiliated with an  
 4 Episcopal congregation or diocese, but are an independent 501 I (3) organization; b) monitor (in conjunction with  
 5 the Church Pension Group) the implementation of the canon on lay pensions; c) further study the unique  
 6 contexts of the overseas Episcopal dioceses in light of the canon on lay pension; and d) consider any  
 7 recommendations to the 77<sup>th</sup> General convention; and be it further  
 8  
 9 *Resolved*, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to  
 10 allocate \$15,000 for the work of the Task Force in the Triennium.

**EXPLANATION**

The Task Force to Study Employment Policies and Practices in The Episcopal Church was established by the Executive Council in response to Resolution A006 of the 74<sup>th</sup> General Convention in 2003. The Rev. Dr. Melford (Bud) Holland, most recently Program Officer for Discipleship and Leadership; Ordained Ministry at the Episcopal Church Center, was appointed convener of the group and remained so until his retirement. The membership consisted of representatives from various groups as set forth by Executive Council: CEPVA (Colloquium of Episcopal Professional and Vocational Associations), the Church Pension Group, the Episcopal Church Center and the Executive Council. By Resolution A125 at the 75<sup>th</sup> General Convention in 2006, the Task Force was continued.

The Task Force prepared a statement on Workplace Values in The Episcopal Church, which was approved as part of Resolution A125. Most significantly, as a result of the Church Pension Group's Comprehensive Lay Employee Study, the Task Force submitted a canon to amend the pension provisions of the church to include mandatory pension benefits for lay employees, recognizing that Resolution D165a of the 1991 Convention which called for lay pensions has not been universally or uniformly applied. The Task Force has not completed all the work that needs to be done on this vital issue, though it should complete its work in the next three years.

**RESOLUTION A138 ESTABLISHING A MANDATORY LAY EMPLOYEE PENSION SYSTEM**

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That this Church establish a mandatory lay employee pension system for  
 2 employees who are scheduled to work a minimum of 1,000 hours annually for any domestic Diocese, Parish,  
 3 Mission or other ecclesiastical organization or body subject to the authority of the Church, in accordance with the  
 4 following principles:  
 5     1. The lay employee pension system shall provide benefits that shall, initially, include defined benefit plan(s)  
 6     and defined contribution plan(s);  
 7     2. If a defined benefit plan is selected, the employer assessment and/or contribution shall be not less than  
 8     nine (9) percent of the employee's compensation; if a defined contribution plan is selected, the employer  
 9     shall contribute not less than five (5) percent of the employee's compensation and match at least four (4)  
 10     percent of the employee's contributions. The Trustees of The Church Pension Fund shall have the  
 11     authority to increase or decrease the assessment and/or contribution percentages required for the lay  
 12     pension system;  
 13     3. Existing defined benefit plans will be permitted to continue as long as their plan design delivers pension  
 14     benefits not less than the pension benefits required by this Resolution, as determined by the plan  
 15     administrator. If the plan does not provide the pension benefits required by this Resolution, such plan  
 16     shall be amended to provide for such pension benefits no later than January 1, 2012.  
 17     4. The lay employee pension system shall be designed and administered by the Trustees and officers of The  
 18     Church Pension Fund; the investment managers of the system shall initially include, but not necessarily

- 19 be limited to, The Church Pension Fund and, in the case of a defined contribution plan offered to school  
 20 employees, TIAA-CREF;
- 21 5. The lay employee pension system will be operated on a financially sound basis, as determined by the  
 22 Trustees of the Church Pension Fund;
  - 23 6. Other societies, organizations, or bodies in the Church not mandated to participate may, under the  
 24 regulations of The Church Pension Fund, elect to come into the lay employee pension system;
  - 25 7. No right or obligation to have assessments paid on compensation paid prior to plan participation will be  
 26 part of the mandatory lay employee pension system;
  - 27 8. Service in the Episcopal Church prior to plan implementation shall be recognized for vesting purposes;
  - 28 9. The implementation of the mandatory lay employee pension system shall be completed no sooner than  
 29 January 1, 2011 and no later than January 1, 2012; and
  - 30 10. Further study be undertaken by The Church Pension Fund on the feasibility of inclusion of overseas  
 31 Episcopal dioceses in the lay employee pension system and report back to the 77<sup>th</sup> General Convention;  
 32 and be it further  
 33

34 *Resolved*, That Canon I.8 shall be amended as follows:

35 **CANON 8: OF THE CHURCH PENSION FUND**

36 **Sec. 1** The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State  
 37 of New York as subsequently amended, is hereby authorized to establish and administer the clergy  
 38 pension system, including life, accident and health benefits, of this Church, substantially in accordance  
 39 with the principles adopted by the General Convention of 1913 and approved thereafter by the several  
 40 Dioceses, with the view to providing pensions and related benefits for the Clergy who reach normal age  
 41 of retirement, for the Clergy disabled by age or infirmity, and for the surviving spouses and minor  
 42 children of deceased Clergy. *The Church Pension Fund is also authorized to establish and administer the lay employee*  
 43 *pension system of the Church, substantially in accordance with the principles adopted by the General Convention of 2009,*  
 44 *with the view to providing pensions and related benefits for the eligible lay employees of this Church, as well as their eligible*  
 45 *beneficiaries.*

46  
 47 **Sec. 3.** For the purpose of administering the pension system, The Church Pension Fund shall be entitled  
 48 to receive and to use all net royalties from publications authorized by the General Convention, and to  
 49 levy upon and to collect from all Parishes, Missions, and other ecclesiastical organizations or bodies  
 50 subject to the authority of this Church, and any other organizations, or bodies in the Church which under  
 51 the regulations of The Church Pension Fund shall elect to come into the pension system, assessments  
 52 based upon the salaries and other compensation paid to Clergy by such Parishes, Missions, and other  
 53 ecclesiastical organizations or bodies for services rendered currently or in the past, prior to their  
 54 becoming beneficiaries of the Fund. *For the purpose of administering the lay employee pension system, The Church*  
 55 *Pension Fund shall be entitled to collect from all Parishes, Missions, and other ecclesiastical organizations or bodies subject*  
 56 *to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of*  
 57 *The Church Pension Fund shall elect to come into the lay employee pension system, assessments and/or contributions based*  
 58 *upon the salaries and other compensation paid to eligible lay employees by such Parishes, Missions, and other ecclesiastical*  
 59 *organizations or bodies.*

**EXPLANATION**

Resolution D165, approved by the 1991 General Convention, stated:

*Require Episcopal Church Bodies to Provide a Pension Plan for Lay Employees*

*Resolved*, the House of Bishops concurring, That all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of the Church Pension Fund have elected or shall elect to come into the pension system, shall provide all lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees Retirement Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of ECLERP.

Such participation shall commence no later than January 1, 1993. At its commencement, if the plan is a defined benefit plan, the employer contribution shall be not less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall contribute not less than 5 percent and agree to "match" employee contributions of up to another 4 percent; and be it further

*Resolved*, That the employer may impose a minimum age of 21 years and a minimum employment period not to exceed one year of continuous employment before an employee would be eligible to participate; and be it further

*Resolved*, That the Trustees of The Church Pension Fund shall have authority to increase or decrease the contribution percentages required for the lay pension plan; and be it further

*Resolved*, That each Diocese of this Church shall implement this resolution by Diocesan Canon or appropriate resolution.

Since 1991, there have been several other Resolutions which addressed this issue. Most recently, in 2006, General Convention, in Resolution A125, said, in pertinent part:

*Resolved*, That the 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. ...

The Task Force to Study Employment Policies and Practices in The Episcopal Church has conducted the requested study and has determined that the 1991 Resolution has been complied with to a substantial degree (approximately 80% of the domestic dioceses, two-thirds of congregations and 93% and 70%, respectively, of the eligible lay employees), but many hundreds of eligible employees remain uncovered and there are considerable inequities, as for example, 77% of eligible male employees are covered while only 68% of females are.

It is simply time to live up to the commitment of the church in 1991. The cost of pension coverage described in the 1991 Resolution and herein would be, on average, 6/10s of 1% of parish budgets, with the cost for the smallest congregations approximately 1%, which congregations are least likely to have eligible employees.

#### **RESOLUTION A139 DIOCESAN RECONFIGURATION STUDY**

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, the 76<sup>th</sup> General Convention direct the Standing Commission on the
- 2 Structure of the Church to undertake a study and report to the 77<sup>th</sup> General Convention on the current diocesan
- 3 configuration and suggest whether adjustments thereto would be appropriate.

#### **EXPLANATION**

Changing demographics suggest that certain dioceses are struggling to remain viable. There needs to be a comprehensive look at whether the current configuration is optimal and what might be done, with proper pastoral concern, to improve it.

**RESOLUTION A140 DOMESTIC POVERTY**

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the 76<sup>th</sup> General Convention commend the Presiding Bishop for
- 2 convening a Summit on Domestic Poverty in May 2008, and calls upon the Executive Council to engage
- 3 continuing efforts in the Church to address this priority concern in the next triennium.

**EXPLANATION**

The Presiding Bishop’s Summit on Domestic Poverty brought together Episcopalians from around the church who are working on issues of poverty, social service and social justice. The Presiding Bishop asked that we “engage this ministry in a coherent way that draws in the whole of the church in the United States.” This Resolution asks that the Executive Council be responsible for developing strategies and partnerships that will facilitate this work.

**RESOLUTION A141 CONTINUATION OF EC COMMITTEE ON HIV/AIDS**

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the 76<sup>th</sup> General Convention direct that the Committee on
- 2 HIV/AIDS shall continue as a committee of Executive Council.

**EXPLANATION**

HIV/AIDS continues to be a devastating and unique illness in the United States and through out the world. The uniqueness of the illness is the result of the ongoing stigma associated with it. HIV disease can still result in the refusal of housing, employment, and a number of ordinary public accommodation resources to those infected.

The stigma creates an atmosphere of secrecy and hiding that interferes with the testing and diagnosis of the condition and seeking medical treatment for it. Infected individuals remain reluctant to seek social and medical services in their own communities as a result of this stigma.

Infection rates are again rising in the United States particularly in the Southeastern part of the country, Province IV of The Episcopal Church. Yet a large percentage of those infected do not know they are infected due to fear of the stigma, lack of medical resources and/or the anxiety of knowing their status.

Episcopal Relief and Development (ERD) and The Millennium Development Goals (MDGs) focus on non-domestic HIV issues. While both are admirable in their responses to HIV, they further the erroneous idea that HIV is no longer an issue in the United States. This reflects an ongoing “migration of interest and concern” about HIV to areas outside the United States even while some areas of the country have HIV seroprevalence rates comparable to sub-Saharan African countries.

To further exacerbate the problem, advances in drug treatments have created a sense that HIV disease is not just a chronic condition that can be treated with medication. Unfortunately, that sense does not take into account the high cost, side effects and a host of other factors that prevent that false sense of security a reality. The end result is continued risky behavior, often concealed, that continues to increase the infection rates.

Despite the misconception that HIV is no longer a real problem in the United States, we continue to need a resource of the church to be focused on this issue. Continuing the relationship of the Committee on HIV/AIDS with Executive Council will help address those concerns.

**REPORT ON RESOLUTIONS REFERRED TO DIOCESES**

**75<sup>th</sup> General Convention Resolutions Referred to Dioceses for Action or Consideration**

The diocesan response—from 59 of 111 reporting jurisdictions—to Resolutions referred for action or consideration after the 75<sup>th</sup> General Convention is recorded below.

| RESOLUTIONS REFERRED FOR ACTION |   | ACTION | NO ACTION |
|---------------------------------|---|--------|-----------|
| A042                            | Church Planting Initiative              | 23     | 20        |
| A077                            | Revised Common Lectionary               | 36     | 6         |
| A123                            | Slavery and Racial Reconciliation       | 25     | 17        |
| A156                            | Sexual Exploitation                     | 35     | 8         |
| D022                            | MDG's and the ONE Episcopalian Campaign | 35     | 7         |

| RESOLUTIONS REFERRED FOR CONSIDERATION |  | CONSIDERED | NOT CONSIDERED |
|--|--|------------|----------------|
| A006                                   | Triennial Survey of Congregations  | 15         | 24             |
| A010                                   | Affirm "Call to Partnership"   | 26         | 14             |
| A015                                   | Prayers for the Holy Land  | 34         | 5              |
| A017                                   | Fundamental Immigration Principles   | 24         | 16             |
| A037                                   | Evangelism   | 32         | 9              |
| A038                                   | Diocesan Development Initiative  | 23         | 15             |
| A039                                   | Reconciliation Training  | 24         | 12             |
| A041                                   | University Ministry  | 28         | 12             |
| A055                                   | UMC Eucharistic Sharing  | 23         | 16             |
| A063                                   | Additional Calendar Commemorations   | 26         | 13             |
| A064                                   | Authorize Trial Use of Commemorations  | 25         | 14             |
| A074                                   | Authorize Enriching Our Worship 3  | 34         | 7              |
| A076                                   | Alternatives to Prayer Book Burial Rites   | 28         | 12             |
| A078                                   | Liturgical Development and Episcopal Authority                                       | 24         | 17             |
| A082                                   | Amend Canons III.5-III.13  | 31         | 8              |
| A101                                   | Stewardship of Relationships   | 29         | 9              |
| A102                                   | Culture of Debt  | 22         | 12             |
| A127                                   | Restorative Justice  | 26         | 10             |
| A129                                   | Affirm Creation and Evolution  | 16         | 24             |
| A132                                   | Eliminate HIV/AIDS Stigma  | 26         | 15             |
| A134                                   | HIV Training   | 15         | 20             |
| A136                                   | Enriching Our Worship Support  | 34         | 5              |
| A139                                   | Celebration of Women's Ministries  | 30         | 9              |
| A147                                   | Church-wide Healthcare Feasibility Study   | 31         | 8              |
| A163                                   | Pastoral Care and Delegated Episcopal Pastoral Oversight                             | 30         | 9              |
| A167                                   | "Full and Equal Claim" for All the Baptized  | 33         | 8              |
| B002                                   | Response to Global Warming   | 25         | 11             |
| B003                                   | Church Pension Fund and Chaplains to the Retired                                     | 29         | 9              |
| B011                                   | Special Missionary Initiative  | 23         | 15             |
| B018                                   | Comprehensive Children's Policy  | 22         | 17             |
| B035                                   | Mind of the House: The Ministry of Reconciliation and the Relief of Global Suffering | 23         | 14             |
| C011                                   | Church Responsibility in Reparations   | 23         | 17             |
| C018                                   | Environmental Stewardship  | 27         | 12             |
| D018                                   | Active Nonviolence Training  | 19         | 19             |
| D019                                   | Pastoral Concern for Troops in Iraq and Afghanistan and their Families               | 36         | 1              |
| D020                                   | End the War in Iraq  | 26         | 13             |
| D024                                   | Gender Equality for Women in the Episcopal Church                                    | 31         | 10             |
| D031                                   | Budget Priorities  | 23         | 15             |
| D047                                   | Justice, Respect, and a Living Wage  | 26         | 12             |
| D059                                   | Child Care Facilities at General Convention  | 24         | 16             |