

**The Executive Council of the Episcopal Church
 Saint Mark's Episcopal Church (San Antonio, Texas)
 February 22-25, 2002
 Minutes
 (Web Version)**

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ITEM	DISCUSSION/DESCRIPTION	ACTION TAKEN OR TO BE TAKEN
FRIDAY MORNING		
Welcome	The Presiding Bishop opened the meeting at 9:45 a.m., welcoming the new Canadian partners, and introducing the Treasurer designee.	
Roll Call	Attendance was taken by the Secretary. Ted Daniels was absent, Bob Sessum and Lillian Yeager were attending diocesan convention, and will be arriving late. (Roll call: Attachment 1 p.14)	
Private Conversation	For the rest of the morning session, the Council was in Private Conversation.	
FRIDAY AFTERNOON		
Acceptance of minutes from Jacksonville	With the exception of a couple of typographical errors, and the correction of Karen Parker’s title to Reverend, the minutes were accepted. However, the format of the minutes is still problematic for some Council members	<ul style="list-style-type: none"> • Corrections as noted. • Summary minutes accepted, but narrative to be constructed and sent out, beginning retroactively with the Jacksonville meeting.
Election of Treasurer	Ralph L. O’Hara was unanimously elected as Treasurer of the Domestic and Foreign Missionary Society	
Updates from Chair	The Presiding Bishop gave a report on his “ministry of connection” in Nigeria, at the World Economic Conference, and at the Middle East Conference. He also issued a statement on changes in staffing at the Church Center. (Text of this statement: Attachment 2 p.15)	
SATURDAY MORNING		
Announcements	Don Betts reported on “Drop in the Bucket” fundraiser. Cathy Roskam announced a CD available for purchase.	
20/20 Report (Introduced by Shelly Vescovo)	Shelly Vescovo reported on the first meeting of the new 20/20 group, and introduced the 2 other Council liaisons, Kwasi Thornell and Anthony Guillen. Dylan Breuer, Winnie Varghese, and Tim Jones presented their credentials and their hopes for the future.	Sarah Lawton, the Chair of the Strategy Group will present a report to Council at the June meeting.
Survey Report (Introduced by Richard Miller)	John Gilfeather, of the Roper Group, gave a report to Council on the survey that was conducted between October and December of 2001. The purpose of the survey is to help Council take the priorities that have been set, and make sure they are in tune with the will of the church. (Report to Council available upon request)	Next steps in priority setting for the budgeting process will be worked on by Exec Committee and one additional representative of each committee at the April 3 rd meeting.
SUNDAY AFTERNOON		
A&F report	Introduced by Richard Miller	
GTS	<ul style="list-style-type: none"> • Russ Palmore, Dall Forsythe and Pat Mordecai presented the key elements of the progress made by the special committee which was charged with oversight in the work to prepare the Memorandum of Intent concerning the potential relocation of the Episcopal Church Center to Chelsea Square. 	

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	<ul style="list-style-type: none"> The 5 phase development schedule was detailed (Memorandum of Intent & 5 Phase Dev. Sched: Attachment 3 p.17) 	
AF-16 Approval of Memorandum of Intent	Resolved , That the Executive Council approve the Memorandum of Intent for the proposed relocation of the Episcopal Church Center to General Theological Seminary	Approved, unanimously, acting as Board of DFMS. To be communicated by PB to House of Bishops at their next meeting.
AF-17 (a) Continuing the work of the special committee *amendment in italics	<p>Resolved, That the Executive Council expresses its appreciation to Andrew McMaster, Marjorie Christie, Dell Forsythe, Richard Pivrotto, Russell Palmore, and Frederick Williams for their service as members of the special committee charged with oversight in the work to prepare the Memorandum of Intent concerning the potential relocation of the Episcopal Church Center to Chelsea Square; and, be it further</p> <p>Resolved, That the Executive Council requests that the members of the special committee continue in this service of our Lord’s work <i>throughout phase one</i>, the preparation of the Definitive Agreement for joint development of Chelsea Square to be agreed to by the Presiding Bishop and the Dean of General Seminary</p>	<p>Second resolve was amended(<i>italics</i>) to take into account that we are still in Phase one.</p> <p>Approved unanimously.</p>
AF-18 (a) To include historical content	Resolved , That, based upon prior studies (in 1973, 1985, and 1994) mandated by several General Conventions regarding the relocation of the Church Headquarters, it is now decided that the Headquarters will remain in NYC.	Suggest that we bring together some people, working with General, to communicate our message about the process to the wider church. Dan England, Ken Kesselus and Diane Pollard will form this group.
ERD (AF-14)	<p>Resolved, That the Executive Council, serving in its capacity as the Board of Directors of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America, approve the incorporation of Episcopal Relief and Development as a separate not-for-profit corporation, on the terms set out in the Memorandum of Understanding and By-laws adopted by the Board of Directors of Episcopal Relief and Development</p> <p><i>Explanation</i> This resolution is based on careful review of the draft By-laws, Articles of Incorporation, and Memorandum of Understanding between the Executive Council and ERD.</p>	Friendly amendment in italics.
AF-15 To ratify the Board of Directors	Resolved , That the Executive Council, in its capacity as the Board of Directors of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America, ratifies the attached list of Directors of Episcopal Relief and Development upon legal incorporation of ERD in the State of New York. This ratification is limited to the current Directors according to the assigned class and tenure.	
AF-15 discussion	Clarification was sought by members of Council as to whether Council still retains influence over ERD. The Presiding Bishop explained that he will nominate members, the Board will vote to accept them, and	Council requests that the “gifts” of the people chosen for the

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	Council will ratify.	Board in the future should be specified, and the reasons why they were chosen.
AF-12 2002 Budget, introduced by Ralph O'Hara	Resolved , That the Executive Council approve the 2002 revised Budget for the Episcopal Church.	Approved, unanimously
AF-12 discussion	Tom Hershkowitz presented slides to Council, to give a full picture of where the church stands in the triennium. It was emphasized that this is a break-even budget, and that it was not necessary to draw down emergency funds which had been approved by Convention.	
Audit Report	Barbara Mann presented the highlights of the Audit Report , because there were questions about the continued use of Arthur Andersen, in light of the Enron scandal.	The Church is content with the work of our auditors at present, but may do an RFP in June, at the conclusion of the 2001 audit.
CIM Report Shelly Vescovo introduced the work of CIM	<ul style="list-style-type: none"> • Connie Ott is following up on D012, which deals with support of ministry on aging. • George Packard reported on A079, which directs his office to cooperate in advocacy efforts, and develop resources and teaching materials related to healthcare access. 	
A045	Sarah Harte presented the A045 committee's report to Executive Council. She emphasized that each diocese is different, and that progress is being made on all fronts. The report had been distributed to Council, and there was a discussion as to whether it is a public document, or should be kept confidential.	<ol style="list-style-type: none"> 1. A press release to be drafted by ENS, to attempt to fulfill the dual mission of keeping the church informed, while keeping the lines of communication with the dioceses open. 2. This report is to be considered privileged information, and future sessions of council in which reports are given on this topic will be held as Closed sessions.
Safe Spaces	<ul style="list-style-type: none"> • Cynthia Black reported on the progress of work to promote Safe Spaces within the church, as directed by A009, which charges Council with establishing a formal process for congregations to identify themselves as "safe spaces" for lesbians, gays, and others to tell their stories and be heard with love care, and assurance of confidentiality. • A new curriculum is being developed, and Cathy Roskam suggested that Council wait to see this before voting on a formal resolution. 	There will be a resolution presented to Council in June.

CIM-6 Indigenous Ministries	<p>Resolved, That the Executive Council reaffirms the Episcopal Council on Indigenous Ministries (ECIM) as a Committee of the Council and approves the attached amended bylaws of the ECIM.</p> <p><i>Explanation</i> Established by Executive Council in 1969, the National Committee on Indian Work and its successor body, ECIM, have served the Episcopal Church's ministry to, for and with the indigenous peoples of its dioceses for thirty-three years. The General Convention of 1997 designated the decade 1997-2007 as "The Decade of Remembrance, Recognition and Reconciliation for welcoming Native Peoples into congregational life and developing an outreach partnership among urban Native Peoples." At the midway point in the Decade of Remembrance and Recognition, 2002 is an appropriate year in which to reaffirm Executive Council's commitment to native ministries.</p>	Approved, unanimously
CIM-7 Constable Fund	<p>Resolved, That the Congregations in Ministry Committee in its meeting in San Antonio, Texas during the period of February 22nd through 25, 2002 endorses the attached application in the amount of \$25,000 and commends it to the full body of the Executive Council for approval.</p> <p><i>Explanation</i></p> <ul style="list-style-type: none"> • The Constable Fund (Trust Fund #514) was established by the Executive Council pursuant to the stated wishes of Mary Louise Constable, the net income to be used for the purposes of the Domestic and Foreign Missionary Society, preferably for work of religious education not provided for in the budget. • The Office of Pastoral Development has made application to the Executive Council to use a portion (\$25,000) of said fund to support the Church's commitment to assist and respond to the continuing education needs of bishops now and in the near future as well as the most effective ways to provide courses of study and training. • This new work of leadership education for newly consecrated bishops in the first several years of their episcopate seeks to deepen and enhance the quality and effectiveness of their work, such leadership development that is consonant with the broad range of leadership development as envisioned in our work "20/20". • This application has been recommended for funding in the amount of \$25,000 from the Constable Fund by the Program Directors and the Management Team of the Domestic and Foreign Missionary Society. 	Endorsed, unanimously
MONDAY AFTERNOON		
Midpoint Review	This meeting of council, being in the middle of the triennium, was the time for the midpoint review of council functioning. To facilitate the review, Bernard Mohr, the process consultant, Rosemary Sullivan, John Colon and Vivian Harrison (John and Vivian from HR at the Church Center) each worked with a committee of council during committee meetings. The report out of this process were presented Monday afternoon, as each committee identified best practices and wished for innovations (Attachment 4 p.25). A final report of the entire process will be prepared by Bernard.	A document describing the role and function of Council is to be prepared by a committee consisting of Becky Snow, Tom Bates, Nancy Salmon, Barbara Mann, Connie Ott, and Steve Lane.
Consent Calendar	The following resolutions had been placed on the consent calendar: AF 9, 10, 11, and 13 and NAT 13, 14, 15, 17, and 18.	Approved
National Concerns	Both EMM and Bishop George Packard's requests were heard by the	

<p>report by Robert Johnson</p>	<p>committee, and money will be found in the budget to accommodate both. The request of EMM was for funds for advocacy work on behalf of refugees. Bishop Packard's request is for additional funds for a Formative Symposium and an October conference to complete the work of the triennium. The committee further thanked all staff members for their very excellent presentations</p>	
<p>NAT-16 (a) SRI resolutions *amendment in italics</p>	<p>Resolved, That the Executive Council, meeting in San Antonio, Texas from February 22 to 25, 2002, Council instruct the Treasurer to vote in favor of all resolutions asking companies to report on how they will promote renewable energy sources (based on long-standing policies on environmental stewardship and on General Convention resolution A048 of 2000, which encourages the church to choose environmentally sustainable energy sources when possible); and be it further</p> <p>Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to prepare a report on the feasibility of adopting a policy, implementing programs, and auditing progress of producer responsibility for <i>the environmental impact of</i> their products (based on long-standing policies on environmental stewardship, and General Convention resolution A0142 of 1994 regarding hazardous chemicals); and be it further</p> <p>Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to adopt a comprehensive recycling strategy (based on long-standing policies on environmental stewardship and General Convention resolution A041 of 1997, which expresses support for recycling by the Episcopal Church in its own activities); and be it further</p> <p>Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to issue a Glass Ceiling report on efforts to remove impediments to the career advancement of women and people of color (based on the church's support for and filing of shareholder resolutions with regard to diversity and equal employment opportunity, and also on General Convention resolution A091 of 1991 on the United Nations Statement on Discrimination Against Women); and be it further</p> <p>Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to report on their efforts to identify and disassociate from any offensive imagery to the American Indian community in products, advertising, endorsements, sponsorships and promotions (based on General Convention resolution D053 of 1997, which opposes the exploitive use of Native American symbols in advertising); and be it further</p> <p>Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to use their positions as majority shareholders in companies to encourage those companies to phase out or significantly reduce their use of water from the Navajo Aquifer as soon as reasonably practicable (based on this church's general support for Native American rights and on long-standing policies on environmental stewardship and on General Convention resolution B007 of 1985, which request church-wide advocacy of Native American rights); and be it further</p> <p>Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to amend their written equal employment opportunity policies to explicitly prohibit discrimination based on sexual orientation and to substantially implement those policies (based on General Convention resolutions <i>calling for</i> equal protection under</p>	<p>Approved, unanimously</p>

the law for homosexuals); and be it further
Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to make all lawful efforts to implement and/or increase activity on a set of principles designed to increase rights for workers in the People's Republic of China (based on the church's support for various efforts to increase respect for human rights internationally, its support for shareholder resolutions on fair treatment of employees, prohibiting the use of forced labor, and implementing international human rights standards, and General Convention resolution A002 of 2000, asking the church to adopt and implement ethical principles for international development); and be it further
Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to develop policies on money laundering (although there is no specific church policy on money laundering, the church's general support for responsible activities by financial institutions, in addition to General Convention resolution A002 of 2000, makes support of this resolution possible); and be it further
Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to develop and implement a policy to provide pharmaceuticals for the prevention and treatment of HIV/AIDS, TB and Malaria in ways that the majority of infected persons in African nations can afford (based on General Convention resolution A051 of 2000 on the topic of HIV/AIDS medicines); and be it further
Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking *hospital* companies to adopt a policy of phasing out the use of mercury-containing devices (based on the church's general support for environmental stewardship and responsibility); and be it further
Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions asking companies to no longer bid on contracts to produce components of nuclear weapons or their delivery systems and to take steps to disengage from current or proposed contracts for the production or maintenance of such product (based on General Convention resolution D022 of 1997, supporting the goal of total nuclear disarmament); and be it further
Resolved, That the Council instruct the Treasurer to vote in *favor of* all resolutions asking companies to invest resources to build new electrical generation from solar and wind power sources (although the resolution addresses a worthy goal, there is no clear church policy on this issue and the request in the resolution to achieve 20 percent of generation capacity from "clean renewable sources" may not be attainable); and be it further
Resolved, That the Council instruct the Treasurer to vote in *favor of* all resolutions asking companies to report on the environmental and social impacts of development (there is no church policy on this matter); and be it further
Resolved, That the Council instruct the Treasurer to vote in *favor of* all resolutions asking companies to assess their role in nuclear power (there is no church policy on this matter), and be it further
Resolved, That the Council instruct the Treasurer to vote in favor of all resolutions substantially the same as those approved by Council for filing or affirmative proxy votes during the present triennium. These resolutions cover the following areas:

- *Environment*: endorsement of the CERES Principles, creation of a

	<p>global warming report, disclose costs of delay of cleaning up PCBs in the Hudson River, adoption of a non-toxic chemicals policy, phase out the use of chlorinated paper, report on the effects of drilling in the coastal plain of the Arctic National Wildlife Refuge</p> <ul style="list-style-type: none"> • <i>Equality</i>: adoption of policies on board diversity, issuance of an EEO-1 report, implement the MacBride Principles on equal employment opportunity in Northern Ireland • <i>Global corporate accountability</i>: creation of either contract supplier standards or global human rights standards for a company's operations (including the use of forced or child labor) • <i>Fair lending</i>: report on policies to prevent predatory lending • <i>Militarism</i>: report on military offsets, militarization of space and be it further <p>Resolved, That the Council instruct the Treasurer to vote in abstention on all resolutions for which such a vote was approved by Council previously in the present triennium. These resolutions address the following topic: reporting on, not marketing or distributing, or phasing out the use of genetically-modified foods.</p>	
<p>NAT-19 Churches uniting in Christ</p>	<p>Resolved, That the Executive Council meeting in San Antonio, TX, February 21-25, 2002, welcomes the inauguration of "Churches Uniting in Christ" and looks forward to the Episcopal Church's participation in CUIC's anti-racism efforts and the dialogue on ordained ministry; and be it further</p> <p>Resolved, That the Executive Council encourages the Bishops of this Church, in accordance with Article X of the Constitution of the Episcopal Church, to permit use of "the Sacrament of the Lord's Supper, 1984" and the Inaugural Liturgy of "Churches Uniting in Christ" in their dioceses with other CUIC partner churches, using the "Guidelines for Eucharistic Sharing" set forth at the 70th General Convention.</p> <p><i>Explanation</i></p> <ul style="list-style-type: none"> • On January 20, 2002, the Episcopal Church participated in the inauguration of "Church Uniting in Christ: successor organization to the "Consultation on Church Union". By General Convention resolution, we are committed to undertake a mission to combat racism together and to engage in a ministry dialogue with the goal of reconciling ordained ministries by 2007. • With respect to local churches having joint celebrations of the Eucharist together, "The Sacrament of the Lord's Supper, 1984" is already authorized by General Convention. Based on that rite, the new Inaugural liturgy may be requested for local inaugurations of the CUIC relationship. • Article X of the Constitution states "that nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of General Convention for the use of special forms of worship." • The Episcopal Church delegation of the XIX Plenary of COCU/CUIC has made this request in order to permit joint celebrations of the Holy Eucharist to continue in the newly inaugurated "Churches Uniting in Christ" as was possible for "The Consultation on Church Union." 	<p>Approved, with one abstention.</p>
<p>NAT-20 Conservation</p>	<p>Resolved, That the Executive Council meeting in San Antonio, TX, February 21-25, 2002, calls on the U.S. Congress and Administration to pass meaningful conservation-based energy legislation consistent with</p>	<p>Approved</p>

	<p>the long-standing belief that we are stewards of God’s creation, responsible for its care and preservation; and be it further Resolved, That the Church urges government and industry to consider raising vehicle fuel economy for all vehicles in the United States, increasing funding for mass transit, investing in renewable energy research and development, regulating carbon diocese, increasing energy efficiency for consumer products, and increasing funds for the Low Income Home Energy Assistance Program; and be it further Resolved, That the Episcopal Church strongly opposes drilling or mining in our nation’s dwindling wild lands and places important to the traditional cultures of indigenous peoples, including oil and gas exploration and drilling in the Alaska National Wildlife Refuge that threaten the life and culture of the Gwich’in people.</p> <p><i>Explanation</i> The Bush Administration and members of the 107th Congress have set as a priority for this nation the introduction and passage of energy legislation. The Episcopal Church cautions Congress not to adopt energy legislation based on short term realities at the expense of long-term solutions to energy independence. Conservation and reducing our dependence on oil and other fossil fuels can be accomplished in economically responsible and beneficial ways. Conservation and development of the cleanest technologies possible are the wisest, most just, and most prudent means to meet our energy needs and fulfill our moral obligations to ensure the health and well being of the American people and people around the world.</p> <p>Such proposals include:</p> <ol style="list-style-type: none"> 1. Raising vehicle fuel economy, (also known as CAFÉ standards) for all vehicles in the United States in the shortest feasible timeframe, and require SUVs and minivans to meet the same standards as passenger cars. 2. Developing strategies by the government that encourage the auto industry to further design and produce vehicles using hybrid-electric, fuel cell, and other promising clean technologies, and provide incentives for their purchase. 3. Increasing funding for inter-city rail and metropolitan mass transit to provide attractive and functional alternatives to single occupancy autos. 4. Increasing investment by the government and private sector in renewable energy research and development with a focus on wind, geothermal, solar and biomass technology. 5. Including carbon dioxide as a regulated pollutant from power plants. 6. Applying the strongest feasible energy efficiency standards to consumer products. <p>Increasing funds for the Low Income Home Energy Assistance Program and other programs to alleviate economic hardships on low-income people caused by high-energy prices.</p>	
<p>NAT-21 Reaffirm commitment to reduce poverty</p>	<p>Resolved, That the Executive Council meeting in San Antonio, Texas, February 21-25 2002, reaffirms past resolutions established by the General Convention and the Executive Council supporting the work of the Church to reduce domestic poverty and calls on the U.S. Congress and Administration to support federal programs that value not only reducing caseloads, but offering dignity and opportunities for the</p>	<p>Approved, unanimously</p>

working poor to move out of poverty; and be it further
Resolved, That the Church be focused on the support for and improvement of the federal government's network of programs to reduce the numbers of those living in poverty, support workers' efforts to achieve self-sufficiency and ensure continuing benefits for those who require a safety net to feed their families. Specifically the Church supports the reauthorization of Temporary Assistance to Needy Families, Food Stamps and Child Care Development Block Grant programs that should be reauthorized by Congress during 2002; and be it further

Resolved, That drawing on the vast experience of our Church in delivering social services through parish-based ministries and Episcopal service providers, Episcopalians should mobilize and engage policy makers in Washington to support programs to reduce poverty; and be it further

Resolved, That the Church find creative ways to engage the broader Church on poverty reduction nationwide.

Explanation

- In 1996, President Bill Clinton and the Congress agreed to a broad-sweeping reform of the nation's system to assist low-income families. "Welfare reform" ended entitlement of impoverished people to government assistance that had previously been guaranteed since the 1930's. Funding for this new welfare system is commonly referred to as TANF (pronounced *tan-if*) Temporary Assistance to Needy Families, and the welfare reform law is called the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PWRORA).
- Funding for a number of important poverty programs will expire at the end of this year and must be "reauthorized" by Congress by September 30, 2002. Through the reauthorization process, legislators will be pressured by many constituencies to improve, limit, or rewrite all or parts of this critical anti-poverty program.
- In the robust economy since 1996, the reformed safety net—combined with increased availability of jobs—has reduced the number of people on the welfare rolls throughout the nation by 58%. Much work remains, however, with regard to those who have left the rolls. Many have jobs that do not provide a family-sustaining wage. Many have lost the supportive services, such as healthcare, that are essential to maintaining their households and are left poorer than they were on welfare. As the Church knows all too well, a strong and reliable safety net is important all the time, particularly at times of disaster and in economic downturns.
- As people of faith and religious commitment, we have always been called to stand with and seek justice for those who are vulnerable or living in poverty. This is central to our religious traditions, sacred texts, and teachings. We share a conviction therefore, that TANF reauthorization should focus on poverty reduction, not caseload reduction. The government, non-profit and religious communities must work together in order to reduce poverty and increase self-sufficiency. Charity can supplement, but it cannot and should not replace the role of government. The opportunity to review the successes and failures of TANF over the past five years since the implementation of this program requires that the Church focus resources and expertise to this core mission area.

<p>NAT-22 Gambling</p>	<p>Requesting discharge from C044, the General Convention resolution which asks Executive Council to establish a Task Force on Gambling and Gaming. It is noted that Frank Oberly was part of the discussion, and agreed with this resolution.</p> <p>Resolved, That the Executive Council at its meeting February 22-25, 2002, in San Antonio, Texas, discharge itself from further obligation to consider and act upon General Convention 2000 Resolution C 044, calling for the development of a Church policy in opposition to organized gambling.</p> <p><i>Explanation</i> The Church has addressed this question in a comprehensive study in 1994. Further, the General Convention 2000 provided no funds for the work of a committee to research and support a program in opposition to organized gambling. For these reasons there is at this time no possibility of fulfilling the expectation of the General Convention resolution.</p>	<p>Approved</p>
<p>Discussion of National Concerns report</p>	<p>Council questioned the work on peace, and what has been done thus far, considering that not all are pacifists. Bishop Johnson reported that, in conjunction with International Concerns, work was being done in a careful and thorough way to support the establishment of a cabinet level Dept. of Peace.</p>	
<p>Statement of Council on AMiA</p>	<ul style="list-style-type: none"> • The subcommittee of council, Bob Johnson, Cathy Roskam, and Keith Ackerman, produced a statement, as requested during the private conversation. (AmiA Statement: Attachment 5 p.26) • Council agreed that this was important enough that they would like to have their names signed to it. • It was noted that the people on the committee were absolutely united. • Roll call was taken by Secretary: Diane Pollard, Frank Oberly, Ted Daniels, Sara Harte, and Keith Ackerman were not present at this discussion. 	<p>Statement as amended to be emailed to all Council members on Wednesday. Press release, and posting on website to follow, after contacting absent members to be sure they would want their names on the statement.</p>
<p>Report of International Concerns (Bob Sessum)</p>		
<p>INC-13, 14 Missioners, coming and going</p>	<p>Resolved, That the Executive Council express its appreciation for the following appointments made by the Presiding Bishop.</p> <ul style="list-style-type: none"> • Dr. William GM and Nancy Hardison - Diocese of San Diego - assigned as Physician at Maseno Mission Hospital and Instructor at St. Philip's Theological College respectively in the Diocese of Maseno North in Kenya. These appointments are for a 3-year period starting January 1, 2002. <i>Addr</i>: St. Philip's Theological College - P.O.Box 1 - Maseno, Kenya, East Africa • Christy Housel - Diocese of Delaware - assigned as Youth Minister at Emmanuel Episcopal Church in Geneva, Switzerland and Program Coordinator of Youth Ministry for the Convocation of American Churches in Europe. This appointment is for 1 year starting January 1, 2002. <i>Addr</i>: Emmanuel Church - 3 Rue de Monthoux - 1201 Geneva, Switzerland • Dr. Douglas Huber - Diocese of Massachusetts - will work in the field of AIDS/HIV as Interim Coordinator for CAPA (Council of Anglican 	<p>Approved</p>

	<p>Provinces in Africa) in Kenya. <i>Addr:</i> 1175 Chestnut Street, Unit 6 - Newton, MA 02464</p> <p>These appointments are for 3 years starting January 1, 2002.</p> <ul style="list-style-type: none"> • Jonathan Partridge - Diocese of San Joaquin - assigned as Cathedral Sacristan at St. George's Cathedral and Communication Assistant in the Diocese of Jerusalem. This is a 1-year appointment with the Young Adult Service Corps Program beginning January 1, 2002. <i>Addr:</i> 1371-A Holly Drive - Tracy, CA 95376 • Michael Stanley - Diocese of Pennsylvania - assigned as English Teacher at Escuela de San Cristobal in the Diocese of Panama. This is a 1-year appointment with the Young Adult Service Corps Program beginning January 1, 2002. <i>Addr:</i> 500 College Avenue - Swarthmore, PA 19081 <p>Subject: Returned Mission Partners</p> <p>Resolved, That the Executive Council express its appreciation for the following missionaries who have faithfully completed their terms of service.</p> <ul style="list-style-type: none"> • Mr. Leonidus Leathers - Diocese of Atlanta - served as English Teacher by special appointment in China with the Amity Foundation, through the National Council of Churches in the USA. This appointment officially ended in December, 2001. <i>Addr:</i> 105 Greenwood Drive - Athens, GA 30603 • Ms. Sue Rich - Diocese of Ohio - served as Youth Pastor and Assistant to the Vicar, in the Diocese of North Dakota. This appointment began in August, 1999 and officially ended in December, 2001. <i>Addr:</i> 3001 Duval Street, Apt. 206 - Austin, TX 78705 • Rev. David & Mrs. Cameron Rose - Diocese of Western North Carolina - served as Vicar of St. Paul's-by-the-Sea at Corazal, and Diocesan Assistant respectively, in the Diocese of Belize. These assignment began in October, 2000 and officially ended October, 2001. <i>Addr:</i> St. Paul's Church - 113 Main Street - Lancaster, NH 03584 • Rev. Edward & Mrs. Jean French - Diocese of Massachusetts - served as Priest-in-Charge, and Executive Assistant for Program Development in the Diocese of Cape Town. These appointments started in August, 1996 and officially ended December, 2001. <i>Addr:</i> 149 Mill Road - Pittsford, N.Y. 14534 • Rev. Annie Vanessa Hawkins - served as a Lecturer/Counselor at the College of the Transfiguration in the Diocese of Grahamstown, South Africa, through a joint appointment with the Episcopal Church (USA) and the Presbyterian Church (USA). This appointment started in February, 1999 and officially ended in December, 2001. <i>Addr:</i> 501 East Geer Street - Durham, NC 27701 	
<p>INC-15 Liberian covenant</p>	<p>Resolved, That the Executive Council meeting in San Antonio, Texas, February 22-26, 2002, receive with gratitude the report of the October 2001 meeting of the Liberia Covenant Committee and give thanks for the continuing partnership between the Episcopal Church of Liberia and the Episcopal Church of the USA; and be it further</p> <p>Resolved, That the Executive Council approve the Covenant between the two churches, as revised by the Covenant Committee during its October 2001 meeting; and be it further</p>	<p>Approved</p>

	<p>Resolved, That a copy of this resolution, the Committee report, and the revised Covenant be sent to the diocesan bishops of this church, the Anglican and Global Relations Office, Episcopal Relief and Development, and the Episcopal Partnership for Global Mission, as well as the Episcopal Church of Liberia, with the request that they give particular attention to the commitments outlined in the covenant; and be it further</p> <p>Resolved, That the Executive Council send its greetings and best wishes to the Bishop and all the people in the Episcopal Church of Liberia, with continued prayers for peace and stability in their beloved country.</p> <p><i>Explanation</i> Covenant committees report to the Executive Council. Among the many accomplishments of the committee in October 2001, the most important is the revision of the covenant between our two churches, reflecting the urgent priorities facing Liberia and suggesting practical ways of meeting the needs. (See report of Covenant Committee.) Committee members representing the Episcopal Church of the USA are Mr. Paul Frank, the Rt. Rev. Donald P. Hart, and Dr. Deborah Harmon Hines.</p>	
INC-16 Central America	<p>Resolved, That the Executive Council, meeting in San Antonio, Texas, February 22-25, 2002, receive with gratitude the report of the May 2001 meeting of the Central America covenant committee and give thanks for the continuing partnership in the Gospel of Jesus Christ between <i>Iglesia Anglicana de la Region Central de America</i> (IARCA) and The Episcopal Church; and be it further</p> <p>Resolved, That Executive Council request the director of Anglican and global relations to review the ways and means to address issues arising from the joint evaluation of the covenant, along with his colleagues in IARCA, and report to Executive Council from time to time; and be it further</p> <p>Resolved, That Executive Council send its best wishes for full recovery of health to the Primate of IARCA, the Most Reverend Cornelius J. Wilson, and its best wishes to the Provincial Council of IARCA.</p> <p><i>Explanation</i> Covenant committees report to the Executive Council. The May 2001 meeting in Nicaragua of the joint IARCA-ECUSA committee was the first since IARCA received its autocephalous status from the General Convention in 1997. More frequent meetings are planned, the next scheduled for early 2003. ECUSA members of the committee are: Mrs. Nancy Broadwell (East Carolina), Mr. Vincent C. Currie, Jr. (Central Gulf Coast), the Reverend Canon Ricardo T. Potter-Norman (Dominican Republic) and the Right Reverend William J. Skilton (South Carolina).</p>	Approved
INC-17 EPGM	<p>Resolved, That annually EPGM be requested to invite to the Executive Council a representative of one of the missionary sending agencies of the EPGM to make to the International Concerns Committee a presentation (15 minutes) on their mission and ministry. The representative would then give a summary (5 minutes) of the same to the plenary session of Executive Council. This function would be scheduled by the Executive Committee of the Executive Council.</p>	Approved
INC-18	<p>Resolved, That the General Convention office will annually circulate as an independent query the following instrument for diocesan responses to A001, and will report the information to Executive Council and</p>	Referred back to committee, to be revisited in June.

	Episcopal News Service.	
CIM for two more resolutions		
CIM-8 Monitoring the second part of A045	<p>Resolved, That the Executive Council at its meeting February 22 – 25, 2002, in San Antonio, Texas, requests that at its March, 2002, meeting the House of Bishops begin the process of “continuing to monitor progress in all dioceses toward full implementation of the... canons...” by supplying information that will enable the Executive Council to complete the balance of the work required by the action of General Convention resolution A045.</p> <p><i>Explanation</i> A045 contained three directives, two of which Executive Council has taken steps to implement. The third directive asks the House of Bishops to join the Executive Council in monitoring the progress of women in all dioceses, not only the dioceses named in A045 (Quincy, San Joaquin, Fort Worth). (Draft questionnaire: Attachment 6 p.27).</p>	Questionnaire from Bishops to be coordinated by Cathy Roskam.
CIM-9	Resolved , That Executive Council urge any publications addressing 20/20 reflect the diversity of the church and the diversity to which we aspire both in text and graphics	Approved, with 2 abstentions
Blue Book	A committee consisting of Bob Johnson, Brian Prior, and Becky Snow was constituted to begin work on the Executive Council report to General Convention 2003	Draft report due in June.
Courtesy Resolutions	To the Presiding Bishop and to Mark Duffy and the Archives staff were read.	
Closing Remarks	The Presiding Bishop thanked the council for their hard work	
Meeting was adjourned	Adjourned at 5:25 on Monday, February 25 th .	

ATTACHMENT 1

Roll Call

In Attendance

The Most Rev. Frank T. Griswold III, D.D., Presiding Bishop and Primate
The Very Rev. George L. W. Werner, President, House of Deputies and Vice Chair

The Rt. Rev. Keith L. Ackerman	Dr. Thomas R. Bates
Mr. Don Betts	The Rev. Cynthia L. Black
The Hon. James E. Bradberry	The Very Rev. David Chee
The Rev. Ann S. Coburn	Dr. Louie Crew
The Rt. Rev. Francisco Duque	The Rev. Edward E. Godden
The Rev. J. Anthony Guillen	Ms. Iris E. Harris
The Rev. Kenneth W. Kesselus	Ms. Sarah T. Harte
The Rt. Rev. Robert Johnson	The Rev. Canon Stephen T. Lane
Ms. Carole Jan Lee	Mrs. Barbara Mann
The Rev. Barnum McCarty	Mr. Richard E. Miller
Mr. Frank Oberly	Mrs. Constance Ott
Mr. Russell V. Palmore Jr.	Ms. Diane B. Pollard
Mr. Alfred D. Price	The Rev. Brian N. Prior
Dr. Warren C. Ramshaw	Mrs. Rita Redfield
The Rt. Rev. Catherine S. Roskam	Mrs. Nancy T. Salmon
The Rev. Robert L. Sessum (late)	Ms. D. Rebecca Snow
The Rev. Kwasi A. Thornell	The Rev. Canon Tim E. Vann
Mrs. Shelley Vescovo	Dr. Lillian Yeager (late)

Officers of Domestic and Foreign Missionary Society present were Mr. Ralph L. O'Hara, Treasurer, Mrs. Patricia C. Mordecai, Vice-President and the Rev. Rosemari G. Sullivan, Secretary.

Also in attendance were our partners Mr. Todd Russell and The Rev. Helena Rose-Houldcroft, from the Anglican Church of Canada and The Rev. Karen Parker of the Evangelical Lutheran Church in America.

Not in Attendance

Excused was the Rt. Rev. Theodore A. Daniels.

ATTACHMENT 2

A progress report from the Presiding Bishop

Since the beginning of this triennium I have been working with the Management Team on a strategic thinking process. A broad segment of the staff has also been invited into this process, and that work is ongoing. Our efforts to date have produced specific actions that reflect our thinking on how we will best deploy staff resources over the next five years.

The work of the staff must be in response to the General Convention and the mission energies of the broader church. We now see our work falling within five general areas: congregational growth and development; leadership development; faith formation and spiritual development; justice and peace; Anglican, ecumenical and interfaith partnerships. We are devoting day-long staff meetings to each of these areas, and are part way through the process of thinking about how we can best be organized to do this work. We see ourselves in more fluid task groupings around the five areas, and thus are working on strengthened collaboration among staff. As well, we have developed a new staff alignment where the Management Team meets twice monthly with programmatic heads. These gatherings have been enormously productive.

Our work has already informed several decisions that have great import on how we do our work. The Rev. Charles Fulton has been named Director of Congregational Development. Effective March 1, the Rev. Canon Benjamin Musoke-Lubega will take up his duties as Partnership Officer for Africa. Also on March 1, Douglas Fenton will join our staff as Staff Officer for Young Adult and Higher Education Ministries. These decisions strengthen our work in areas of great opportunity that demand our attention.

The decision late last year to put on temporary hold the search for a person to be responsible for ministries by and for women was also based on our ongoing look at how we are organized. It was impossible to place that work within any of our existing departments because it is threaded through all we do, finding a place in each of the five general areas of our work. We will establish a Women's Ministry Office with the Director part of our group of programmatic heads, working collaboratively across our system with accountability to Sonia Francis, the Assistant to the Presiding Bishop for Program. A new job description is being formulated, and a search process will be re-engaged very soon.

We have come to a new place with regard to ethnic ministries. In a church free of the sin of racism and the other "isms," there would be no need for a focus upon particular ethnic groups and identities because the church, in all its variations, would reflect the fullness of Christ and the face of Christ, and be transformed by the multiplicity of languages, races, and the cultural particularities incarnate in the members of Christ's risen body. But we have not yet become who we are called to be. Given that, it has become clear that our best energies in seeking to serve the ethnic communities need to be focused on congregational development and clergy recruitment. This is in line with the vision of 20/20, the mission energies around the church, and the demographics of our nation.

Accordingly, we are expanding and revisioning our ethnic ministries and creating a new grouping to be called Ethnic Congregational Development. The Director will also be part of our group of programmatic heads. A job description for that position is in the final stages of preparation. The communities we are focusing on are African American, Asian-American, Hispanic, and Native American. The job descriptions in each of these areas will be refocused on this emerging priority of growing and planting congregations. Clearly, this effort requires close collaboration with other staff, firstly Congregational Development.

I think it is fair to say that the strongest components of the work of the Ethnic desks, as they have been called over the years, have been networking and advocacy. This was necessary and proper and has borne fruit in healthy networks. And, advocacy – having to do with the inclusion and dignity of all persons – is foundational to engaging God's project of reconciliation. This work will continue and the staff in Ethnic Congregational Development will work in close collaboration with those staff whose assignment is advocacy and public policy work, that is the Peace and Justice cluster, including the Office of Government Relations. As well, we know that advocacy is strongly

articulated through the local congregations, as we can see from the ever-increasing effectiveness of Jubilee Ministries.

I am keenly aware that there is a personnel aspect to these decisions. I met on Wednesday with those persons whose assignments as they have known them are ending.

These are individuals who have dedicated themselves over the years to a faithful ministry and who have been flexible through this time of discernment and transition. Sonia Francis will continue in conversation with them on an individual basis. With regard to the timetable, our first task is to complete the job description and recruit the Director.

The Most Rev. Frank T. Griswold
February 22, 2002

ATTACHMENT 3

Memorandum of Intent (Draft – for discussion purposes only)

This Memorandum Of Intent, made by and between the Domestic & Foreign Missionary Society and The General Theological Seminary of the Episcopal Church as of this _day of February, 2002, sets forth in summary form the essential terms and conditions upon which the Domestic & Foreign Missionary Society and The General Theological Seminary propose to jointly redevelop certain portions of the Seminary Property currently owned by The General Theological Seminary and located on Ninth and Tenth Avenues between West 20th and West 21st Street, New York, New York (the “Seminary Property”). This Memorandum constitutes an expression of current interest and intent, but is not intended, nor should it be construed, to create any legal rights or obligations on the part of the Domestic & Foreign Missionary Society or The General Theological Seminary, which rights and obligations may only be created upon the execution and delivery by each of the Domestic & Foreign Missionary Society and The General Theological Seminary of legally binding definitive documents as discussed below (the “Definitive Agreements”).

MISSION STATEMENT

The mission of the Church is to restore all people to unity with God and each other in Christ. In pursuit of this mission, representatives from the Domestic and Foreign Missionary Society (DFMS) and The General Theological Seminary (GTS) have developed these plans for relocating the Episcopal Church Center to Chelsea Square and for the creation of a conference and education center on that same property. The initial impetus for this study came from the potential of greater stewardship of resources and the desire to release the value of the present facilities of both institutions to provide funds for mission. The idea of developing a conference and education center added an important opportunity for enhanced leadership and ministry.

Even a cursory examination of the data makes it apparent that the consolidation of operations of two older, underused physical facilities in New York City offers significant financial benefits to both the Church Center and the Seminary. Capturing the dormant value in these assets and freeing resources for ministry make good sense. Constructing a virtually new building provides the opportunity to develop space better suited for collaborative ministry as well as for appropriate sharing of common functions. Reduced maintenance and repairs, modernized electrical, heating, plumbing systems, and avoidance of asbestos remediation costs provide additional savings. The re-commitment of the Episcopal Church to a presence in New York City at this time will be a powerful statement to the people of this grieving city and nation.

The idea to include a conference and education center makes the proposal even more intriguing. The Episcopal Church has always honored education as being essential to Christian formation; this proposal will enhance the opportunities for education and leadership for the Church Center and the Seminary. The vision is for the conference and education center to become a dynamic place committed to the ongoing process of Christian formation for both laity and clergy; a place where the work that is done complements the ministry being done in other seminaries, dioceses and congregations; a place that fosters dynamic intra-action between the Church Center, the Seminary, and people and dioceses from throughout the Episcopal Church and the worldwide Anglican Communion.

We acknowledge the importance for both the Church Center and the Seminary to retain their respective identities and missions, but through the conference and education center a new collaboration and synergy will become possible. The conference and education center could become a physical space that enables and fosters dynamic interaction among the programs developed by the staff of the Church Center, the academic insights and resources generated through Seminary conferences and events, and the lay and ordained people from dioceses throughout the Episcopal Church and the worldwide Anglican Communion as well as from other denominations and faith traditions.

Out of this dialogue between the Church Center and General Seminary will emerge new ways of serving and new forms of leadership. An untapped strength of the Church will be found in its willingness to cooperate and collaborate. The response of the Church Center and the Seminary to this creative initiative will encourage others throughout the Church to explore new ways of enhancing their ministries through cooperative sharing of resources.

By bringing together the leadership of the church with educational resources in an international city, this proposal will enhance the role of the Episcopal Church throughout the Anglican Communion.

PROJECT SUMMARY

<p>Parties and Representatives</p>	<p>The parties to this Memorandum of Intent are the Domestic & Foreign Missionary Society, a New York not-for-profit _____ having an office at 815 Second Avenue, New York, NY, or a subsidiary thereof (referred to hereinafter as “DFMS”) and The General Theological Seminary of the Episcopal Church, a New York not-for-profit _____ having an office at 175 Ninth Avenue, New York, NY, 10011, or a subsidiary thereof (referred to hereinafter as “GTS”).</p> <p>DFMS and GTS have formed a Joint Committee to provide guidance in the preparation of a Memorandum of Intent. DFMS’s representatives on the Joint Committee are Dall Forsythe, Andrew McMaster and Russell Palmore; and GTS’s Committee representatives are Marge Christie, Richard Pivrotto and Frederick B. Williams. DFMS’s staff representatives are Patricia Mordecai, Ralph O’Hara and Denise Daniel-Mack, and GTS’s project representatives are Ward Ewing, Delbert Glover, Kenneth Ashworth and Bruce Mullin. DFMS and GTS may change their respective Committee members and/or project representatives at any time by written notice to the other party. All material terms of the Project shall be subject to approval of the Executive Council of the Episcopal Church (the “Executive Council”) and the Board of Trustees of GTS (the “GTS Board of Trustees”).</p>
<p>Comprehensive Project Development Strategy</p>	<p>As outlined below, the Project comprises two elements, a new home office for DFMS and new facilities for GTS to be developed on the Ninth Avenue Parcel (the “Ninth Avenue Project”) and a new Conference Center to be developed on the Tenth Avenue Parcel (the “Tenth Avenue Project”). The parties agree that each of the Ninth Avenue Project and Tenth Avenue Project are essential components of the overall Project, and one will not be pursued without the other.</p> <p>Prior to the date of this Memorandum, the parties have consulted with architects, land use counsel and other real estate consultants and have made considerable progress in the conceptual, preliminary design and economic planning stages of the Project development strategy, all as generally outlined below.</p> <p>Subject to Executive Council and GTS Board of Trustees approval, and reflecting the input received from each, the parties intend to proceed with the Project in phases, proceeding to the next phase only when the prior phase has been completed, the detailed scope of work and the budget for the next phase has been established and approved, and both parties have confirmed their desire to proceed further.</p> <p>Attached hereto as Schedule A is the Five Phase Development Schedule which the parties intend to pursue. As reflected in the Five Phase Schedule, it is currently anticipated that the Definitive Agreements legally committing both DFMS and GTS to their responsibilities in the joint development of the Project, will be executed during Phase II, subject, of course, to the final Executive Council and GTS Board of Trustee approval. The agreement of the parties as incorporated in the Definitive Agreements may be subject to the satisfaction of certain conditions, e.g. final budget numbers falling within certain agreed upon estimates. Until the execution of such Definitive Agreements, either party will have the unconditional right to withdraw from the Project.</p>
<p>The Seminary Property and Development Parcels</p>	<p>The Seminary Property occupies the entire block bounded by Ninth Avenue, West 20th Street, Tenth Avenue and West 21st Street in Manhattan. In furtherance of the Project, the Seminary Property will be subdivided into the following three parcels;</p> <p>A parcel located on Ninth Avenue, running from West 20th Street to West 21st Street, and currently occupied by Sherrill Hall and the Deanery Building, and certain additional area located to the west and north of the Deanery Building, all as more particularly shown as the Recommended Alternative in the Feasibility Study prepared by Beyer Blinder Belle dated August 31, 2001 (the “Ninth Avenue Parcel”);</p> <p>A parcel located on Tenth Avenue running from West 20th Street to West 21st Street and currently occupied by Eigenbrodt Hall, Hoffman Hall, and the residential buildings known as the Chelsea 8 & 9 (the “Tenth Avenue Parcel”); and</p> <p>The entire remainder of the Seminary property running from West 20th Street to West 21st Street and adjacent to and connecting the Ninth Avenue Parcel and Tenth Avenue Parcel (the “Close”).</p>

NINTH AVENUE PROJECT

Development Strategy

The existing Deanery Building on West 20th Street will be demolished and the Sherrill Hall Building located on the Ninth Avenue Parcel will be renovated and expanded to create a new, seven story community facility structure (the “New Building”). To the extent practicable and economically feasible, the structural system of the Sherrill Hall Building, including the existing steel support columns, floor slabs and fire stairs, will be maintained and incorporated into the New Building.

The New Building will serve as the new headquarters building for both DFMS and GTS. Each of the parties is currently analyzing its space needs within the New Building, and the floor area within the New Building will be allocated between DFMS and GTS according to their final projected space requirements. If the parties’ space needs are such that there is excess floor area within the New Building, the parties will hereafter agree which party will own and pay for such excess space.

Zoning Approval/Land marks Preservation Commission Approval

As a result of the size of the area within the New Building that will be used as central office space and the anticipated number of employees that will staff such offices by DFMS, the New Building is likely to be a “commercial use” under the New York City Zoning Resolution, and as such, office space will be limited to the ground floor unless a special permit is obtained from the City Planning Commission, which special permit will require compliance with New York City’s Uniform Land Use Review Procedure. Also, because the Ninth Avenue Parcel is located in an Historic District, the demolition of Sherrill Hall and the Deanery and the construction of the New Building will require a Certificate of Appropriateness from the New York City Landmarks Preservation Commission.

Both parties will cooperate in a joint effort to obtain all such required permits and approvals as soon as practicable, and the parties expect the approval processes to be completed by December, 2003.

Form of Ownership

It is currently contemplated that the Ninth Avenue Parcel will be subjected to a condominium regime of ownership, which will result in the creation of two Condominium Units as well as Condominium Common Elements. The space designated to serve as GTS’s offices will constitute one condominium unit (the “GTS Unit”), the space designated to serve as DFMS’s home office will constitute a second condominium unit (the “DFMS Unit”), and the ground located under the New Building, as well as the Atrium, mechanical rooms, the roof and the exterior walls of the New Building, will constitute the Condominium Common Elements. If there is excess space within the New Building as discussed above, the parties will agree upon the manner in which such space shall be owned, which may result in the creation of a third condominium unit or inclusion of such excess space in the GTS Unit and/or DFMS Unit.

Development Costs

The parties will agree upon a preliminary budget for the construction of the New Building (the “New Building Budget”) and will subsequently determine how costs will be shared. The New Building Budget will include all hard and soft costs necessary to complete the core and shell limited build-out of the New Building (the “New Building Development Costs”), but will not include any value attributable to the land or improvements on the Ninth Avenue Parcel, any Finish-Out Costs (as discussed below), or any costs related to move-in, relocation, or the use of swing space during the construction period.

Based on appraisals as well as negotiations between the parties, DFMS and GTS will agree upon a value of the land (including the value of development rights from the Close to be included in the New Building) and existing, reusable building foundation and structure located on the Ninth Avenue Parcel (the “Ninth Avenue Contributed Value”). All New Building Development Costs shall be paid by DFMS and GTS in proportion to the relative sizes of the DFMS Unit and GTS Unit (the “DFMS Share” and “GTS Share,” respectively), provided that GTS shall first be given a credit for its Ninth Avenue Contributed Value, as follows:

GTS will subject the Ninth Avenue Parcel to the condominium ownership regime, and will at a time to be determined convey to DFMS the DFMS Unit together with a proportionate interest in the Condominium Common Elements, and GTS will be credited with an amount equal to the Ninth Avenue Contributed Value. DFMS shall pay all New Building Development Costs incurred up to an amount which bears the same proportion to the Ninth Avenue Contributed Value as the DFMS Share bears to the GTS Share (the “DFMS Make-Up Amount”). If and to the extent the New Building Development Costs exceed the DFMS Make-Up Amount, DFMS shall pay its DFMS Share and GTS shall pay its GTS Share of all such excess amounts as and when incurred.

	<p>DFMS shall be solely responsible for all costs and expenses incurred in connection with the finish-out and furnishing of the DFMS Unit, and GTS shall be solely responsible for all costs incurred in connection with the finish-out and furnishing of the GTS Unit (the “Finish-Out Costs”). Each party shall be responsible for a to be agreed upon proportionate share of the cost of the Common Elements.</p>
Development Financing	<p>The parties are currently investigating the availability of tax exempt bond financing for the Project. If such tax exempt bond financing can be arranged, each of DFMS and GTS will be required to service the debt on such bonds in a principal amount proportionate to their respective shares of the New Building Development Costs as determined above. In order to obtain and maximize the savings resulting from such tax exempt bond financing, it will be necessary for DFMS or a related entity to guarantee the bonds, and GTS will provide reasonable security to DFMS to ensure the payment of its share of the debt service on the bonds.</p> <p>If tax exempt bond financing cannot be obtained, DFMS and GTS shall each arrange for the payment of their respective shares of the New Building Development Costs, and neither party shall be obligated to proceed with the Project until it receives reasonable assurances of the availability of adequate capital to the other party to fund its share of such costs.</p>
Ninth Avenue Condominium	<p>The Declaration of Condominium and related condominium documents for the Ninth Avenue Parcel (collectively, the “Condo Documents”) will provide for the creation of a Condominium Association governed by a board of directors. DFMS and GTS will each have the right to appoint a number of directors to the Board approximately proportionate to the relative amounts of the DFMS Share and the GTS Share. All decisions relating to the normal day-to-day operation and maintenance of the Condominium Common Elements will be made by majority vote of the Board, and certain agreed upon material decisions, including capital expenditures on the Condominium Common Elements (in excess of an agreed upon maximum amount), termination of the condominium regime of ownership, the incurrence of indebtedness for borrowed money by the Condominium Association, etc., will require the vote of a majority of the GTS representatives and a majority of the DFMS representatives on the Condominium Board of Directors.</p> <p>Under the Condo Documents, each of DFMS and GTS will grant the other a right of first offer relating to any proposed sale or lease of their respective Condominium Units. Such right of first offer will provide that prior to offering a Unit for sale or lease, the selling/leasing party shall first offer such Unit to the other party in writing, specifying in reasonable detail the terms and conditions upon which such selling/leasing party is willing to sell or lease its Unit. The recipient party shall then have an agreed upon fixed period of time to accept or reject such offer; provided, however, that in the case of a proposed sale of a Unit, and notwithstanding the terms of payment intended to be offered to any proposed purchaser, the purchasing party may elect, at its option, to pay the purchase price for the Unit being sold in installments, in which case the unpaid portion of the purchase price will bear interest at a rate, and the purchase price shall be paid in equal monthly installments in amount sufficient to fully amortize the purchase price (and interest thereon) over a term of years, in each case as reasonably agreed upon by the parties. If the non-selling/leasing party does not accept such offer, the selling/leasing party shall have the right to sell or lease the Unit to a third party, subject, in the case of a lease, to the restrictions on leasing described in the following paragraph. The selling/leasing party shall once again offer the Unit to the other party as provided above if (x) the sale or lease is not closed within six (6) months after the expiration of the non-selling/leasing party’s offer period, or (y) the selling/leasing party elects to accept sale or lease terms that are more favorable to the purchaser/lessee than those offered to the non-selling/leasing party.</p> <p>The Condominium Documents will limit the purposes for which each of the Units may be used, and shall prohibit the leasing or use of the Units by third parties without the prior written consent of the other party, which consent shall not to be unreasonably withheld.</p> <p>Each of DFMS and GTS will pay all operating and maintenance costs attributable to their respective Units, and in the case of utilities, to the extent practicable, such Units shall be separately metered. DFMS shall pay its DFMS Share and GTS shall pay its GTS Share of all operating and maintenance costs attributable to the Condominium Common Elements; provided, however, that costs relating to any Condominium Common Elements that the parties agree benefits one party more than its Share (“Special</p>

	<p>Condominium Common Elements”) shall be shared based on the relative benefits to each party resulting from such Special Condominium Common Elements, as reasonably agreed upon by the parties.</p>
<p>Federal and State Income Taxes and Real Property Taxes Implications of the Ninth Avenue Parcel Project</p>	<p>Provided the DFMS Unit and GTS Unit are used by DFMS and GTS exclusively to further their respective exempt purposes, as is contemplated, the ownership of the Units should not result in the imposition of federal, state or local income taxes, or real property taxes, to either party. Furthermore, any gain arising from a future sale of either Unit should not be subject to federal, state and local income taxes.</p> <p>However, if space within the Units is leased to third parties, rent may be taxable as unrelated business taxable income to the extent the New Building Development Costs are financed through third party loans or bond proceeds. Also, if, as a result of such letting, the Department of Finance determines that the New Building is not “substantially” used by DFMS or GTS for their exempt purposes, a portion of the real estate tax exemption proportionate to the area leased to third parties may be lost.</p>
<p>TENTH AVENUE PROJECT</p>	
<p>Development Strategy</p>	<p>The Eigenbrodt Hall, Hoffman Hall and Chelsea 8 & 9 buildings currently located on the Tenth Avenue Parcel will be substantially renovated and their use converted to a conference and education center including approximately 62 bedrooms (the “Conference Center”).</p>
<p>Zoning Approval/Land mark Preservation Commission Approvals</p>	<p>It is expected that the Conference Center will be considered a “community facility” under the New York City Zoning Resolution, and therefore will be permitted to be built as-of-right. If, however, the Conference Center is considered a commercial use, a special permit will be required from the City Planning Commission. In any event, based on the current plans for the Conference Center, which provide for alterations to be made to the exterior of the existing buildings, a Certificate of Appropriateness will be required from the Landmarks Preservation Commission.</p> <p>Both parties will cooperate in a joint effort to obtain all required permits and approvals as soon as practicable. The parties shall pursue such permits and approvals concurrently with their pursuit of the required permits and approval for the Ninth Avenue Project, and the parties expect the approval processes for the Tenth Avenue Project will also be completed by December, 2003.</p>
<p>Form of Ownership</p>	<p>As discussed below, the parties are currently evaluating different approaches to the treatment of DFMS’s share of the Conference Center Development Costs, including treating such funds as debt, preferred equity, equity or a combination thereof. Assuming all or a portion of DFMS’s share of the Conference Center Development Costs will be contributed as equity, a new, not-for-profit limited liability company will be formed with GTS and DFMS as its members (“Conference Center LLC”), and, after subdivision of the Tenth Avenue Parcel from the Close fee title to the Tenth Avenue Parcel, including all improvements thereon, will be conveyed to Conference Center LLC. If DFMS’s entire share of the Conference Center Development Cost is to be provided as debt, GTS will retain ownership of fee title to the Tenth Avenue Parcel.</p>
<p>Development Costs</p>	<p>The parties will agree upon a preliminary budget for the renovation and alteration of the buildings on the Tenth Avenue Parcel and the conversion thereof to a Conference Center (the “Conference Center Budget”). The Conference Center Budget will include all hard and soft costs necessary to complete the Conference Center, including all furnishings and finish-out (the “Conference Center Development Costs”), but will not include any value attributable to the land or existing improvements on the Tenth Avenue Parcel.</p> <p>Based upon appraisals as well as negotiations between the parties, DFMS and GTS will agree upon the value of the land and existing, reusable building facilities located on the Tenth Avenue Parcel (the “Conference Center Contributed Value”), which will be a credit toward GTS in a manner to be agreed upon, as well as the funding percentage of all Conference Center Development Costs by each entity. Neither party shall be obligated to proceed with the Conference Center Project until it has received reasonable assurance of the availability of adequate capital to the other party to meet its funding requirements.</p> <p>The parties are still analyzing and discussing the manner in which DFMS would invest or contribute its share of the Conference Center Development Costs. If DFMS funds its share of the Conference Center Development Costs through a loan, the parties will agree upon appropriate security for same.</p>

<p>Conference Center LLC</p>	<p>If Conference Center LLC is to be formed, it will be governed by a Management Committee, with an equal number of managers being appointed by DFMS and GTS. All decisions relating to the normal day-to-day operation and maintenance of the Conference Center will be made by a majority vote of the Management Committee, and certain agreed upon material decisions, including capital expenditures (in excess of some agreed upon maximum amount), any change of use of the Conference Center, the selection and retention of the Conference Center Manager, any sale or lease of the Conference Center, and any incurrence of indebtedness for borrowed money by Conference Center LLC, etc., will require a two-thirds vote of the Management Committee.</p> <p>The Conference Center LLC limited liability agreement will provide a right of first offer to each Member (DFMS and GTS) in the event of any proposed sale of the other member’s membership interest in Conference Center LLC, similar to the right of first offer provided to DFMS and GTS with respect to the DFMS Unit and GTS Unit. If GTS is to retain sole ownership of the Conference Center, GTS will grant DFMS a similar right of first offer to purchase or lease the Conference Center from GTS, should GTS elect to sell or lease the Center.</p>
<p>Conference Center Management</p>	<p>Conference Center LLC (or GTS if it retains sole ownership of the Conference Center) will engage a third party conference center or hotel manager to manage the Conference Center (the “Conference Center Manager”). Selection of the Conference Center Manager will be subject to the approval of both DFMS and GTS.</p>
<p>Use of Conference Center by DFMS and GTS; Third Parties</p>	<p>The Conference Center will be operated at a three star, business class standard. Each of DFMS and GTS will have the right, not later than an agreed upon prior notice period, to reserve blocks of room nights at the Conference Center for their own or their affiliates’ use. The rate charged to DFMS and GTS for such use will be sufficient to cover all actual costs and expenses allocable to such use. Any room nights not so utilized will be marketed to third parties. The rates charged to such third party users will be set by DFMS, GTS and the Conference Center Manager, and, where feasible, will be in excess of the amounts payable by GTS and DFMS, but below market. Revenues from the Conference Center will be used to pay all costs incurred in operating and maintaining the Conference Center, to fund agreed upon capital expenditure and furniture/fixtures/equipment reserves, and to pay interest/priority returns on DFMS loans or, if applicable, preferred equity contributions to the Conference Center LLC, and thereafter returns on GTS and, if applicable, DFMS equity contributions, while minimizing any unrelated business taxable income or other adverse tax consequences resulting therefrom (see Federal and State Income Taxes and Real Property Taxes Implications of Conference Center Development, below). The parties are continuing to analyze and negotiate the manner in which GTS’s greater use of room rights will be adjusted for, as well as DFMS exit rights in the event agreed upon minimum returns are not achieved at the Conference Center.</p>
<p>Federal and State Income Taxes and Real Property Taxes Implications of Conference Center Development</p>	<p><u>501(c)(3) Exemption.</u> If Conference Center LLC is to be formed, it is contemplated that it will be treated as a partnership for U.S. federal income tax purposes, and therefore DFMS and GTS will be treated as if they are engaging directly in the activities conducted by Conference Center LLC. Insofar as the for-profit activities engaged in by DFMS and GTS through Conference Center LLC will only constitute an insubstantial part of the overall activities of DFMS and GTS, such activities should not jeopardize their status as 501(c)(3) organizations.</p> <p><u>Federal, State and Local Income Taxes.</u> Based on the proposed use of the Tenth Avenue Parcel, income from room or conference center rental that is received from nonexempt persons, or exempt organizations whose activities are not related to the exempt purposes of DFMS or GTS, likely will be subject to federal, state and local income taxes as “unrelated business taxable income” in the hands of DFMS and GTS.</p> <p>If mortgage financing is obtained to pay the cost of constructing the Conference Center, additional unrelated business taxable income may result from a future sale of the Conference Center.</p> <p>The parties are continuing to research the possible creation and sale of historical tax credits as a means of offsetting some of the Conference Center Development Costs. In order to do so, one or more buildings within the Seminary Property may have to be listed in the National Register of Historic Places, and third parties may have to be admitted as special members to Conference Center LLC.</p> <p><u>Real Property Taxes.</u> To the extent the Conference Center is used for nonexempt purposes, e.g., use by</p>

	<p>third parties for purposes not merely incidental or auxiliary to the exempt purposes of DFMS and GTS, it is likely that the Tenth Avenue Parcel will partially lose its exemption from real property taxes. There is no statutory or case law which provides guidance or precedent as to how a property such as the proposed Conference Center, which combines an uncertain mixture of exempt and non-exempt uses during each year, would be apportioned for real property tax purposes.</p> <p>The parties will consider seeking a ruling from the New York City Department of Finance with respect to real property tax issues raised by the Conference Center development scheme.</p>
Development Sequence	<p>During Phase II of the Five Phase Development Schedule, the parties will agree upon a construction schedule for the Ninth Avenue Project and Tenth Avenue Project, giving due consideration to minimizing the disruption of Seminary life that will result from the temporary relocation of its offices, the library facilities and faculty housing, as well as both parties' desire to limit costs and optimize returns and savings resulting from the two components of the Project.</p>
Pre-Development Costs	<p>The parties intend to share in a formula yet to be determined all pre-development costs incurred in each of the first three phases of the Five Phase Development Schedule, subject to their approval of the budgets established for each such Phase.</p>
815 Second Avenue	<p>DFMS alone shall determine its strategy for the sale, lease, renovation and lease, or other investment/exit strategy for its property located at 815 Second Avenue; and GTS will not be granted any rights or interest therein.</p>
The Close	<p>GTS alone shall determine its strategy for the continued operation of the General Theological Seminary on the Close, and, to the extent applicable, in the GTS Unit and in the Conference Center dining facilities and DFMS will not be granted any ownership rights or interest therein; provided, however, that (i) GTS will grant DFMS non-exclusive easements for access through the Close to and from the Conference Center and DFMS Unit, and for other appropriate uses of the open spaces within the Close consistent with their current use and (ii) GTS will grant DMFS a right of first offer to purchase all or any portion of the Close which GTS may elect to sell, such right of first offer to be similar to the right of first offer applicable to the DFMS Unit and GTS Unit.</p> <p>In consideration for the easement rights discussed above, DFMS will contribute to the cost of maintaining the open spaces within the Close in an amount to be agreed upon by GTS and DMFS.</p>

DEFINITIVE AGREEMENTS

This Memorandum of Intent is an expression of current intent only, and neither DFMS nor GTS shall be bound to the other with respect to any matter relating to the Project unless and until a Joint Development Agreement, with agreed upon forms (or descriptions) of the Ninth Avenue Condo Documents and Conference Center LLC Agreement and/or DMFS Conference Center loan documents attached, and any related agreements the parties may deem appropriate (collectively, the "Definitive Agreements"), are executed and delivered by DFMS and GTS. Until definitive agreements are executed, the parties agree to share pre-development costs on a fifty-fifty basis.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Intent to be executed by their duly authorized project representatives as of this ____ day of February, 2002.

DOMESTIC & FOREIGN MISSIONARY SOCIETY

By: _____

Name:

Title:

THE GENERAL THEOLOGICAL SEMINARY OF THE EPISCOPAL CHURCH

By: _____

Name:

Title:

Schedule A
FIVE PHASE DEVELOPMENT SCHEDULE

NINTH AVENUE PROJECT	TENTH AVENUE PROJECT
<p><u>Phase I:</u></p> <ol style="list-style-type: none"> 1. Confirm land use criteria and deed restrictions 2. Confirm DFMS and GTS space requirements with space layouts 3. Confirm common area space requirements 4. Establish preliminary space utilization allocations 5. Confirm existing project budget 6. Value Ninth Avenue property 7. Negotiate GTS Ninth Avenue Contributed Value 8. Review ownership structure options 9. Evaluate preliminary financing structure options 10. Provide financial wherewithal comfort letter 	<p><u>Phase I:</u></p> <ol style="list-style-type: none"> 1. Confirm land use criteria and deed restrictions. 2. Confirm existing project budget 3. Confirm hospitality study assumptions 4. Value Tenth Avenue Property 5. Negotiate GTS Conference Center Contributed Value 6. Confirm project income tax status 7. Review ownership structure options 8. Evaluate preliminary financing structure options 9. Provide financial wherewithal comfort letter
<p><u>Phase II:</u></p> <ol style="list-style-type: none"> 1. Prepare necessary development plans for governmental approval process 2. Secure governmental approval for development project 3. Establish final space utilization allocations 4. Establish overall Project development schedule 5. Select ownership structure 6. Source, select and secure financing structure 7. Execution of Definitive Agreements 	<p><u>Phase II:</u></p> <ol style="list-style-type: none"> 1. Prepare necessary development plans for governmental approval process 2. Secure governmental approval for development project 3. Establish overall Project development schedule 4. Select ownership structure 5. Source, select and secure financing structure 6. Execution of Definitive Agreements
<p><u>Phase III:</u></p> <ol style="list-style-type: none"> 1. Complete design development 2. Prepare construction documents 3. Construction bidding 4. Create final development budget 5. Document ownership / joint venture structure 6. Document financing structure 	<p><u>Phase III:</u></p> <ol style="list-style-type: none"> 1. Complete design development 2. Prepare construction documents 3. Construction bidding 4. Create final development budget 5. Document ownership / joint venture structure 6. Document financing structure
<p><u>Phase IV:</u></p> <ol style="list-style-type: none"> 1. Construction Phase 	<p><u>Phase IV:</u></p> <ol style="list-style-type: none"> 1. Construction Phase
<p><u>Phase V:</u></p> <ol style="list-style-type: none"> 1. Occupancy Phase 	<p><u>Phase V:</u></p> <ol style="list-style-type: none"> 1. Occupancy Phase

ATTACHMENT 4

San Antonio Executive Council Self Review Reports From Each Committee Following the Multi-Voting Activity (Draft March 1)

ADMINISTRATION & FINANCE

Commitments for Ourselves:

1. Continue small group/task force
2. Continue high level of trust
3. Communications between meetings

Norms & Practices:

1. Another private conversation - end? (PB outline what he sees as issues to be addressed and invite EC members to also list issues) - first private conversation
2. Committee chairs identify agenda items at beginning for meeting

Council/Staff:

1. Clarification of roles
2. Community building - worship, eat, bring staff back to plenary tables, play

CONGREGATIONS IN MINISTRY

Commitments:

1. Trust
2. Wholeness and balance in discussion
3. Staff and Chair diligent in prep

Norms/Practices - Plenary

1. Careful and respectful listening and speaking in Council and outside
2. Clarify roles and expectations of Council members and Officers
3. Name tags (with role) for ALL

Norms/Practices - Staff

1. Written summaries and qualitative appraisals during and between meetings
2. Written evaluations of meetings with verbatim reports
3. Definitive process with timelines for agenda items

INTERNATIONAL CONCERNS

Commitments:

1. Each member monitor a section of world to be proactive between meetings for planning committee agenda
2. Don't use attachments - but recommend email/Internet for all communications - This is crucially important for BP. Duque.
3. Inter-committee collaboration

Important Norms/Practices for Plenary:

1. Chancellor/Canonical expert available

2. Clear definition of roles and responsibility for Officers of Council
3. Holy candor

Most Important Norms/Practices for Council/Staff Relations:

1. Brief periodic interim reports from staff
2. Clarity of mechanism of bringing complaints to Council from staff, Council and others
3. Continued staff presence at meetings

NATIONAL CONCERNS

Commitments:

1. Check-in dinner/catch-up
2. Clear agenda with flexibility
3. Use list serve to increase between meeting collaboration

Norms/Practices Plenary:

1. More sharing from PB & PHOD
2. Continued community building
3. Holy candor - leaving room for more voices

Norms/Practices Council/Staff:

1. Staff proposal, reports delivered before meeting
2. Place for staff input is through committee

Report from the Executive Committee of Council

Role of Executive Committee:

- ❖ Assist presiding officers
- ❖ Agenda design
- ❖ Consultation and communication
- ❖ Emergency decision-making

- Email evaluation form for this meeting and forward
- Communicate as matters/issues evolve
- Communication norms
- Role and function document

ATTACHMENT 5

A Statement of Executive Council regarding the AMiA From the meeting in San Antonio, Texas, February 22-25, 2002.

"...that they all may be one..." John 17:21

We greet you this Lenten Season in the name of our Lord Jesus Christ. As elected members of the Executive Council of the Episcopal Church we are called to speak to the church from time to time concerning matters that affect our common life.

In particular, we have followed with sadness the formation and implementation of an ecclesial body called "The Anglican Mission in America." We are saddened and grieved by the AMiA ordinations to the episcopate in Denver in June, 2001, and we affirm with the Archbishop of Canterbury that these ordinations, like the ones in Singapore, were at best irregular.

In spite of the differences of opinion on issues confronting our church today, we are of one mind and heart in our concern for the unity of our church. We affirm our belief in a triune God who has lovingly created humanity in the divine image. Although we fall into sin and fail to live into the fullness of this gift and calling, in the life, death and resurrection of our Lord Jesus Christ, the incarnate Son of God, we are restored to unity with God and with each other and called to reconciliation.

We believe Scripture, as the revealed Word of God, to contain all things necessary to salvation, and that the Apostles and Nicene Creeds are sufficient statements of the essentials of the Christian faith. The truth of the Creeds is further expressed in the teaching, ascetical discipline, and ordering of the church in its pastoral ministry. The Creeds and the great Ecumenical Councils of the church help us to interpret and live into the saving story of Scripture and shape the inherited faith of the church universal in which we stand as Anglicans.

Therefore, as the Executive Council, we recognize our responsibility in addressing the inherent danger which comes from schism, whether it be as a body which departs from the Episcopal Church or from another Province of the Anglican Communion.

We find the coexistence of parallel bodies within one province, both claiming to be in communion with the See of Canterbury, to be untenable. We believe that the consecration of Bishops in ECUSA without the canonical process of nomination, election and consent confuses our people and undermines our unity.

Further, we consider bishops of our church who participate in any irregular ordinations to the episcopate to be in direct violation of their ordination vows to conform to the doctrine, discipline and worship of the Episcopal Church and to guard our church's faith, unity and discipline as well as its constitutions and canons.

While we as an Executive Council are at various points of understanding regarding a number of matters, we are united in our resolve to strive for unity in diversity without the necessity of division. We recognize that we are to uphold the Constitution and Canons of the Episcopal Church and we are bound to say that we believe that they provide adequate means for accountability.

We encourage dialogue at the deepest level regarding our differences, and we call upon the entire church to join us in praying for God's wisdom and guidance for all concerned and for the unity of Christ's church, that "we all may be one."

The Members of Executive Council are: The Rt. Rev. Keith L. **Ackerman**, Dr. Thomas R. **Bates**, Mr. Don **Betts**, The Rev. Cynthia L. **Black**, The Hon. James E. **Bradberry**, The Very Rev. David **Chee**, The Rev. Ann S. **Coburn**, Dr. Louie **Crew**, The Rt. Rev. Theodore A. **Daniels**, The Rt. Rev. Francisco **Duque**, The Rev. Edward E. **Godden**, Mrs. Mayra **Gonzales de Arguelles**, The Rev. J. Anthony **Guillen**, Ms. Iris E. **Harris**, Ms. Sarah Taylor **Harte**, The Rt. Rev. Robert H. **Johnson**, The Rev. Kenneth W. **Kesselus**, The Rev. Canon Stephen T. **Lane**, Ms. Carole Jan **Lee**, Ms. Barbara G. **Mann**, The Rev. Barnum **McCarty**, Mr. Richard E. **Miller**, Mr. Frank L. **Oberly**, Mrs. Constance **Ott**, Mr. Russell V. **Palmore Jr.**, Ms. Diane B. **Pollard**, Mr. Alfred D. **Price**, The Rev. Brian N. **Prior**, Dr. Warren C. **Ramshaw**, Ms. Rita Tams **Redfield**, The Rt. Rev. Catherine S. **Roskam**, Mrs. Nancy T. **Salmon**, The Rev. Robert L. **Sessum**, Ms. D. Rebecca **Snow**, The Rev. Kwasi A. **Thornell**, The Rev. Canon Tim E. **Vann**, Ms. Shelly **Vescovo**, Dr. Lillian E. **Yeager**

ATTACHMENT 6

**Questionnaire for Diocesan Bishops
House of Bishops Meeting
March 2002**

Name of Diocese _____

Diocesan Bishop _____

1. What practices have you put in place that encourage the deployment of clergy who are women?

2. Based on your perception as a diocesan bishop, what percentage of congregations in your diocese have rectors or full-time priests-in-charge who are women?

<input type="checkbox"/> 1% or less	<input type="checkbox"/> 10-15%	<input type="checkbox"/> 25-33%
<input type="checkbox"/> 2-5%	<input type="checkbox"/> 15-20%	<input type="checkbox"/> 34-49%
<input type="checkbox"/> 5-10%	<input type="checkbox"/> 20-25%	<input type="checkbox"/> 50% or more

3. Describe the diversity of membership of your diocesan Commission on Ministry. How proactive have you been insuring gender balance in membership composition?

4. Does your diocese actively recruit women candidates for parish clergy positions?

5. Does your diocese actively recruit women candidates for ordination?

6. In your opinion, how effective have your recruiting efforts been?

7. Please identify by name and title the person on your staff to receive and complete the statistical follow-up portion of this form if other than yourself.

Name/Title _____

Address _____