

EXECUTIVE COUNCIL

Membership

The Most Rev. Michael Curry, <i>Chair, Ex Officio</i>	North Carolina, IV	
Ms. Julia Ayala Harris, <i>Vice-Chair, Ex Officio</i>	Oklahoma, VII	
The Rev. Canon Dr. Michael Barlowe, <i>Secretary, Ex Officio</i>	California, VIII	
Mr. N. Kurt Barnes, <i>Treasurer, Ex Officio</i>	New York, II	
The Rev. Devon Anderson	Minnesota, VI	2024
Dr. Liza Anderson	Minnesota, VI	2024
The Rev. Gina Angulo Zamora	Litoral Ecuador, IX	2027
Canon Annette Buchanan	New Jersey, II	2027
Mr. Thomas Chu	New York, II	2027
Mr. Tivaun Cooper	New York, II	2027
The Rev. Lillian Davis-Wilson	Western New York, II	2024
The Rev. Patricia Downing	Delaware, III	2024
The Rev. Canon Cornelia Eaton	Navajoland, VIII	2024
The Rev. M.E. Eccles	Chicago, V	2024
Ms. Blanca Echeverry	Colombia, IX	2024
Ms. Alice Freeman	North Carolina, IV	2024
Mr. Timothy Gee	El Camino Real, VIII	2027
Ms. Pauline Getz	San Diego, VIII	2024
The Rev. Angela Goodhouse	North Dakota, VI	2024
The Very Rev. Mark Goodman	Rio Grande, VII	2024
The Rev. Charles Graves	Texas, VII	2027
Mr. Scott Haight	West Tennessee, IV	2027
The Rt. Rev. Scott Hayashi	Utah, VIII	2024
Mr. Lawrence Hitt II	Colorado, VI	2027
The Rt. Rev. Anne Hodges-Copple	North Carolina, IV	2024
The Rev. Dr. Deborah Jackson	Florida, IV	2027
The Rt. Rev. Deon Johnson	Missouri, V	2027
The Rev. Anne Kitch	Newark, II	2024
Mr. Joe McDaniel	Central Gulf Coast, IV	2027
Canon Andrea McKellar	South Carolina, IV	2024
Ms. Louisa McKellaston	Chicago, V	2027
The Rev. Dr. Wilmot Merchant	South Carolina, IV	2027
Dr. Sandra Montes	Texas, VII	2027
The Rt. Rev. Rafael Morales	Puerto Rico, II	2027
The Ven. Aaron Perkins	Maine, I	2024
Ms. Diane Pollard	New York, II	2024
Ms. Betsy Ridge	Massachusetts, I	2027
The Hon. Rose Sconiers	Western New York, II	2024

Ms. Dianne Audrick Smith	Ohio, V	2027
Ms. Sarah Stonesifer Boylan	Washington, III	2024
Mr. Matthew Taylor	Washington, III	2027

Others with Seat and Voice

The Rev. Rachel Taber-Hamilton,	Vice President of the House of Deputies
The Rev. Geof Smith,	Chief Operating Officer, DFMS (until January 1, 2023)
Ms. Jane Cislucyis,	Acting Chief Operating Officer, DFMS (as of February 27, 2023)
Mr. Kent Anker,	Chief Legal Officer, DFMS
The Rt. Rev. Andrew Asbil,	Anglican Church of Canada Partner (until August 2023)
The Rev. Joanne Engquist,	Evangelical Lutheran Church in America Partner

Changes in Membership

Ms. Samantha Clare, Arkansas, VII resigned in October of 2023.

Mandate

Canon I.1.4

Canon 4: Of the Executive Council

Sec. 1

a. There shall be an Executive Council of the General Convention (which Council shall generally be called simply the Executive Council, or the Council) whose duty it shall be to oversee the execution of the program and policies adopted by the General Convention. The Executive Council shall have oversight of the work done by the Domestic and Foreign Missionary Society in its capacity as its Board of Directors. The Council shall have oversight responsibility for the disposition of the funds and other property of the Domestic and Foreign Missionary Society in accordance with the provisions of this Canon and the resolutions, orders, and budgets adopted or approved by the General Convention. The Executive Council shall also have oversight responsibility for the work of the Office of General Convention and the Executive Officer of General Convention who shall report directly to the Executive Council. It shall also have oversight responsibility for the disposition of the moneys of the Office of General Convention. The Council shall adopt procedures it deems appropriate for approval of expenditures by the Domestic and Foreign Missionary Society and the Office of General Convention.

b. The Executive Council shall be accountable to the General Convention and shall render a full, published report concerning the work of the bodies for which it has oversight responsibility to each meeting of the General Convention. The report shall include information on the

implementation of all resolutions adopted in the previous General Convention calling for action by the Executive Council, the Domestic and Foreign Missionary Society, and the Office of General Convention.

c. The Council shall exercise the powers conferred upon it by Canon, and such further powers as may be designated by the General Convention, and between sessions of the General Convention may initiate and develop such new work as it may deem necessary. Subject to the provisions of these Canons, it may enact By-laws for its own government and enact procedures for its own committees.

d. The Executive Council shall be composed (a) of 20 members elected by the General Convention, of whom four shall be Bishops, four shall be Presbyters or Deacons, and 12 shall be Lay Persons who are confirmed adult communicants in good standing (two Bishops, two Presbyters or Deacons, and six Lay Persons to be elected by each subsequent regular meeting of the General Convention); (b) of 18 members elected by the Provincial Synods; (c) of the following *ex officio* members: the Presiding Bishop and the President of the House of Deputies; and (d) the Chief Operating Officer, the Secretary of the General Convention, the Treasurer of the General Convention, the Chief Financial Officer of the Domestic and Foreign Missionary Society, and the Chief Legal Officer of the Executive Council, all of whom shall have seat and voice but no vote. Each Province shall be entitled to be represented by one Bishop or Presbyter or Deacon canonically resident in a Diocese which is a constituent member of the Province and one Lay Person who is a confirmed adult communicant in good standing of a Diocese which is a constituent member of the Province, and the terms of the representatives of each Province shall be so rotated that two persons shall not be simultaneously elected for equal terms.

e. The Executive Council shall appoint a committee from among its members to assist the Council to (i) advise the Joint Standing Committee on Nominations and the Provincial Councils on what skills, gifts and experience are needed on the Executive Council to enable it to function with maximum effectiveness, and whether those skills are at that time represented on the Executive Council, and (ii) create a description of the skills, gifts and experience requisite for service on the Executive Council, including the value of cultural and geographic diversity on the Council and the value of including historically underrepresented voices in the governance of the Church.

f. Of the Executive Council members elected by the General Convention, the Bishops shall be elected by the House of Bishops subject to confirmation by the House of Deputies, and the Presbyters or Deacons and Lay Persons shall be elected by the House of Deputies subject to confirmation by the House of Bishops.

g. Except in the case of members initially elected for shorter terms in order to achieve rotation of terms, the terms of office of the members of the Council (other than *ex officio* members) shall be equal to twice the interval between regular meetings of the General Convention. The terms of office of all members shall commence immediately upon the adjournment of the General Convention at which they were elected or, in the case of election by a Synod, upon the

adjournment of the first regular meeting of General Convention following such election. The term of a member shall become vacant in the event of two absences from meetings of the Council in the interval between successive regular meetings of the General Convention unless excused by the Chair or Vice Chair for good cause. Members shall remain in office until their successors are elected and qualified. No person who has served at least three consecutive years on the Executive Council shall be eligible for immediate re-election for a term of more than three years. After any person shall have served six consecutive years on the Executive Council, a period of three years shall elapse before such person shall be eligible for re-election to the Council.

h. Should any vacancy occur in the Council through death, resignation, disability, or other reason, with respect to a member elected by the General Convention, the Council shall fill such vacancy by the election of a suitable person to serve until a successor is elected by the General Convention.

i. Should any vacancy occur in the Council through the failure of any Provincial Synod to elect a member, or through the death, resignation, or removal from the Province of any such member, the Provincial Council of the Province shall appoint a suitable person to serve until the Provincial Synod shall by election fill the vacancy.

Summary of Work

Meetings

October 17-20, 2022	Phoenix, Arizona
November 30, 2022	Online
December 13, 2022	Online
February 9-12, 2023	San Francisco, California
June 12-15, 2023	Providence, Rhode Island
June 30, 2023	Online
October 24-27, 2023	Online
January 26-29, 2024	Louisville, Kentucky
April 18-20, 2024	Raleigh, North Carolina

The Executive Council was convened by Presiding Bishop Michael B. Curry as Chair and President of the House of Deputies Julia Ayala Harris as Vice Chair. At the beginning of the biennium, worship was organized by a small worship committee, convened by the Rev. Anne Kitch. In May of 2023, after the

Rev. Lester Mackenzie was appointed chaplain of the Executive Council, he assumed the role of planning worship.

The Council continued its focus on the ongoing work and conversation on racism. A working group was appointed to lead the work, chaired by The Rt. Rev. Scott Hayashi. Former Executive Council member, Ms. Zena Link, was engaged as a consultant in this work for the Council. Executive Council welcomed the Bishops and members of diocesan staff in each place in which Council met during the biennium, learning more about the local work of The Episcopal Church as it lives the priorities of the Jesus Movement.

Executive Council members were each appointed to one of four Joint Standing Committees: Governance & Operations, Finance, Mission Beyond the Episcopal Church and Mission Within the Episcopal Church. These Joint Standing Committees continued the work mandated by General Convention, and their reports will be found below.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON FINANCE

Members

Canon Andrea McKellar, Chair	South Carolina, IV	2024
Mr. Timothy Gee, Vice-Chair	El Camino Real, VIII	2024
The Rev. Anne E. Kitch, Vice-Chair	Newark, II	2024
Mr. Scott Haight, Secretary	West Tennessee, IV	2024
Mr. N. Kurt Barnes, Treasurer	New York, II	n/a
La Rvda. Gina Angulo Zamora	Litoral Ecuador, IX	2024
The Rev. Patty Downing	Delaware, III	2024
The Rev. Canon Cornelia Eaton	Navajoland Area Mission, VIII	2024
The Rt. Rev. Anne Hodges-Copple	North Carolina, IV	2024
The Rt. Rev. Deon Johnson	Missouri, V	2024
Ms. Diane Pollard	New York, II	2024
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	
The Most Rev. Michael Curry, Ex Officio	North Carolina, IV	

Acknowledgements

We would like to acknowledge the numerous contributions of the following staff: Mrs. Nancy Caparulo, Ms. Margareth Crosnier de Bellaistre, Mr. Patrick Haizel, Mr. Brian Murray, Mr. T. J. Houlihan, and Ms. Julia Alling.

Mandate

Oversight of the triennial budget and development of annual budgets. Development of the triennial General Convention budget. Oversight for the disposition of funds and other property of the DFMS. Development and Mission Funding. Review and recommend changes to the Audit Charter to Executive Council. Review Diocesan Financial Reports including Part II per Canon I.4.6(j). Monitor and review diocesan assessments.

Executive Council Bylaws - Section 3.c

(c) There shall be a Joint Standing Committee on Finance, which shall be responsible for reporting to the Council and the Society and recommending action on all financial, budgetary, or other such matters assigned to it from time to time by the Council, or the Society, or the Chair of the Council.

Summary of Work

Work:

The Committee's goal is to facilitate the ministry of The Episcopal Church in partnership with staff and other Executive Council Joint Standing Committees; to maintain close relationships with the General Convention through regular contact with the Joint Audit Committee of Executive Council and DFMS; and to support the work of the Office of the Treasurer.

Meetings:

The Joint Standing Committee on Finance (FIN) met at every regular Executive Council meeting and five additional times via Zoom meeting. The Treasurer of DFMS, as well as additional staff from the finance office and the development office were present at most meetings. DFMS staff periodically visited FIN meetings to offer their expertise regarding financial implications of their areas of oversight.

The regular work of FIN includes:

- Reviewing periodic financial statements and statements of operation for DFMS.
- Reviewing the work of the Office of Development
- Review of funding for grants from the budget and trusts
- Review of DFMS policies, e.g. Travel, CCSR Scope of Work Plan, Investment Policy, Audit charter
- Monitoring mission, governance, legal, and administrative expenses
- Monitoring and recommending adjustments to the 2023-2024 budget adopted by the 80th General Convention
- Recommendations for the establishment of custodial trust funds for various parishes and dioceses.
- Receiving reports from the Archives

FIN works with several interim bodies. The work includes:

- Receiving reports from the Audit Committee
- Receiving reports and recommendations from the Committee on Corporate Social Responsibility (CCSR)
- Reviewing Investment Committee recommendations and Policy
- Reviewing Economic Justice Loan Committee recommendations and process
- Receiving reports from the Assessment Review Committee (ARC) and monitoring the waiver process

As a final note, FIN thanks the DFMS staff who supported the work of FIN during the biennium with grace, competence, reliability, and faithfulness. Their work was exemplary, and this committee is exceedingly grateful.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON GOVERNANCE AND OPERATIONS

Members

The Rt. Rev. Scott Hayashi, Chair	Utah, VIII	2024
Ms. Pauline Getz, Vice-Chair	San Diego, VIII	2024
The Ven. Aaron Perkins, Secretary	Maine, I	2024
The Rev. Devon Anderson	Minnesota, VI	2024
Mr. Tivaun Cooper	New York, II	2024
Ms. Louisa McKellaston	Chicago, V	2024
The Rt. Rev. Rafael Morales	Puerto Rico, II	2024
Dr. Liza Anderson	Minnesota, VI	2024
The Hon. Rose H. Sconiers	Western New York, II	2024
Ms. Julia Ayala Harris, Ex Officio		
The Most Rev. Michael Curry, Ex Officio		

Changes in Membership

Mr. Lawrence Hitt, II	Colorado
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Mandate

Board governance and board development. Legal services, litigation and other legal matters. Copyright, trademark and intellectual property matters. Human Resources: approval of policies & Employee Handbook; compensation of officers; ministry review with Officers. Communications: branding; public relations & corporate image; website and other media. Information Technology Physical Plant, Facilities, Construction, Leases, Policies Archives Parochial Report per Canon I.6.1

Executive Council Bylaws - Section 3.b

b) (i) There shall be a Joint Standing Committee on Governance and Operations, which shall be responsible for reporting to the Council and the Society and recommending action on all governance, operational, administrative, or other such matters assigned to it from time to time by the Council, or the Society, or the Chair of the Council. (ii) The Chief Legal Officer shall report both in writing and in person to the Committee on Governance and Operations at each meeting of Executive Council about pending and anticipated legal matters including the legal work in support of significant transactions and donations, the status of litigation (including threatened litigation) in which The Episcopal Church is, or may be, a party (including upcoming decisions needed by The Episcopal Church and legal options of various courses of action in any such litigation), and any important regulatory, tax, property (including intellectual property), or insurance coverage matters that may affect The Episcopal Church's budget, financial soundness, operations or reputation for integrity. Where appropriate, the Chief Legal Officer will identify upcoming significant legal decisions, and The Episcopal Church's legal options and likely results in connections with such decisions. Appropriate portions of the reports shall be sealed in order to protect the attorney client privilege, but such reports shall be a part of the permanent record of the meeting. Appropriate portions of the in-person briefing may be held in executive session in order to protect the attorney client privilege with respect to pending or threatened litigation, or where otherwise necessary to maintain the privilege.

Summary of Work

COVID Protocols

Governance and Operations responded to the changing dynamics of the pandemic which had forced The Episcopal Church to adapt to the evolving crisis. One of the first items we addressed was to make recommendations to the Presiding Officers of our church regarding safety protocols. The recommendation was to update the working protocols to be in compliance with the CDC guidelines that had eased from the more restrictive safety guidelines that had been in place.

The return to in person meetings was a welcome change. As this was one of the first meetings in person after the pandemic, we reviewed the meeting policy with regard to personal safety and how to stay in compliance with CDC guidelines.

Advancing the Work of becoming Beloved Community on Executive Council

In response to C058 Resolution Requiring Action in Response to TEC's Racial Audit, Alexandria Link was invited to serve as a facilitator and guide to consult with a working group of members of The Executive Council to engage in deep conversations on racism as it manifested on Executive Council. In having these conversations we hope to build relationships among the members of Executive Council and to advance our steps to being Beloved Community. The ongoing conversations have been difficult but good. It is recommended that this work should continue into the next triennium.

Joint CPG-Executive Council Task Force.

The group heard a report from The Rev. Devon Anderson on the work of the joint group. The group is mandated by the Memorandum of Understanding to meet four times during the Biennium. The group has made progress in areas of communication, understanding of the needs of each group with respect to an ongoing, positive relationship, and building personal relationships. The work consisted of learning about each organization, including the different cultures, and acknowledged that building relationships will take time.

815 Second Avenue

The building was constructed in 1961 to house church offices and retail rental space. Currently, the building is not fully occupied and has leases worth approximately \$2.5 million annually. The carrying costs of the building are approximately \$3.1 million to \$3.2 million annually which includes a capital investment budget. The current value of the building is approximately \$60 million dollars. The building will be in need of continual maintenance and repairs and planning is required to meet the costs of this.

Parochial report

The group received the parochial report revision from the Committee on the State of the Church which will be used in 2024. The report has been made considerably smaller with a renewed focus on beneficiaries of outreach ministries by parishes, data collection around non-member participation, and information about any subsidiary or affiliated organizations operating in the parish.

Strengthening Communication within Interim bodies

Throughout the biennium, GO and the interim body committee of Structure, Governance, Constitution, and Canons has endeavored to practice good communication to both support each committee in it's efforts as well as prevent duplication of efforts. This has been largely successful and the committee recommends to the Presiding officers that they continue the practice of appointing a liaison to SGCC from GO to continue this practice.

Policy Review and Updating

Chief Legal Officer Kent Anker completed the Employee Handbook revision. The revision was reviewed and passed by GO and presented to Executive Council which voted to approve it. A new policy for the protection of children, youth and vulnerable adults was presented to and passed by GO and approved by The Executive Council. The policy was approved by GO. A policy formalizing the right of individuals to declare their preferred name and pronouns was passed by GO and approved by The Executive Council. Updates to Conflict of Interest were presented to and passed by GO and approved by The Executive Council.

General Convention site for the 82nd General Convention

General Convention Secretary Michael Barlowe presented the Joint Planning and Arrangements' Committee's choice of Phoenix for the 82nd General Convention in 2027.

A resolution regarding site selection of the General Convention was drafted and passed to be put before the Executive Council for site selection for the 83rd General Convention and beyond.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON MISSION BEYOND THE EPISCOPAL CHURCH

Members

The Very Rev. Mark Goodman, Chair	Rio Grande, VII	2024
The Rev. Charles Graves, Vice-Chair	Texas, VII	2027
Mr. Matthew Taylor, Secretary	Washington, III	2027
The Rev. Lillian Davis-Wilson	Western New York , II	2024
Ms. Alice Freeman	North Carolina, IV	2024
Prof. Lawrence Hitt II	Colorado, VI	2027
The Rev. Dr. Deborah Jackson	Florida, IV	2027
The Rev. Canon Dr. Wilmot Merchant	South Carolina, IV	2027
Dr. Sandra Montes	Texas, VII	2027
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	
The Most Rev. Michael Curry, Ex Officio	North Carolina, IV	

Changes in Membership

Mr. Larry Hitt was reassigned to the Joint Standing Committee on Government and Operations at the October, 2023, meeting of Executive Council and for the remainder of the bi-ennium.

Mandate

To assist the Executive Council in highlighting issues and in the development of ministry beyond The Episcopal Church. Special areas of focus include Global Partnerships, Anglican Communion, Covenant Committees and Bilateral Relationships, Episcopal Migrations Ministries, Ecumenical and Interreligious Partnerships and Dialogues, Domestic Government Policy via the Office of Government Relations, International Policy and Social Justice work, and Episcopal Relief and Development.

Executive Council Bylaws - Section 3.e

(e) There shall be a Joint Standing Committee on Mission Beyond The Episcopal Church, which shall be responsible for reporting to the Council and the Society and recommending action on global partnerships, covenant relationships, ecumenical and interreligious partnerships, or other such matters assigned to it from time to time by the Council or the Society, or the Chair of the Council.

Summary of Work

Our collaborative work comes under the auspices of Mission Beyond: Global Partnerships, Anglican Communion, Covenant Committees and Bilateral Relationships, Ecumenical and Interreligious Partnerships and Dialogues, Domestic Government Policy via the Office of Government Relations, International Policy and Social Justice, and Episcopal Relief and Development. In addition, during this biennium the Joint Standing Committees on Mission Beyond, and Mission Within, The Episcopal Church met for one joint session at each meeting of The Executive Council, hearing staff and department reports together and working on resolutions that bridge the normal areas of focus of our respective committees. This has been fruitful and rewarding work. Deputies, and other readers, are encouraged to read the summaries of the excellent work being accomplished by these areas of Mission Beyond The Episcopal Church in their respective Blue Book Reports. A summary of Mission Beyond's resolutions which were presented to and approved by the Executive Council follow:

JSC on Mission Beyond TEC: Summary Table of Resolutions

October, 2022, Phoenix, Arizona

MB001—Consent to Elections to the Board of Episcopal Relief and Development

MB002—On the Topic of War in Afghanistan and Afghan Refugees

February, 2023, San Francisco, California

MBMW001—Black History Month

MB003—Resolution on the Devastating Earthquake in Turkey and Syria

June, 2023, Providence, Rhode Island

MBMW002—Biodiversity

MB004—Receive a Proposal for Exchangeability of the Diaconate between The Episcopal Church and The Evangelical Lutheran Church in America

MB005—Encouraging The United Methodist Church

MB006—Consent to the Elections to the Board of Episcopal Relief and Development

MB007—Expressing Grave Concern over Legalized Homophobia in Uganda

MB008—Grant from China Trust to the Church of Our Savior

MBMW003—Courtesy Resolution for Bishop Andrew Asbil, liaison from The Anglican Church of Canada

CONCLUSIONS AND RECOMMENDATIONS

The Executive Council's Joint Standing Committee on Mission Beyond The Episcopal Church, led by the Chair Mark Goodman, took care during a shortened term (the biennium) to focus on building relationships both within Mission Beyond and with members of the Joint Standing Committee on Mission Within The Episcopal Church. It is vital that, as world events present opportunities for The Executive Council to speak meaningfully on issues of justice, human rights, equality and dignity for all people, that our relationship provide a strong foundation for our work together. In the press for time that all on Executive Council experienced during this biennium, there was frustration at not having a longer time frame for our work, and Mission Beyond, as is true for each Joint Standing Committee, met that challenge with meaningful and essential actions. The Chair and members of Mission Beyond recommend that the practice continues of meeting jointly with Mission Within at each Executive Council meeting, as creative and energizing opportunities are created in that context.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON MISSION WITHIN THE EPISCOPAL CHURCH

Members

Dr. Sarah Stonesifer Boylan, Chair	Washington, III	2024
Canon Annette Buchanan, Vice Chair	New Jersey, II	2024
Ms. Betsy Ridge, Secretary	Massachusetts, I	2024
Mr. Thomas Chu	New York, II	2024
The Very Rev. M.E. Eccles	Chicago, V	2024
Sra. Blanca Echeverry	Colombia, IX	2024
The Rev. Angela Goodhouse	North Dakota, VI	2024
Mr. Joe McDaniel	Central Gulf Coast, IV	2024
Ms. Dianne Audrick Smith	Ohio, V	2024
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	
The Most Rev. Michael Curry, Ex Officio	North Carolina, IV	

Changes in Membership

Ms. Samantha Clare left Executive Council in September 2023 due to a change in Provincial residence.

Mandate

Evangelism, Church Planting, Congregational Redevelopment. Racial Justice and Reconciliation. Care of Creation and Environmental Stewardship. Formation and Education. Public Policy and Social Justice. Relevant Grants Review.

Executive Council Bylaws - Section 3.d

(d) There shall be a Joint Standing Committee on Mission Within The Episcopal Church which shall be responsible for reporting to the Council and the Society and recommending action on local, diocesan, provincial, and churchwide ministries authorized by General Convention and the Council, or other such matters assigned to it from time to time by the Council, or the Society, or the Chair of the Council.

Summary of Work

Transparency was a main theme of this biennium's Joint Standing Committee on Mission Within The Episcopal Church. A secondary theme was the importance of strategic decision-making and discernment based on needed data and program evaluation. The final major theme was learning from the COVID-19 pandemic, a time of pivot, change, and adaptive leadership, and how that will impact the future church. During the meeting years of 2022-2024, Executive Council and, subsequently, the Joint Standing Committee met six times. This shortened span in-between General Conventions greatly impacted the momentum of this body. As of the writing of this report (December 2023), the Joint Standing Committee witnessed to and supported the major themes in:

- **D006: Resolution Establishing Equity in The Awarding of TEC Grants:** Each grant-giving body gathered data on the communities that will receive the monies and who they are attempting to reach. This data was reported to Mission Within along with other application information when the grant reviewers submitted the recommendations to Executive Council.
- **Endowed Gifts:** Mission Within considered transparency and clarity around the intent and distribution of endowed grants and granting processes. This effort was a continuum of the previous triennium's report on the General Convention-funded granting programs that was created in collaboration with all Joint Standing Committees.
- **Oversight:** Mission Within requested updates on the progress of the Constituting Group on the Episcopal Coalition for Racial Equity and Justice, the creation of the staff position for Gender Justice Ministries, Missioner for Asiamerica Ministries, and appointments associated with the work of investigating The Episcopal Church's involvement in Indigenous Boarding Schools. These requests continue the commitments given to the church from the 80th General Convention in Baltimore.
- **Strategic Future of the Church:** In our June 2023 meeting, all of Executive Council heard about the current data landscape as understood by transitions ministry numbers, annual parochial reports, and Church Pension Group ordination records and compensation information. Mission Within also heard from the Church Planting and Redevelopment officers how and what this unique group of church leaders have learned during and since the pandemic.
- **Becoming Beloved Community:** Within Executive Council's work, the Joint Standing Committee's efforts, grant reports, and staff presentations repeated the importance of striving to become a beloved community integrated into all aspects of ministry and leadership.
- **Learning from COVID:** In the staff reports, presentations, and committee members' sharing, there was a common understanding that we, as a church, needed to learn from the pandemic era pauses and shifts. The committee noted the program evaluation and staff realignment under future presiding bishops' tenures. There was an emphasis on the program evaluation of churchwide ministries that would then impact triennial budgetary requests.

- Collaboration with Interim and Grant-making Bodies: Mission Within worked with several other interim bodies and committees to disperse grants throughout the church. These included such bodies as the Task Force on Care of Creation and Environmental Racism, the Evangelism Grants Committee, the Task Force on Church Planting and Congregational Redevelopment, United Thank Offering, Roanridge Trust Grants, Constable Fund Grants, and Young Adult and Campus Ministry grants among others.

Some of our work included updating resolutions on hate crimes, forced adoptions, creation care and the environment. We were also enriched by the planning and evaluation of the “It’s All About Love” revival in July 2023, and we have been energized by the learnings from the church planters and new Episcopal communities gathered in the biennium. As is listed in the Mission Within mandate and purview, this Joint Standing Committee responds to the current and near-future needs of local, diocesan, provincial, and churchwide ministries. This critical and vital aspect of The Episcopal Church’s stewardship, staffing, and ongoing commitment is the heartbeat and Christ-centered future of our discipleship efforts and needed strategic vision.

EXECUTIVE COUNCIL CONANT FUND GRANT REVIEW COMMITTEE

Members

The Rev. Anne E. Kitch, Chair	Newark, II	2024
Ms. Diane Butler	Rio Grande, VII	2024
Ms. Samantha Clare	Arkansas, VII	2024
Karen Grane	Virginia, III	2024
The Rev. Trisha Thorme	New Jersey, II	2024
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	2024
The Most Rev. Michael Curry, Ex Officio	North Carolina, IV	2024
Mr. N. Kurt. Barnes, Treasurer	New York, II	2024
Ms. Ann Hercules, Staff		2024

Changes in Membership

The Rev. Deacon Trisha Thorme was appointed in March of 2023

Ms. Diane Butler resigned from the committee in April of 2023

Representation at General Convention

Deputies Anne Kitch and Trisha Thorme are authorized to receive non-substantive amendments to this Report at the General Convention

Acknowledgements

The Committee would like to acknowledge Ann Hercules, Associate for Ministry Beyond the Episcopal Church, for her excellent work on behalf of the committee, applicants, and recipients.

Mandate

The Executive Council Conant Fund Grant Review Committee is charged with receiving, reviewing and making recommendations for awards funded by Trust Fund 649, the William Schubael Conant Fund. Conant Grant funds are provided for the improvement of seminary-based theological education. Specifically, the grants are directed for the support of theologically academic research, textbook preparation, and course development undertaken by faculty members, normally during a sabbatical break, at the recognized Episcopal seminaries in the United States.

Summary of Work

The Committee met via Zoom in 2023 on January 5, January 23, and February 21.

The Committee received 25 applications with total funding requests of \$276,453. The requested amount exceeded available funds by more than \$125,000. One application was ineligible as it came from a seminary outside of the United States.

The committee awarded 19 grants:

1. Sheryl Kujawa-Holbrook, Bloy House 5,933.00
Dismantling White Christian Nationalism: A Christian Formation Perspective
2. Ruth Meyers, Church Divinity School of the Pacific 14,022.00
Worship in Multiracial Congregations
3. Jennifer Snow, Church Divinity School of the Pacific 8,230.00
Exploring Chinese Christianity
4. Richard Cogill, School of Theology, University of the South-Sewanee 14,298.00
Leadership in the Public Square
5. James Tengtenga, School of Theology, University of the South-Sewanee 7,535.00
Mission in Context: Inculturation in The Anglican Church in Malawi
6. Hilary Bogert-Winkler, School of Theology, University of the South-Sewanee 9,000.00
"The Free National Church of Ireland": Responses to the 1647 Proscription of the Book of Common Prayer
7. Romulus Stefanut, School of Theology, University of the South-Sewanee 5,430.00
Philo of Alexandria: Recent Reception and History of Effects
8. Andrew Thompson, School of Theology, University of the South-Sewanee 7,251.00

- The Tree at the End of the World: The Tree of Peace
9. Awa Jangha, Seminary of the Southwest 9,675.00
An Exploration of Narratives for Use in Teaching and Advising
10. Claire Colombo, Seminary of the Southwest 8,750.00
Theological Discourse in the Seminary Contexts of Gerard Manley Hopkins
11. Steve Bishop, Seminary of the Southwest 3,756.00
Reception History of the Penitential Psalms
12. Robert Heaney, Virginia Theological Seminary 3,300.00
Conflict in Modernities
13. Sharon Heaney, Virginia Theological Seminary 3,000.00
In Conversation with Latino/a Theologies: On Ireland and on Women
14. Marty Wheeler Burnett, Virginia Theological Seminary 6,000.00
Book Project: Shapers of The Hymnal 1982
15. John Yieh, Virginia Theological Seminary 15,000.00
Biblical Interpretation in the Anglican/Episcopal Seminaries in Taiwan and in Japan
16. Ross Kane, Virginia Theological Seminary 4,500.00
Building Public Scholarship on Christian Politics
17. John Knight, Virginia Theological Seminary 6,632.00
Original Sin: Perspectives from New Research on Self-Deception
18. Rode Molla, Virginia Theological Seminary 2,600.00
A Postcolonial Practical Theology of Children: Nurturing the Spirituality of Children and Families in the 21st Century
19. Melody Knowles, Virginia Theological Seminary 8,000.00
Book: How to Read a Psalm

EXECUTIVE COUNCIL CONSTABLE/ROANRIDGE FUND GRANT REVIEW COMMITTEE

Members

The Very Rev. M.E. Eccles, Chair	Chicago, V	2024
Ms. Betsey Bell	Ohio, V	2024
Tom Brackett	Western North Carolina, IV	2024
Ms. Samantha Clare,	Arkansas, VII	2024
Ms. Margareth Crosnier de Bellaistre	New York, II	2024
Ms. Betsy Ridge	Massachusetts, I	2024
The Rev. Jemonde Taylor	North Carolina, IV	2024
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	2024
The Most Rev. Michael Curry, Ex Officio	North Carolina, IV	2024

Acknowledgements

We would like to thank the Rev. Molly James for her hard work.

Mandate

GAM 013 (2011) Constable Grant

To broaden participation from the wider church in the application review process and get the Executive Council involved earlier in the process. Membership includes three members of the Executive Council Standing Committee on Local Ministry and Mission, a person from the General Convention Office, a person with broad grant experience, a person from the Finance Office and a staff person with program responsibility from the Mission Department at the Church Center. Chair and Vice Chair appoint.

Roanridge Grant

HISTORY: The Cochel family originally gave a working farm in Missouri called Roanridge to the Episcopal Church to provide a unique setting in which Episcopal clergy, seminarians, and lay people could develop an understanding of farming operations and rural community structure. Through educational programs such as conferences, seminars, and institutes, the non-profit corporation that managed Roanridge sought to help Episcopal clergy and laity better serve communities in rural and small-town America. The farm was eventually sold and the Roanridge Trust was established.

Summary of Work

In February 2023, the Episcopal Church Executive Council approved the awarding of seven Constable Fund grants and eight Roanridge Trust grants—totaling over \$487,000.

Constable Grant:

The seven grants listed below total \$245,729.00. The distribution of the grants is subject to the full payment of the 2022 diocesan assessment or granted diocesan waiver.

Christ the King Center – Education and Training Initiative; (provide educational and training programs to assist parishes in their work and ministry, enhanced by filming, editing, and creating a web-based resource library for those unable to travel to the camp and conference center)

Diocese of Albany, \$20,000.00

The Philadelphia Eleven (provide funds to finish and release this feature length film that tells the story of the women ordained as priests in Philadelphia in 1974)

Ecumenical and Interreligious Religious Relations (EIRR), \$45,000.00

Tri-Faith Emerging Clergy Seminar; (Tri-Faith Initiative to provide courageous multi-faith conversations and collaborations among emerging religious leaders modeling the importance of interfaith relationships)

Diocese of Nebraska, \$20,000.00

Funding Assistance for Boys Home; (Develop Pilot Character Development Program for Youth throughout the Diocese and beyond)

Diocese of Southwestern Virginia, \$20,000.00

Trinity Spiritual Center; (continuing to create a new model of education geared toward “the fastest-growing segment of spiritual seekers in the US: nones”.)

Trinity, Southport, \$45,000.00

Creation of Libraries to Support Leadership Formation; (Bishop Kemper School for Ministry)

Diocese of Western Kansas, \$5,729.00

Diaconal Formation Pilot Process and Platform; (create an affordable, accessible, adaptable, and scalable online process for individuals to prepare for diaconal ministry and build a platform for sharing resources for use both before and after ordination to the diaconate)

Province VIII, \$90,000.00

Roanridge Grant

The eight grants listed below total \$241,949.00. The distribution of the grants is subject to the full payment of the 2022 diocesan assessment or granted diocesan waiver.

Bilingual, Bicultural Youth, Young Adult, and Adult Formation and Evangelism (funds for St. John's Church in Bisbee, working with yoked congregation St. Stephen's Church in Douglas, to continue youth, young adult, and adult formation and education, with an emphasis on evangelism)

Diocese of Arizona, \$7,400.00

Connecting Rural Colorado to our Global Human Family (establish a Faith Formation program for adults of all ages in rural Colorado, paying particular attention to young adults who are increasingly feeling disenfranchised from religious institutions).

Diocese of Colorado, \$45,000.00

Constellation Ministry (strengthening the capacity and sustainability of local congregations by creating community and collaboration between lay leaders and clergy serving congregations that are in geographical constellations)

Diocese of Vermont, \$44,170.00

Community Dinner at The Playground (a new model of church called The Playground where community is gathered and formed at a play area and café on St. Stephen's land with a monthly Community Dinner to help seed the community)

Diocese of Northern California, \$13,400.00

Visitors Weekends (participants from dioceses around The Episcopal Church and beyond come to be immersed in an extended weekend of shared ministry ecclesiology, personal reflection, theological discussion, and strategic visioning)

Diocese of Northern Michigan, \$28,500.00

Stabilize and Grow (funds to mitigate bottleneck in processing routine payments, filing forms, etc. that fall under administrator position)

Diocese of South Dakota, \$58,479.00

Central Oahu Food Security Collaborative and Disaster Preparedness Collaborative (develop a 3-year program toward education, training, and organizing a Collaborative that would provide increased food security and disaster readiness for rural communities in central Oahu)

St. Stephen's, Diocese of Hawai'i, \$20,000.00

Revitalizing and Supporting Lay Preachers and Worship Leaders (In partnership with the dioceses of Bethlehem, Maryland, and Pittsburg, this grant will fund a curriculum review, cohort program development, facilitators, and underwriting costs to equip a new generation of lay leaders to gather our faith communities in prayer and worship)

Stevenson School for Ministry, Diocese of Central Pennsylvania, \$25,000.00

EVANGELISM GRANT REVIEW COMMITTEE

Members

Mr. Billy Boyce, <i>Co-Chair</i>	Massachusetts, I	2024
Ms. Samantha Clare, <i>Co-Chair</i>	Arkansas, VII	2024
Ms. Andrea Farley	Spokane, VIII	2024
Ms. GJ Gordy	Navajoland, VII	2024
The Right Rev. Craig Loya	Minnesota, Prov VI	2024
El Rvdo. Daniel Malfa	Columbia, IX	2024
The Rev. Grant Mansfield	Newark, II	2024
The Rev. Whitney Rice	Missouri, V	2024
The Rev. Timothy Seamans	California, VIII	2024
The Rev. Nelson Serrano	San Joaquin, VIII	2024
The Rev. Kelly Steele	Georgia, IV	2024
Ms. Cornelia Taylor	Southern Virginia, III	2024

Representation at General Convention

Deputy Billy Boyce and Bishop Craig Loya are authorized to receive non-substantive amendments to this Report at the General Convention.

Acknowledgements

The committee would like to acknowledge the support of Sarah Alphin, Associate for Church Planting and Evangelism, and Jerusalem Greer, Manager for Evangelism and Discipleship, for their excellent work on behalf of the committee, applicants, and recipients.

Mandate

The Evangelism Grant Review Committee is responsible for implementing a small grants program to encourage local worshipping community and diocesan evangelism efforts.

Summary of Work

The Committee met two times in 2023, May 25 and June 28, on zoom to establish a theme and timeline for the 2024 grant process. The chairs and staff hosted an informational webinar on August 28, 2023. As of the writing of this report the application is open and receiving grant submissions.

SCHOLARSHIP GRANT COMMITTEE

Members

The Rt. Rev. William Klusmeyer, <i>Chair</i>	West Virginia, III	2024
Mr. N. Kurt Barnes	New York, II	2024
The Rev. Dion Crider	Oklahoma, VII	2024
Ms. Margareth Crosnier de Bellaistre	New York, II	2024
Ms. Penny Grinage	Long Island, II	2024
The Rev. Dr. Deborah Jackson	Florida, IV	2024

Changes in Membership

The Rt. Rev. William Klusmeyer, resigned effective November 1, 2023

Mandate

Scholarship Program

As a result of bequests, The Domestic and Foreign Missionary Society of the Protestant Episcopal Church (DFMS) makes available a modest number of scholarships that assist students primarily enrolled in theological education and specialized training. Funding for the program is derived from annual dividends of designated trust funds established by generous donors. Several other trusts benefit children of current and former missionaries.

Currently there are forty-three trust funds available for scholarships. The oldest scholarship trust fund, The Mary E. Hinman Fund, was established in 1879.

The program is administered by a Scholarship Committee composed of a Member of Executive Council, a member of the church at large, the Canon of the Presiding Bishop staff for Ministry within The Episcopal Church; the Director of Human Resources; and representatives from various ministries at The Episcopal Church and the Treasurer's Office. The Scholarship Committee meets once a year in the spring to review applications and award scholarships.

Prior to the Scholarship Committee meeting, Sub Committees meet and make their respective selections. Sub Committees consist of the missioner and other selected people for each ministry involved (e.g., Black, Asian, Native American and other).

Summary of Work

The Episcopal Church awards scholarships of up to \$10,000 for educational purposes to a variety of constituents within the broader Episcopal community. The scholarships are derived from annual income of designated trust funds established by generous donors through bequests to The Episcopal Church.

The program is administered by a Scholarship Committee composed of a member of Executive Council, a member of the church at large, the Canon to the Presiding Bishop for Ministry within The Episcopal Church, the Director of Human Resources, and representatives from various ministries at The Episcopal Church and the Treasurer's Office. Prior to the Scholarship Committee meeting each spring, Sub-Committees meet and make their respective recommendations. The Scholarship Committee reviews applications and approves award recommendations.

Some of the scholarships support students enrolled in theological education and training. Other scholarships are available for educational training for ethnic communities, children of missionaries, bishops and clergy, and other groups, covering a wide range of eligibility. Currently there are forty-three trust funds available for scholarships. The oldest scholarship trust fund, The Mary E. Hinman Fund, was established in 1879.

During the 2021-2022 academic year, awards totaling \$310,755 were made to 111 students; during the 2022--2023 academic year, awards totaling \$388,071 were made to 131 students; and during the 2023-2024 academic year, awards totaling \$390,216 have been awarded to 131 students.

ADVISORY GROUP ON CHURCH PLANTING AND REVITALIZATION

Membership

The Rt. Rev. Frank S. Logue, Chair	Georgia, IV	2024
Canon Katie Forsyth, Sub-Committee Chair	Eastern and Western Michigan V	2024
The Rev. Eric Metoyer, Sub-Committee Chair	California VIII	2024
Mr. James Dowd	Nebraska VI	2024
The Rev. Canon Jane Gerdson	Southern Ohio V	2024
The Rev. Adrienne Hymes	Southwest Florida IV	2024
The Rt. Rev. Deon Johnson	Missouri V	2024
The Rev. Gray Lesesne	Indianapolis V	2024
The Rev. Alex Montes Vela	Texas VII	2024
The Rev. Hunter Ruffin	Arizona VIII	2024
The Rev. Clive Samson	Missouri V	2024
The Rev. Canon Joann Saylor	Texas VII	2024
The Most Rev. Michael Curry, Ex Officio	North Carolina IV	
President Julia Ayala Harris, Ex Officio	Oklahoma VII	

Acknowledgements

We express our deep gratitude to the Revs. Tom Brackett, Katie Nakamura Rengers, Samuel Borbon and Anthony Guillen from the Episcopal Church Center, and consultant Mr. Steve Matthews for their collaboration and mutual ministry with us over the biennium.

Mandate

2022 - A095

Resolved, That the 80th General Convention and the Episcopal Church celebrates and supports the planting of new congregations and ministries, the training and recruiting of planters and mission developers, and the fostering of a church-wide network of support for new ministry development that was originally funded by GC2018-A005 and GC2018-A032; and be it further

Resolved, That the Church continues to prioritize establishing new Episcopal communities and strengthening existing ones that are especially committed to mission and evangelism engaging people historically underserved and/or under-represented by the Church, for example, people of color, immigrants and refugees, youth, young adults, people who are gay, lesbian, bisexual or transgender (LGBTQI+), gender non-conforming people, people living in poverty, people with disabilities and/or all others who are disenfranchised from the Church; and be it further

Resolved, That the budget for sustaining this new ministry development will be \$5,800,000.00 for 2022-2024 to be allocated as follows:

- \$200,000 to identify and support existing programs to train clergy and lay leaders in planting congregations
- \$600,000 to provide mentorship/coaching/training for planters of congregations
- \$1,000,000 for the continuing development and implementation of a program to train bilingual/bi-cultural lay and ordained leaders in church planting for various cultural contexts
- \$500,000 to support a church-wide office staff person to oversee the planting network.
- \$3,000,000 for grants to new and existing church plants, to be administered by the Task Force for Church Planting in consultation with the Churchwide Office Staff Officer for church planting.
- \$500,000 for the support of leadership development programs for the next generation of church planters and ministry developers;

And be it further

Resolved, That the Convention urges The Episcopal Church Development Office establish an advisory group to study the possibility of creating an endowment for church plants and evangelism; and be it further

Resolved, That Dioceses receiving money for planting new congregations under this program will be required to contribute significant, resource appropriate, and local funding to support the costs of any new plants; and be it further

Resolved, That the bishop or a diocesan advocate representing any diocese receiving funds shall take part in a cohort of church planting dioceses engaged in church planting and evangelism to share best practices and methods of supporting mission developers. Those dioceses not receiving grant funds are also invited to participate in the diocesan cohort; and be it further

Resolved, That this Convention embrace the future of our Church by, after this Triennia, moving the funding for a church-wide office staff-person to oversee the planting network (Staff Officer for Church Planting) into the continuing budget for the Presiding Bishop's staff; and be it further

Resolved, That the General Convention request Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$5,800,000 for the implementation of this resolution.

2022 - A096

Resolved, That the 80th General Convention and the Episcopal Church celebrates and actively supports the revitalization of congregations, seeking not to restore past glories, but to move into the new callings of our loving, liberating, life-giving God; and be it further

Resolved, That the Church continues to prioritize the revitalization of congregations and a church-wide network of support for congregational revitalization work that was initiated by GC2018-A032; and be it further

Resolved, That the Presiding Bishop and President of the House of Deputies establish an advisory group of not more than twelve (12) people, consisting of those with experience in revitalizing congregations, diocesan oversight of such work, working with evangelism and mission, to carry out provisions of this resolution, including making recommendations to Executive Council about grants to be awarded, helping to identify potential revitalizers, and developing a network of coaches, and working with staff on training church revitalizers; and be it further

Resolved, That in the revitalization of congregations, the Church continues to prioritize commitment to mission and evangelism engaging people historically underserved and/or under-represented by the Church, for example, people of color, immigrants and refugees, youth, young adults, people who are gay, lesbian, bisexual or transgender (LGBTQI+), gender non-conforming people, people living in poverty, people with disabilities and/or all others who are disenfranchised from the Church; and be it further; and be it further

Resolved, That the budget for development of sustainable congregational revitalization throughout the Church will be \$2,000,000 for 2022-2024 to be allocated as follows:

- \$100,000 to engage Bishops and the diocesan representative(s) they appoint in development of a framework for congregational revitalization, identifying roadblocks that regularly thwart this work and identifying resources that are proven to enhance this work;
- \$100,000 to engage clergy and lay leaders in gleaning learnings from congregational revitalization that they have successfully done and/or they have failed in attempts to do, identifying roadblocks that have thwarted their work and identifying resources that have enhanced their work;
- \$100,000 for translation services and to facilitate participation of Spanish-speaking lay and ordained leaders in training for congregational revitalization;
- \$200,000 for further development of five-phase congregational redevelopment strategy - (1) diagnosing/assessing resources and challenges, (2) discerning next calling, (3) connecting

with local and diocesan partners, (4) iterating and continued resourcing, and (5) evaluating, refining and sustaining

- \$1,000,000 to support a team of local and regional church-wide office staff to oversee the work; and
- \$500,000 to provide mentorship/coaching/training for lay and ordained leaders in revitalization of their congregations.

And be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$2,000,000 for the implementation of this resolution.

Summary of Work

The 80th General Convention created an Advisory Group on Congregational Revitalization as approved by Resolution 2018-A096, but did not provide a Task Group to oversee the grants funded through Resolution 2018-A095. The members of the Advisory Group offered to oversee the New Episcopal Communities grants program and adopted the name Advisory Group on Church Planting and Revitalization with the approval of the General Convention Office and notification to the Executive Council. The Advisory Group met once in person in Linthicum Heights, Maryland, and frequently on Zoom as needed to complete our work.

Our primary tasks in this biennium were:

- making recommendations to Executive Council about New Episcopal Community grants to be awarded,
- continuing to identify potential planters and revitalizers, and supporting the existing network of coaches,
- working with staff on training church planters and revitalizers,
- and reviewing the results of previous grants to assess our effectiveness in starting and supporting New Episcopal Communities.

In doing this work prayerfully, we kept before us the important charge in Resolution 2018-A096, “in the revitalization of congregations, the Church continues to prioritize commitment to mission and evangelism engaging people historically underserved and/or under-represented by the Church, for example, people of color, immigrants and refugees, youth, young adults, people who are gay, lesbian, bisexual or transgender (LGBTQI+), gender non-conforming people, people living in poverty, people with disabilities and/or all others who are disenfranchised from the Church.” This was in keeping with Resolution 2018-D005 Establishing Equity in the Awarding of TEC Grants.

The grants program was completed prior to this Blue Book report. The work of review and assessment continued with a plan to publish the findings to the Church through church media and social media prior to the 81st General Convention.

New Episcopal Communities

Our Advisory Group’s top priority was to get out a call for New Episcopal Community Grants in two cycles timed so our recommendations could be sent to the Executive Council for their approval in funding these initiatives. The first task was to propose to the Executive Council a budget for the biennium given that the work authorized by 2018-A095 had a proposed budget of \$5.8 million, but the General Convention approved only \$1,026,000 for 2023-2024 for these budget line items within \$666,000 in the carry over budget for 2022.

The Advisory Group notified the Executive Council that the full \$5.8 million provided for in the resolution would have been less than needed to have the transformational impact on our church that is possible. But, given the constraints of the budget, the Advisory Group worked with Episcopal Church Center staff to set amounts below for grants and the ongoing support needed to continue the existing church wide network of support for new ministry developers while expanding our mission and evangelism to engage people historically underserved and/or under-represented by the Church.

The Advisory Group established a budget allocating the following to the goals of 2018-A095:

- \$70,000 for two church-wide Genesis Gatherings,
- \$20,000 for coach cohorts,
- \$2,000 for coaching for discernment grants,
- \$20,000 to either send Latino and other bilingual leaders to training offered by another denomination or hire a consultant to help design and implement leadership discernment and training in these contexts, and
- \$914,000 for grants in up to three grant cycles timed for approval in Executive Council meetings in 2023 and the first in 2024.

The Advisory Group knew more grants were likely for the first and second cycle with few in early 2024. We received so many good applications that we approved grants expending all funds in two grant cycles with deadlines for applications on May 1 and August 1, 2023. The available funds for grants submitted for the August 1 deadline were far short of what was needed for qualified applications. The Advisory Group reduced the amounts of the most grants in this cycle from the maximum, so that an excellent grant application for \$30,000 might receive \$15,000 or \$20,000. In making these decisions, the Advisory Group members prioritized funding for communities specifically gathering people of color and LGBTQ+ persons.

In support of our call for grant applications, the Group revisited our understanding that New Episcopal Communities (NECs) are:

New: Distinct and different from existing churches and institutions: NECs are not programs of existing churches or dioceses or restarts. NECs have entrepreneurial leadership, a pioneering and creative spirit and seek to bring into being a ministry that was not there before.

Episcopal: Grounded in the faith, doctrine and discipline of the Episcopal church: NECs are clearly, distinctly and overtly Christian in character, approach and identity. NECs operate out of and give opportunities to know Jesus' love. While not all will start out holding weekly or traditional worship services, they are growing toward a regular rhythm of prayer, spiritual formation and celebration of God's love in their midst. NECs are under the oversight of the Bishop and are in relationship with other

parishes and entities of their diocese. They reflect the mission of their diocese and the Episcopal Church.

Community: Designed to be a place of encouragement, care and accountability: NECs commit themselves to love one another in relationships of mutual care and accountability. Patterned after the life and teachings of Jesus, NECs seek to help people grow in faith and life. NECs are committed to long-term growth and sustainability. While not all will be able to become sustainable from the communities they serve, NECs intend to grow in leadership and financial support with proper stewardship, development, facilities and accounting. They have and communicate an external invitation to the wider neighborhood and the world.

With this clear definition for an NEC, we continued the plan from 2018-2022 using a system of progressively larger grants that may be awarded over time if targets are met. In addition to finding, we offer a relationship of ongoing support, mentoring, and connectivity with our grantees. The progressive larger grants are:

- **Discernment Grants:** Up to \$5,000 to fund the discernment season of a New Episcopal Community. Funds may be used for sending the potential point leader to a gifts assessment retreat, coaching, training, demographic studies, micro-experiments, visits to similar types of ministries, and more.
- **Seed Grants:** Up to \$30,000 to fund the initial stages of a New Episcopal Community's launch. A seed grant recipient is typically in the first and/or second year of its life cycle. A seed grant application has a strong and realistic ministry plan, the beginnings of a core team, and support from its local diocese.
- **Growth Grants:** Up to \$30,000 to help fund approximately the second and third years of a New Episcopal Community.
- **Harvest Grants:** Up to \$40,000 to help fund the later stages of a New Episcopal Community's launch (approximately years three to six).

Discipleship and Worship: In creating the grant applications and in the call for grants, we emphasized a key learning from the last triennium that discipleship and worship are essential elements of New Episcopal Communities. This comes from experience of the last decade showing that the most vibrant New Episcopal Communities are ones who have a deep sense of missional identity which, as followers of Christ, will involve discipleship and/or worship. This is not to say that discipleship and worship have to follow traditional models. In many cases New Episcopal Communities are finding ways of embodying the way of Jesus that are unique to their own context. Yet, these elements are essential to thriving new communities.

Bi-Cultural and Multi-Cultural Ministry: We struggled as we found ourselves rejecting proposals that supported new bi-cultural and multi-cultural ministries as this needed work falls outside support offered by the resolution for New Episcopal Communities. The issue was most acute in fostering Latino

engagement as this work happens best in existing buildings with the existing congregation. This is work the Advisory Group wanted to support and knows the church wants to happen based on 2018-D005. Yet these new ministries do not meet the objectives set out in Resolution 2018-A095 or similar resolution in 2012, 2015, and 2018. This work is one type of revitalization, yet also falls well outside the scope of 2018-A096. During our in-person meeting in Maryland, we brought Episcopal Church Center staff member the Rev. Samuel Borbon in on Zoom. He was helpfully clear that best practice is for the Latinos who come to the church to become a part of the existing congregation and so they don't look like the expectations of a new community. With the support of the Mission Within the Episcopal Church Committee of Executive Council, we petitioned Council to approve a small amount of funds with grant language that would support approving grants to new multi-cultural ministries. The Executive Council allocated \$75,000 from another area of the same part of the church wide budget to this purpose. Those additional grants are reported above.

As of October 1, 2023, we have considered 51 applications for granting and support of New Episcopal Communities over the biennium. These resulted in our granting:

- 6 Discernment grants, totaling \$30,000.00
- 12 Seed grants, totaling \$255,000.00
- 4 Growth grants, totaling \$75,000.00
- 11 Harvest grants, totaling \$285,000.00

Our 38 grantees represent 24 dioceses of the Episcopal Church. In both grant cycles, more than 70% of the New Episcopal communities we supported fulfill the General Convention's mandate of ministry with underrepresented groups, including youth and young adults, differently abled persons, people identifying as members of LGBTQIA communities, people of color, poor and working-class people, people with a high school diploma or less, and/or people with little or no church background or involvement.

The Genesis Gathering 2023

In October, 2023 we gathered over 85 leaders at St. Mary's, Koreatown Los Angeles, including grant recipients, seasoned New Episcopal Community leaders, lay and ordained congregational redevelopers, and coaches. The week consisted of shared worship, workshops, learning journeys and a keynote speaker. This was by far the most diverse and vibrant Genesis Gathering we have hosted and was a window into the work of the last two triennia in terms of prioritizing leaders and communities that are historically underrepresented in The Episcopal Church.

Congregational Revitalization

The Advisory Group also oversaw the General Convention's mandate to create a church wide Community of Practice that works with existing congregations and their bishops to help them

redevelop to better engage the cultural realities of their communities for the sake of launching new ministries and multi-cultural missional initiatives. In 2022 - 2024 five (5) church redevelopment grants totaling \$89,150.00 were distributed to four dioceses.

The initiative started in 2018-2022, Genesis II: Re-Vision and Renew, continued in this biennium. This innovative ministry redevelopment initiative strengthens parishes for the challenging, yet exciting, work of launching new ministries in their neighborhoods. Genesis II has a particular focus on the practice of building relationships with fellow parishioners and with our wider community as through these relationships a congregation will discover the ways God is active in and around our congregations. We offered the following support:

- **Second Tuesdays at 2** - these were monthly conversations and an experimental redevelopment lab available to leaders across the church – lay and clergy. Designed as an entryway for interested leaders, the conversations required no ongoing commitment to participate. Those attending learned more about opportunities that invite a deeper dive into “Re-visioning and Renewing” for the sake of launching new ministries.
- **Coaching Cohorts** - Core teams of 4-5 lay leaders from five congregations came together twice-monthly on Zoom for 90-minute sessions under the leadership of a coach trained in group coaching and experienced in church leadership. The commitment was six months with the \$900 shared equally by the congregation, the diocese, and the funds set aside by GC2018. In these groups, leaders articulate their mission, map their assets, partner with their neighbors, risk new things, evaluate their progress, hone their practice, and continue this cycle.
- **Practicing Communities** - comprised of five or more congregations from within a diocese (already engaged in redevelopment). These met together online twice a month to learn skills, collaborate as a cohort, and innovate new ways of being church today. The participants were given support by committed members of a Wisdom Community of mentors and coaches who brought their experience of redevelopment for the sake of new ministries to the bi-monthly meetings of participants.

Proposed resolutions

A045 Celebrate and Support the Planting of New Episcopal Worshiping Communities

Resolved, That the 81st General Convention and the Episcopal Church continues churchwide support for the planting of new worshiping communities, the training and recruiting of church planters, and the fostering of a church-wide network of support for new missional development that was originally funded by GC2018-A005, GC2018-A032, and GC2018-A095; and be it further

Resolved, That the Church continues to prioritize establishing New Episcopal Worshiping Communities that are especially committed to mission and evangelism engaging under-represented groups, including youth and young adults, disabled persons, members of LGBTQIA communities, BIPOC communities, poor and working-class people, people with a high-school diploma or less, and/or people with little or no church background or involvement; and be it further

Resolved, That the budget for sustaining this new ministry development will be \$1,692,000.00 for 2025-2027 to be allocated as follows:

- \$92,000.00 to identify and support existing programs to train clergy and lay leaders in planting congregations,
- \$200,000.00 to provide mentorship/coaching/training for planters of congregations,
- \$100,000.00 for the continuing development and implementation of a program to train bilingual/bi-cultural lay and ordained leaders in church planting for various cultural contexts,
- \$1,300,000.00 for grants to new and existing church plants, to be administered by the Advisory Group on Church Planting and Revitalization in consultation with the Churchwide Office Staff Officer for church planting; And be it further

Resolved, That the Convention urges The Episcopal Church Development Office establish an advisory group to study the possibility of creating an endowment for church plants; and be it further

Resolved, That Dioceses receiving money for planting new congregations under this program will be required to contribute significant, resource appropriate, and local funding to support the costs of any new plants; and be it further

Resolved, That the bishop or a diocesan advocate representing any diocese receiving funds shall take part in a cohort of church planting dioceses to share best practices and methods of supporting mission developers. Those dioceses not receiving grant funds are also invited to participate in the diocesan cohort; and be it further

Resolved, That the Presiding Bishop and President of the House of Deputies establish an Advisory Group on Church Planting and Revitalization of not more than twelve (12) people, consisting of those with experience in revitalizing congregations, diocesan oversight of such work, working with evangelism and mission, to carry out provisions of this resolution, including making recommendations to Executive Council about grants to be awarded, helping to identify potential revitalizers, and developing a network of coaches, and working with staff on training church revitalizers; and be it further

Resolved, That this Convention embrace the future of our Church by, after this Triennium, moving the funding for a church-wide office staff-person to oversee the planting network (Staff Officer for Church Planting) into the continuing budget for the Presiding Bishop's staff; and be it further

Resolved, That the Joint Budget Committee of Executive Council consider a budget allocation of \$1,692,000.00 for the implementation of this resolution.

A046 Support Starting New Bi-Cultural and Multi-Cultural Ministries

Resolved, That the 81st General Convention and the Episcopal Church celebrates and actively supports the work of our missionaries for Ethnic Ministries and the vital work they are doing to support bi-cultural and multicultural ministries; and be it further

Resolved, that in support of these new ministries taking place in existing congregations with partnership and support from that congregation where possible, the Church continues to follow the best practices identified by the Ethnic Ministry offices even as we continue to learn based on our experience and the work of our ecumenical partners; and be it further

Resolved, that the budget for development of sustainable congregational revitalization throughout the Church will be \$500,000 for 2024-2027 to be allocated as follows:

- \$350,000 for bi-cultural and multi-cultural ministry grants for that will include ministries in existing congregations with partnership and support from that congregation where possible, to be administered by the Advisory Group on Church Planting and Revitalization in consultation with the Churchwide Office Staff Officer for church planting. .
- \$100,000 to provide in support of churchwide gatherings for lay and ordained leaders doing this bi-cultural and multi-cultural ministry in their dioceses, and
- \$50,000 to provide mentorship/coaching/training for lay and ordained leaders engaged in bi-cultural and multi-cultural ministry.

Resolved, That the Presiding Bishop and President of the House of Deputies establish an Advisory Group on Church Planting and Revitalization of not more than twelve (12) people, consisting of those with experience in revitalizing congregations, diocesan oversight of such work, working with evangelism and mission, to carry out provisions of this resolution, including making recommendations to Executive Council about grants to be awarded, helping to identify potential revitalizers, and developing a network of coaches, and working with staff on training church revitalizers; and be it further

Resolved, That the Joint Budget Committee of Executive Council consider a budget allocation of \$500,000 for the implementation of this resolution.

Ao44 Develop Sustainable Congregational Revitalization Ministries

Resolved, That the 81st General Convention and the Episcopal Church celebrates and actively supports the revitalization of congregations, seeking not to restore past glories, but to move into the new callings of our loving, liberating, life-giving God; and be it further

Resolved, That the Church continues to prioritize the revitalization of congregations and a churchwide network of support for congregational revitalization work that was initiated by GC2018-Ao32; and be it further

Resolved, that in the revitalization of congregations, the Church continues to prioritize commitment to mission and evangelism engaging under-represented groups, including youth and young adults, disabled persons, members of LGBTQIA communities, BIPOC communities, poor and working-class people, people with a high-school diploma or less, and/or people with little or no church background or involvement; and be it further

Resolved, that the budget for development of sustainable congregational revitalization throughout the Church will be \$500,000 for 2024-2027 to be allocated as follows:

- \$100,000.00 to engage Bishops and the diocesan representative(s) they appoint in development of a framework for congregational revitalization, identifying roadblocks that regularly thwart this work and identifying resources that are proven to enhance this work;
- \$75,000.00 to engage clergy and lay leaders in gleaning learnings from congregational revitalization that they have successfully done and/or they have failed in attempts to do, identifying roadblocks that have thwarted their work and identifying resources that have enhanced their work;

- \$75,000.00 for translation services and to facilitate participation of Spanish-speaking lay and ordained leaders in training for congregational revitalization;
- \$75,000.00 for further development of five-phase congregational redevelopment strategy - (1) diagnosing/assessing resources and challenges, (2) discerning next calling, (3) connecting with local and diocesan partners, (4) iterating and continued resourcing, and (5) evaluating, refining and sustaining
- \$150,000.00 to support a team of local and regional church-wide office staff to oversee the work; and
- \$25,000.00 to provide mentorship/coaching/training for lay and ordained leaders in revitalization of their congregations;

And be it further

Resolved, That the Presiding Bishop and President of the House of Deputies establish an Advisory Group on Church Planting and Revitalization of not more than twelve (12) people, consisting of those with experience in revitalizing congregations, diocesan oversight of such work, working with evangelism and mission, to carry out provisions of this resolution, including making recommendations to Executive Council about grants to be awarded, helping to identify potential revitalizers, and developing a network of coaches, and working with staff on training church revitalizers; and be it further

Resolved, that the Joint Budget Committee of Executive Council consider a budget allocation of \$500,000.00 for the implementation of this resolution.

Continuance recommendation

We have accomplished several important tasks in the past decade, despite uneven support through the church wide budget, including the creation of an ongoing network of church planters, coaches, and Advisory Group members. We also developed an updated granting application process, a system for reviewing grants, and made recommendations to Executive Council on behalf of grantees. We recognize the focus of our grants continue to support New Episcopal Communities that include public worship as a component of their ministry, a component which provides community resiliency; this can be an ongoing conversation in the future. Given that the Advisory Group has had a far reaching and influential impact in implementing the terms of the resolutions, we recommend that some current members of the Advisory Group be seriously considered for future appointments to future task forces or advisory groups. We have experienced essential positive impact from members who had previous experience with this work. If it is possible, retaining eligible Advisory Group members in the new triennium will help this work continue and to do so in a timely fashion. Without the experience of members of the previous iteration of this group, we would not have been able to get the grant process underway as soon or to consider applications as effectively.

EXECUTIVE COUNCIL COMMITTEE FOR INDIGENOUS BOARDING SCHOOLS AND ADVOCACY

Members

Dr. Carter "Blue" Clark, Convener	Oklahoma, VII	2027
Ms. Sarah Augustine, Member		2027
Vance Blackfox, Member		2027
Ms. Tracy Dallenbach, Member	Minnesota, VI	2027
The Rt. Rev. Jonathan Folts, Member	South Dakota, VI	2027
Ms. Carmine C. Goodhouse, Member	North Dakota, VI	2027
Ms. Ashley Hubbard, Member	Navajoland Area Mission, VIII	2027
Roth Puahala, Member	Hawaii, VIII	2027
Bobby Saunkeah, Member	Oklahoma, VII	2027
Mr. Newland F. Smith III, Member	Chicago, V	2027
The Rev. Rachel Taber-Hamilton, Member	Olympia, VIII	2027
Ms. Leora Tadgerson, Member	Northern Michigan, V	2027
Ms. Julia Ayala Harris, Presiding Officer	Oklahoma, VII	
The Most Rev. Michael Bruce Curry, Presiding Officer	North Carolina, IV	
The Rev. Dr. Bradley S. Hauff, Staff	Pennsylvania, III	

Mandate

Resolved, that on lands that were tended by the Taíno peoples, taken from them and renamed San Juan, Puerto Rico, the Executive Council of The Episcopal Church, meeting on April 20-23, 2022, acknowledges and mourns the devastation caused by Indigenous Boarding Schools during the 19th and 20th centuries and commits to investigate and tell whatever is true about The Episcopal Church’s involvement with these schools. Previous silence on this topic does not condone the cultural and religious genocide that occurred at these schools across the United States. To fully grapple with its history and any relationship it has to these atrocities, The Episcopal Church must bring together its stories, experiences, records, and documents, to its archives. The legacy of these schools must be acknowledged, understood, and learned from so that we can come to a full understanding of The Episcopal Church’s involvement and the schools’ religious and cultural impact. Even while the full story of the Indigenous Boarding Schools and their relationship to The Episcopal Church is as yet not clearly known, Executive Council recognizes and deeply regrets the hurt carried by Indigenous Episcopalians and grieves the ongoing legacies of these schools; and be it further

Resolved, that The Executive Council of The Episcopal Church grieves the unequal treatment Indigenous and Native Peoples have received when they have suffered harms that deserve attention and redress, and expresses its solidarity with the Indigenous and Native Peoples of the world and supports the rights of Indigenous and Native Peoples to equal treatment; and be it further *Resolved* that Executive Council create an Executive Council Committee for Indigenous Boarding

Schools and Advocacy as a Committee of Executive Council, charged with guiding and overseeing three initiatives:

- (1) the gathering of historical information about Indigenous Boarding Schools that had any relationship to The Episcopal Church, including information revealing the nature and extent of that relationship (the Gathering Initiative),
- (2) the curation of the gathered information in a collection, housed in the Archives of The Episcopal Church, that will tell the story of the Schools' relationship to the Church and their impacts on Indigenous Episcopalians, even until today (the Story Initiative), taking care to interweave the stories of Episcopal Indigenous boarding schools with the ongoing Native oppression and white supremacy, and
- (3) the development and implementation of a plan for gathering information and hearing stories about the varieties of ways that Indigenous and Native peoples are subjected to unequal treatment by the federal government, state governments, and other authorities, including information provided by the ongoing investigation by the U.S. Department of the Interior, and, in conjunction, the development of proposals for advocacy and other action responding to the issues identified (the Advocacy Initiative). The Advocacy Initiative shall include in its focus, but not be limited to, information and stories about missing and murdered Indigenous women, girls, and two-spirits whose deaths have not been investigated by authorities, as well as the lack of reporting and collecting of statistics on missing and murdered Native and Indigenous women, girls, and two-spirits; and be it further

Resolved, that in carrying out the Gathering Initiative and the Story Initiative, the Committee shall nominate to the Executive Committee of Executive Council (ECEC) one or more independent historians and other experts not connected to The Episcopal Church who, with the consent of the ECEC, shall be engaged to gather information, including by reviewing information contained in the Church's Archives and those of other Episcopal and non-Episcopal institutions, as well as by directly collecting and preserving the oral histories of Indigenous Episcopalian survivors and their families. In connection with any such nomination, the Committee shall also propose the scope of the anticipated work of the person nominated, which also shall be subject to the consent of the ECEC. Following engagement, the Committee shall make regular reports to the Executive Council on the progress of the work of any particular expert. The ECEC shall have authority for oversight of the investigative work, including termination of any expert. Scholarly independence of these investigators and experts is required to ensure the integrity of any conclusions reached, no matter how difficult those may be for the Church. The Committee will work with the expert(s) to develop questions to be considered in addition to those developed by the expert(s). The questions should include, at a minimum:

- (a) How many Boarding Schools were there with ties to The Episcopal Church?
- (b) How many students attended those Boarding Schools and how many may have been injured, were sick or died at the Boarding Schools far from their homes?

(d) How were the Episcopal Indigenous Boarding Schools funded and founded and by which institutions and individuals, including but not limited to diocesan leaders, clergy and lay leaders of The Episcopal Church, the Board of Missions, the UTO, and/or the Women's Auxiliary?

(h) Were missionaries assigned to schools, how many, and from which dioceses or institutions?

(i) Were there any inspections or reports concerning the schools?

(j) What is the current status of the schools?

(k) Did The Episcopal Church play any role in other denominations' schools?; and be it further *Resolved*, that the Committee is encouraged to consult with other religious denominations to learn what similar efforts they may be making and explore whether collaboration in the development of these histories may be beneficial; and be it further

Resolved, that in carrying out the Story Initiative, the Committee will work closely with the Office of Indigenous Ministries and the Archives of The Episcopal Church in their development of collections related to Indigenous Boarding Schools, including the creation of resource guides, research documents, and intentionally gathered records and holdings regarding Indigenous Boarding Schools with any relationship to The Episcopal Church. This new Archives collection is intended to be the main repository for information about these long-defunct schools, including materials such as school records, fundraising materials, and wider church oversight records; and will be made available for online review and searching, as well as at the Archives building on the ancestral homelands of Jumanos, Tonkawa, Ndé Kónitsaąí Gokiyaa (Lipan Apache), Coahuiltecan, ~~Nemah~~ (Comanche) taken from them and renamed Austin, Texas; and be it further

Resolved, that in carrying out the Advocacy Initiative, the Committee will work with the Office of Indigenous Ministries and the Office of Government Relations of The Episcopal Church in its development of proposals for advocacy and other action responding to the issues identified; and be it further

Resolved, that the Executive Council intends that the work of the Committee will aid in developing a justice-making healing process for Indigenous communities and creating a legacy to pass on to the next generations; and be it further

Resolved, that the Committee will include a total of 15 members and have a majority membership of Indigenous and Native Episcopalians. Membership shall include historians, storytellers, and trusted elders in the Indigenous communities with a diversity of tribal affiliations honoring the diversity of Indigenous Episcopalians. There will be at least one member who is also on the Native and Indigenous Ministries Council of Advice; and the Missioner for Indigenous Ministries shall act as Staff liaison; and be it further

Resolved, that the Committee shall report its findings regularly to the Executive Council Joint Standing Committee on Mission Within and the wider Church, and per the Executive Council Bylaw VIII.2.d, it will continue until the end of the 82nd General Convention, unless extended by the Executive Council; and be it further

Resolved, Executive Council urges dioceses to contribute their records to the Story Initiative, and to appoint their own Indigenous and Native ministry advocates so that this important work can continue throughout communities, counties, states, and commonwealths.

Summary of Work

Initial Meeting of the Committee

The committee met virtually on July 11, 2023. The Presiding Bishop and President of the House of Deputies were present. The following strategies for developing the committee's work were mutually clarified by the members as follows.

- The committee needs to meet in person prior to the end of the year with the GC A127 committee to examine the mandates of both resolutions and identify areas of focus for each committee and prioritize specific objectives on a timeframe. This meeting has been scheduled for October 25-28, 2023, in Seattle, WA, (Diocese of Olympia).
- The committee, along with the A127 committee, will consider the resolutions to be suggestions for focus and work rather than verbatim, literal mandates. It will be up to the committee members to interpret the resolutions and apply any action to them as deemed pertinent and realistic to the overall purpose of the resolutions. The Presiding Bishop and President of the House of Deputies concurred with this.
- Plans for the in-person meeting will be conveyed to the A127 committee at its first virtual meeting which is scheduled for July 20, 2023.
- Dr. Blue Clark has been appointed Convener of the group for the time being until a Chair (or Chairs) are selected from among the membership.

JOINT BUDGET COMMITTEE

Members

The Rev. Patty Downing, Chair	Delaware, III	2024
The Rev. Hickman Alexandre	Long Island, II	2024
La Rvda. Gina Angulo Zamora	Litoral Ecuador, IX	2024
The Rt. Rev. Thomas J. Brown	Maine, I	2024
The Reverend Canon J. Michael Ehmer	Northwest Texas, VII	2024
The Rt. Rev. Jeff W. Fisher	Texas, VII	2024
Mr. William Fleener, Jr.	Western Michigan, V	2024
Mr. Timothy Gee	El Camino Real, VIII	2024
Ms. Tess Judge	East Carolina, IV	2024
Ms. Louisa J. McKellaston	Chicago, V	2024
The Rev. Canon Dr. Wilmot T. Merchant II	South Carolina, IV	2024
Ms. Dianne Audrick Smith	Ohio, V	2024
The Rt. Rev. Susan Brown Snook	San Diego, VIII	2024
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	2024
The Rev. Canon Dr. Michael Barlowe, Ex Officio	California, VIII	2024
Mr. N. Kurt Barnes, Ex Officio	New York, II	2024
The Most Rev. Michael Bruce Curry, Ex Officio	North Carolina, IV	2024
Mr. Patrick J. Haizel, Staff	New York, II	2024
Mrs. Nancy Caparulo, Staff	Newark, II	2024

Acknowledgements

The Joint Budget Committee would like to thank the members of the DFMS staff and the church for their assistance in charting this new process of creating the budget for the Episcopal Church. We also want to thank the member of Program, Budget, and Finance for their tireless work in the past to craft budgets that reflect the mission and ministry of Jesus Christ that the Episcopal Church is engaged in pursuing.

Mandate

Executive Council Bylaws Section 2.d.

- a.
 1.
 - i. There shall be a Joint Budget Committee of the Executive Council which, pursuant to the Constitution and Canons of The Episcopal Church, shall, with the Chair and Vice-Chair and the Council, develop an Episcopal Church Budget consistent with the resolutions of the General Convention, for each budgetary period, which budgetary period shall be equal to the period between the January 1 following the adjournment of the most recent meeting of the General Convention and ending with the December 31st following the adjournment of the next regular meeting of the General Convention.
 - ii. The Chair of the Budget Committee shall be jointly nominated by the Chair and Vice Chair and appointed by Council.
 - iii. The members of the Budget Committee shall be jointly nominated by the Chair and Vice-Chair and appointed by Council, and shall include: one member of each Executive Council Joint Standing Committee, and at least five and not more than seven other individuals who may or may not be members of Council, including individuals with financial and budgetary expertise, and, further, the membership shall represent the diverse voices of the Church and a balance of the Church's orders consistent with the historic polity of the Church. The Treasurer and the Executive Officer of the General Convention shall be members *ex officio*. The members shall serve a term beginning at the first regular meeting of Council following the regular meeting of the General Convention or immediately following their appointment, whichever comes later, and continuing through December 31 following the adjournment of the next regular meeting of the General Convention or until a successor is appointed, and may serve two consecutive terms, after which a full interval between regular meetings of the General Convention must elapse before being eligible for reappointment.
 - iv. In the development of The Episcopal Church Budget, pursuant to the Constitution and Canons of The Episcopal Church, the Budget Committee shall solicit input from Interim Bodies, Executive Council Joint Standing Committees, the Society's staff, and other interested parties, and shall further establish a timeline for preparation of The Episcopal Church Budget that shall include appropriate time for open and accessible hearings prior to the presentation of the completed Episcopal Church Budget for acceptance by the Council and subsequent submission to the Secretary of the General Convention; such timeline shall be published to the church at large through the General Convention Office.

- v. Following the completion of each regular meeting of the General Convention and at least thirty (30) days prior to the first regularly scheduled Council meeting, the Budget Committee shall consider all resolutions with budgetary impact and shall make adjustments to The Episcopal Church Budget for consideration by Council pursuant to the Constitution and Canons of The Episcopal Church.
 - vi. The Budget Committee shall meet as necessary (but not necessarily concurrently with Council) and shall provide an informational report to the Joint Standing Committee on Finance at each regular meeting of the Council.
- b. Every committee shall provide in writing an annual report to the Council of its work and activities.

Summary of Work

Enter here a summary of the work the group did and any recommendations the group wants to make. Please see the “Blue Book Report Instructions” for information on formatting.

The Joint Budget Committee of Executive Council (JBC) began its work on the 2025-2027 budget at a meeting held at the Maritime Institute in Baltimore Maryland (February 1-3, 2023). At that meeting we established our norms, appointed an executive committee (The Reverend Patricia Downing, Ms Dianne Audrick Smith, The Right Reverend Susan Snook, and Mr. William Fleener), we roughed out a timeline for our work, agreed that the 2025-2027 budget would utilize the same format as the current budget, divided ourselves up into four subgroups (Mission within and beyond, Income, Presiding Bishop’s Ministry, Governance), and reviewed the current budget in detail. Additionally, we set our meeting schedule. We agreed to have executive committee meetings via zoom on the second Monday of the month (noon eastern time) and full committee meetings via zoom on the fourth Monday of the month (noon eastern time).

We publicized a list of questions pertaining to the budget priorities to the church for their feedback. We held a listening session, via zoom on Monday April 17th (4pm to 6pm eastern). Responses to the questions and comments from those attending the Listening session were posted on the JBC page of the General Convention website and distributed to all members of the JBC.

At the end of May we received from DFMS staff a rough draft of the 2025-2027 budget. JBC met via zoom on June 8th, 2023, to review those figures. At the June 8th meeting we agreed on a series of assumptions about income and expenses that would govern our work.

June 20th, 2023, we held a churchwide listening via zoom (7pm – 9pm eastern) session specifically on the income side of the budget. JBC received feedback from the church.

At the June meeting of the Executive Council, a request was made by the JBC for a dedicated time for conversation with the Executive Council to hear from them about the assumptions we were using on income. That meeting was held, via zoom, on Friday June 30th (noon to two pm eastern). We emerged from that discussion with the following:

Diocesan assessments would remain at 15%

The calculation of diocesan giving would have a 2% increase per year due to increased income in dioceses by that same 2%.

We were comfortable with both the calculation of a 7.5% annual return on investments and the usage of a 5% draw on a 5-year rolling average of those investments.

June 30th, 2023, a letter was sent from the JBC to the Presiding officers of DFMS asking for a revised budget. That revised budget was received by JBC on July 26th. Having received the revised budget, the subcommittees began their work to fully understand the proposed budget by having conversations with DFMS staff. A request was made to Interim bodies to submit their budget requests to the JBC.

Next steps in the process:

The JBC will meet October 4-6th at the Maritime Institute in Baltimore to finalize the draft 2025-2027 budget. That draft budget will be presented to the Executive Council at their October meeting in Panama City Panama. If the draft budget is approved by the Executive Council, it will be made public, and the church will be invited to make comments upon the budget. The JBC will hold zoom hearings during the months of November and December to hear from the Church. January of 2024, the JBC will meet at the Maritime Institute in Baltimore to finalize the budget. That final budget will be presented to the Executive Council at their January meeting. If approved, the Executive Council will send the 2025-2027 budget to the Secretary of General Convention.

REPORT ON RESOLUTIONS REFERRED TO DIOCESE

Forty-two (42) dioceses responded to resolutions referred for action or consideration after the 80th General Convention, as recorded below:

Resolutions Referred for Action or Consideration		Action Completed	Action Ongoing	No Action
A003	Uniform Paid Family Leave Policy	9	21	11
A016	Adopt, Study, and Promote Guiding Principles for World Mission & Initiate Global Mission Advocate Program	6	18	17
A020	Support Decade of Action to Achieve Sustainable Development Goals	4	21	14
A021	Support for the United Nations	4	22	16
A028	Join, Participate, and Fund The Global Episcopal Mission Network	8	15	19
A032	Amend Canon III.11.9.b to Correct an Oversight in a 2018 Canonical Amendment	20	6	11
A040	Specify Electronic Transmission of Certain Documents and Records	23	6	8
A042	Permitting Sending Required Notices and Other Papers by Electronic Means	24	7	6
A044	Amend Canon IV.14.4 Provisions for Notices of Accords	21	8	9
A045	Amend Canon I.19.2.b to Update a Word	26	6	6
A048	Amend Canons and Rules of Order to Implement the Recommendations of the Task Force on the Budget Process	22	8	8
A050	Support collaborative efforts with Equal Justice Initiative (EJI) to place historical markers	2	22	17
A053	Ensure the vital role of the Episcopal HBCUs in building The Beloved Community	3	19	20
A055	Receive and Study Proposal of Ecumenical Dialogue with Presbyterians (PCUSA)	7	14	16
A060	Endorse Guidelines for Expansive and Inclusive Language	9	19	9
A061	Amend Canon I.4.6.j to include data regarding gender	19	10	8
A062	Requiring Dioceses to Create a Plan to Narrow Gender Gaps	4	24	13
A068	Safe Church Training	22	15	5
A073	Encouraging Faithful, Ethical, and Responsible Investing	11	25	5
A075	Resolution Amending Canon IV.5.4 Provision for the Court of Review	21	8	9

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A076	Resolution Amending Canon IV.15.2 Provision to serve Notice of Appeal	20	9	9
A077	Resolution Amending Canon IV.15.3 Provision to serve Notice of Appeal by Bishop Diocesan	20	8	9
A078	Imagining a Church Grounded in Social Justice as Christian Ministry	5	25	11
A081	Amend Canon III.11.1a regarding Standing Committee's Role in Episcopal Elections	21	9	7
A082	Amend Various Canons Regarding Preparation of Medical and Psychological Evaluation in the Ordination, Episcopal Election, and Reception Processes	20	10	8
A087	Net Carbon Neutrality by 2030	4	23	14
A088	Commit to the Pressing Work of Addressing Global Climate Change and Environmental Justice	4	28	9
A090	Allies for Recovery in the Episcopal Church	3	24	14
A092	Churches Beyond Borders	15	12	10
A093	The Episcopal Church-United Methodist Church Dialogue	6	16	15
A094	Affirm Ongoing Work and Dialogue with Ecumenical Partners	11	15	11
A095	Celebrate and Support the Planting of New Episcopal Communities	4	25	12
A096	Develop Sustainable Congregational Revitalization Ministries	13	16	8
A103	Describing a Christian Life of Faith in the Episcopal Tradition	6	18	13
A107	Ministry with People with Mental Illness and Their Families	4	28	9
A109	Developing Curriculum and Required Training for Clergy in Mental Health Pastoral Care	2	19	20
A116	Amend Canon III.10.2 to Correct Inadvertent Omission on Clergy Ordained in Churches in Full Communion	22	8	8
A117	Amend Canons III.10, III.12.1, III.12.5.b.3, and III.13.1 to Clarify Language on the Reception of Bishops	20	7	10
A118	Amend Canon IV.5.4 on the Election of Members of the Court of Review	22	6	10
A119	Amend Canon IV.17.3 and .4 on the Term of Office for the Disciplinary Board for Bishops	23	7	8
A120	Amend Canon IV.17.8 on Vacancies on the Court of Review for Bishops	21	8	9
A125	A Resolution Extending and Furthering the Beloved Community	10	14	12
A131	Resolution Regarding Language	10	22	10

Report on Resolutions Referred to Diocese after the 80th General Convention

Report to the 81st General Convention

A133	Amend Joint Rule of Order III.12 to modify the method of showing additions or amendments to facilitate translation	21	10	7
A135	Amend Joint Rule of Order VII.22 to Streamline the Procedure for Obtaining a Background Check, if Required, before a Nomination from the House Floor	21	9	8
A137	Church of Sweden - Full Communion Relationship	15	10	12
A140	Urge The Episcopal Church and Constituents to Designate Indigenous Peoples GÇÖ Day	10	22	9
A144	Add Updated Editions of NRSV and New Jerusalem Bible to Canon II.2	18	9	10
A145	Amend Constitution Article X [Book of Common Prayer Supplementary Text--Second Reading]	21	9	7
A146	Amend Constitution Articles VI and VIII [Regarding Full Communion--Second Reading]	22	7	9
A147	Amend Article IX [Court of Trial for Bishops--Second Reading]	23	7	8
A148	Amend Constitution Article I.2 [House of Bishops--Second Reading]	24	6	8
A149	Amend Constitution Article II.4-8 [Bishops Suffragan--Second Reading]	21	7	9
A150	Amend Constitution Article III [Bishops Consecrated for Foreign Lands--Second Reading]	22	7	9
A151	Amend Constitution Article IV [Standing Committees--Second Reading]	22	6	9
A152	Amend Constitution Article 5.1 [Admission of New Dioceses--Second Reading]	24	6	8
A153	Amend Constitution Article IX [For the Trial of Presbyters and Deacons--Second Reading]	22	7	9
A161	Addressing the Burden of Medical Debt	5	15	19
Bo02	Let there be sight! - Proposal for Episcopal Church Assistance in Yemen and funding for an Ophthalmologist Medical Director at the Ras Morbat Eye Clinic in Aden	11	8	18
Bo03	Regulating Ghost Guns and 3D Printed Guns	7	18	16
Bo04	Establishing Religious Life Sunday	6	14	20
Bo06	Investing in State-Level Gun Violence Prevention Advocacy	10	19	12
Bo07	Investment in Community Violence Intervention to Prevent Gun Violence	5	24	12
Co04	Inclusion of June 19th, "Juneteenth" in the Church's Liturgical Calendar in Recognition of the End of Slavery in the United States	16	11	9

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C007	Designate March 10 as the Date to Commemorate Harriet Ross Tubman	13	10	14
C009	Mandates Anti-Racism & Racial Reconciliation Training for the House of Deputies	10	24	8
C023	On Commemorating the Rt Rev Barbara Harris	17	9	11
C033	Encourage Sacred Ground Curriculum	15	20	7
C054	Address the issue of Voter Suppression	4	19	19
C063	Participate in Thursdays in Black	2	17	22
C064	Break the Silence Sunday	2	22	17
C070	Amend Canon III.9.5.d	24	7	7
C072	Land Acknowledgment	7	26	9
D023	Support for Care Workers	3	17	20
D029	Affirming Non-Binary Access and Leadership	12	21	9
D046	Supporting Child Welfare Systems and Foster Care	3	18	20
D048	Supporting Public Investment in Post-High School Education and Training	4	15	22
D050	Reunion of the Dioceses of The Episcopal Church in North Texas with The Episcopal Dioceses of Texas	22	6	10
D052	Amending Canon III.11.8 regarding Objections to Episcopal Elections	21	8	9
D056	Amend Canon III.11.9.a to correct cross-reference	21	8	8
D063	Support for Truth to Confront Misinformation and Violence	10	15	12
D064	Endorse and Encourage Green Deal Legislation	3	25	13
D066	Addressing restrictions on access to gender affirming care	5	21	15
D070	Addressing Inequities in the Quality of Life of Native Peoples	3	24	14
D072	Resolution on Gender and Sexuality Training	2	17	22
D083	Addressing the erosion of reproductive rights and autonomy	11	12	14
D090	The Church's Teaching on Racism	9	27	5
D091	Defining Equal Place in the Life of the Church	10	21	10
D093	Broad Representation in Discernment Processes	9	24	8
D094	Reaffirming the Role of Ethnic Ministries	7	25	9
D098	The Promotion of Public Health	4	20	17

EXECUTIVE COUNCIL AND CHURCH PENSION GROUP MEMORANDUM OF UNDERSTANDING GROUP

Report respectfully submitted: January 27, 2024

Members

Executive Council Members

Devon Anderson (Co-Convenor)

Thomas Chu

Kent Anker

Anne Hodges-Copple

Michael Barlowe

Aaron Perkins

Annette Buchanan

Church Pension Group Members

Rosalie Simmonds Ballentine

Brian Prior

Diane Jardine Bruce

Greg Rickel

Ryan Kusumoto

Nancy Sanborn

Kathryn McCormick (Co-Convenor)

Mary Kate Wold

Mandate

On April 12, 2022, the Presiding Bishop and the President of the House of Deputies on behalf of the Executive Council and the Chair of the Board of Trustees on behalf of The Church Pension Fund (CPF) Board of Trustees agreed to a Memorandum of Understanding (MOU): a coming together during the 2022-24 biennium to share information, insights, and ideas to help each organization plan for the future, and address respective policy concerns posed by changing demographics, changing expectations of and for clergy and lay employees, and changing understandings of church in society.

The objective of the group was to provide opportunities for two-way conversation between Executive Council and the CPF Board of Trustees on major issues of mutual concern between meetings of General Convention.

- The document parsed out 10 topics for conversation during the biennium. These topics included:
- current and projected demographics of clergy and lay employees,
- clergy and lay compensation and issues around parity,
- Church Insurance companies including areas of tension with injured parties,
- Emerging risk factors resulting from climate change and empty churches,
- CPF investment performance,
- Feasibility and costs of, and obstacles to, implementing paid family leave, and
- the effects of pension, health care, disability, and other benefit plan rules, rates, and
- practices on clergy and lay professional recruitment and deployment, as well as on diocesan and congregational health and sustainability.

Meetings

Per the instructions of the MOU, the group met four times, three times in person and once on Zoom on the following dates:

- April 28-29, 2023 (in person)
- October 18, 2023 (Zoom)
- December 5, 2023 (in person)
- January 25, 2024 (in person)

Work

The group was faithful to the MOU, working its way down the list of 10 desired conversations~~s~~-topics over four meetings. Where applicable, the group received in-depth reports and presentations that preceded conversation and questions. Arguably more importantly, relationships were built intentionally with each other, across the two boards. We came to know each other as colleagues, fellow Episcopalians, Christians on the Way, and friends. At the conclusion of our last meeting, the group acknowledged that the relational breaches and conflicts that inspired the need for the MOU were felt to have been resolved and communications opened.

Finally, the MOU included a mandate that the Presiding Officers be invited to present at a CPF Board meeting (which occurred in early December 2023) and that the CEO and Board of Trustees Chair of the CPF Board of Trustees be invited to present at an Executive Council meeting (which occurred in January 2024).

Recommendations

Establish an Advisory Group

We recommend the bringing together of “top level strategic advisory” leadership across the church to discuss some of the comprehensive issues affecting the church as a whole and to offer itself to Executive Council and the Presiding Officers as thought partners in visioning and strategic planning for the whole church.

We suggest as partners the leaders of the following entities:

- Church Pension Group, CEO
- Episcopal Church Foundation, Executive Director
- Council of Episcopal Seminary Deans, Chair
- Episcopal Relief and Development, CEO

and others as needed.

The work of the Executive Council is to establish a structure within the church to engage with these partners in future strategic planning initiatives.

We encourage a movement from conversation to action with particular issues and share with the wider Episcopal Church issues that surfaced in this group. These include:

- a. Overall compensation for lay and clergy employees.
- b. Compensation for non-stipendiary clergy, including as it relates to the access to programs related to wellness such as CREDO and other programs related to financial planning and insurance.
- c. Addressing the needs of the lay employees and clergy who are not eligible for CPG benefits.

To that end, we recommend that these issues be referred to a specific joint standing committee of Executive Council, inviting CPG and other experts to consult as needed.

Interim Body to Work on Lay Compensation Parity

The group discerned that there needs to be an intentional focus on the needs of lay employees, especially as it relates to compensation and parity within the church. We tasked members of our group to write a resolution using the template for creating an Interim Body and including a rationale, based

on the model of the task forces on family leave and denominational health plan. The proposed resolution appears at the end of this report.

Continuing the Work Done by the MOU Group

The group was unanimous in recommending that the work done by the MOU group should continue and that we continue to find ways to maintain and strengthen the relationship between Executive Council and CPG. The group was not of one mind, however, that the work should continue as another MOU group. However, we are all in alignment that a) communication should continue informally based on relationships established, b) with senior leadership e.g. CEO & PB, visiting each other's board meetings when appropriate to address mutually relevant issues, c) the senior leadership of CPG engage with Executive Council, and *vice versa*, on issues relevant to the two organizations, enabling a flow of information and insights. Most importantly, we need to ensure that there is a more continuous exchange between CPG and Executive Council on issues relevant to the two organizations.

Proposed Resolution

A138: Task Force on Parity and Equity of Lay Compensation and Benefits

Resolved, That the 81st General Convention call upon the Presiding Bishop and the President of the House of Deputies to appoint a task force consisting of three (3) Bishops, (3) Presbyters or Deacons, and (6) lay persons who represent a wide range of expertise in church employment and church employment benefits for both lay people and clergy including Episcopal schools, parishes, dioceses, and other Episcopal entities. The task force shall, in consultation with the Office of General Convention and the Church Pension Group, study and report on issues regarding parity and equity of lay compensation and benefits across The Episcopal Church, including regional differences, and those based on part-time status, race, gender, class, LGBTQ+, position, authority, nature of institution (school, church, etc.) for consideration of the 84th General Convention.

Resolved, That the 81st General Convention request a budget allocation of \$40,000 for this task force, to include one in-person meeting and resources for outside consultation.