

**THE EXECUTIVE COUNCIL OF THE EPISCOPAL CHURCH
SNOW KING RESORT
JACKSON HOLE, WYOMING
OCTOBER 11-14, 2002**

**Minutes
(Web Version)**

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FRIDAY MORNING

WELCOME

The Presiding Bishop opened the meeting at 9:55 a.m.

ROLL CALL (*for full list see Attachment 1- p.21*)

The following Council members were excused: Keith Ackerman, Theodore Daniels, Frank Oberly, Kwasi Thornell, and Shelly Vescovo

The following Council members were not present for roll call, but arrived for part of the meeting: Stephen Lane, Anthony Guillen, Carole Jan Lee

Canadian representative Todd Russell and Lutheran partner Karen Parker were also both absent.

OVERVIEW OF AGENDA

Bob Sessum, Richard Miller, Bishop Johnson, and Cynthia Black (for Shelly Vescovo) reported on the topics that each committee proposes to deal with over the course of the meeting. Richard Miller also spoke for the Executive Committee on the need to further refine the evaluation process so as to maximize its effectiveness for the group.

Bishop Griswold then welcomed Carmen Brooks, the newly elected Province IX representative, and Warren Murphy, a priest from the diocese visiting Council.

Rosemari Sullivan went over the total agenda for this meeting. Since this agenda had been modified subsequent to the mailing for Council, new agendas were distributed and the changes explained.

MINUTES FROM NEW HAMPSHIRE

Louie Crew had a number of changes to make to the minutes. He also asked that the corrected minutes be distributed to Council.

Warren Ramshaw announced a correction to the National Concerns Committee minutes.

Council then unanimously accepted the Minutes from New Hampshire.

BLUE BOOK REPORT

Bishop Johnson reported for the Executive Council Blue Book Committee (which includes Becky Snow and Brian Prior). He reminded Council that a draft of the reports had been mailed to each person, and asked that people review the draft of both their own committee's report, and the entire report, and put changes in writing to Anne Karoly, of the General Convention office. Council was also reminded that any resolutions for General Convention proposed by any of the four committees will need to be approved by the entire Council.

CHAIR'S OPENING REMARKS

Bishop Griswold updated Council on his post-New Hampshire activities. He also suggested that in this time of turmoil and trouble in America and the world, we particularly need to concentrate on God's work, which calls for trust, generosity of spirit, and love.

VICE CHAIR'S OPENING REMARKS

Dean Werner spoke about the many changes in the Church in the 40 years since his ordination, and warned of the dangers of polarization. He reminded Council to avoid the "party spirit" which seeks to promote adversity.

PRIVATE CONVERSATION

After a brief break, the Council went into private conversation (without guests and outside press, but with staff)

RECESSED FOR EUCHARIST AT 12:20PM

SATURDAY MORNING

“A” RESOLUTIONS POINT OF ORDER

Rosemari Sullivan clarified the Blue Book discussion. “A” Resolutions of the 4 standing committees need to be approved by Council. Committee reports (of committees reporting to Council) are simply received, and cannot be changed. Task Force reports are a bit of a hybrid, and are open for discussion and debate.

BUDGET PRESENTATION

Dean Werner introduced Richard Miller, who in turn introduced Ralph O’Hara to make the initial budget presentation. The first draft of the budget, which was produced by the Management Team in consultation with department heads, was initially presented to A&F at their 9/23 meeting.

Mr. O’Hara described the process by which Management produced this budget, informed by the priorities that Council had set in New Hampshire, and recognizing the reduction in revenue stream from the endowment and the anticipated potential reduction from the dioceses.

Pat Mordecai was then introduced to discuss the new initiatives, and describe the process Management and the Programmatic Heads went through to make funding recommendations regarding them. In order to accommodate new initiatives in response to the Executive Council priorities, a 12 million dollar deficit needed to be addressed. The Treasurer described the specific cost reductions that are being proposed.

He informed Council that the resulting \$146 million dollar broad based balanced budget for the triennium does not include any money for the GTS project, renovations of 815, Archives relocation, or any national fund raising effort.

Finally, Diane Pollard was recognized to raise the issue of reducing the costs associated with Executive Council meetings.

There was then a period of table discussion, during which each table group reviewed the presentation, and a member of AF at the table moderated and gave concerns back to the full group.

The initial responses were made verbally in the plenary, and then full written responses were subsequently produced and distributed.

TABLE 1: Tim Vann

- It still looks as though things are not as austere as they have been made out to be.
- We need procedures for better accountability on our block grants
- Where is 20/20 in all this?

TABLE 2: Ken Kesselus/Bob Sessum

- Where do we go from here?

TABLE 3: Ann Coburn

- If we cut the Executive Council budget, can we designate where the savings would go?

TABLE 4: Richard Miller

- Can the proposed budget be broken down in terms of priorities?

TABLE 5: Barbara Mann

- Some disappointment that we are not being creative enough, combined with frustration at the “free-loading dioceses”.
- It strikes us that this is a fear-based, rather than a faith-based budget.

TABLE 6: Diane Pollard

- With regard to changing venues of Executive Council, we should try to make some deals with places we have been to get better prices.
- As a faith organization, we should focus on the good news, and look at enhancing our mission.
- The meeting was recessed for Eucharist at noon on Saturday.

SUNDAY AFTERNOON

ANNOUNCEMENTS

Dean Werner announced that Shelly Vescovo has been elected President of Province VII.

Sandra Swan announced that ERD has received a quarter of a million dollar grant for AIDS work in Africa

20/20 REPORT

Sarah Lawton presented a verbal report on the activities of the 20/20 strategy group, and asked people to take note that the written report which was being distributed is not a final draft. She asked Council to consider 3 questions:

1. Who owns 20/20?
2. Is it more than a Commission?
3. Should it be in a reporting relationship with Council?

The next step is for a November 20th strategy group meeting in Camp Allen. Executive Council liaisons to 20/20 include Shelly Vescovo, Anthony Guillen, and Kwasi Thornell.

ANNUAL MEETING OF DFMS BOARD

The Presiding Bishop called the annual meeting of the DFMS board to order. The Secretary affirmed that there was a quorum present. There being no business, the meeting was then adjourned, although Council was reminded that for any resolutions that involve DFMS, the Council automatically becomes the board.

A&F REPORT: RICHARD MILLER

Audit Report has been distributed: Questions should be referred to Barbara Mann, Council's representative on the Audit Committee.

Since the last Executive Council Meeting, the Audit Committee has had one full meeting on September 11 at the church center. The primary purpose was the selection of a CPA firm for the 2002 audit of the Domestic & Foreign Missionary Society.

A subcommittee of 2 audit committee members, the controller, and the treasurer had previously met with several firms and recommended that requests for proposals (RFPs) be sent to Ernst & Young, KPMG, and Grant Thornton. These three firms presented proposals and entered into discussion with the committee, staff, and two representatives from ERD. After hearing the proposals and discussing them the committee unanimously selected Grant Thornton. The decision was based in part on fees, quality of staff, and number of hours committed. A&F concurred with that decision at their meeting later in September.

Grant Thornton is now the 5th largest CPA firm, although it is considerably smaller than the four larger firms. The entire north east not-for-profit section of Arthur Andersen was hired by Grant Thornton. The partner and senior staff for the 2002 audit will be the same as that of 2001, their first year working on the DFMS audit. They have sufficient international presence to be able to help with DFMS grant issues as well as those of ERD.

In addition to audit firm selection and Eucharist the committee heard from Jose Gonzalez, Grants Auditor, concerning his progress and concerns with some Central American dioceses. He has been meeting with many dioceses and making recommendations for improved practices. In many locations many improvements have been made but there remain some problems. Jose is also working with Anglican Global Relations, Bishop Clay Mathews, and others at the church center to develop plans and strategies with these dioceses. Two areas of considerable discussion were the Province of Mexico and the two Ecuadorian dioceses in Province IX. The committee recommended that Jose Gonzalez and Ralph O'Hara discuss the Ecuadorian situation with Bishop Mathews and that he be asked to take the matter to the House of Bishops meeting in September.

Tom Hershkowitz, our controller, brought the committee up to date on the current financial situation and challenges with the budget for the 2004-2006 triennium.

Full minutes of the meeting are available on the DFMS web site or are available on request.

AF PRESENTED RESOLUTIONS

AF 26

Resolved, That on the recommendation of both the Standing Committee on Administration and Finance and the Audit Committee, the Executive Council approves the engagement of the audit firm, Grant Thornton, to perform the independent audits for the Domestic & Foreign Missionary Society for the financial year ended December 31, 2002.

Explanation: After the dissolution of Arthur Andersen, concurrent with the time the Audit Committee decided that a review of auditors should be performed; requests for proposals were issued to several large audit firms. Initial interviews by a subcommittee narrowed the field to three firms, which made presentations to the Audit Committee on September 11, 2001. Grant Thornton, whose not-for-profit team, formerly of Arthur Andersen, had been hired in its entirety, was judged to be the appropriate firm for the job. The lead partner is familiar with DFMS, having been assigned only last year to the audit; their rates are most favorable; the audit team professional and collaborative.

Ms. Mann was questioned closely about the culture of Arthur Andersen, and what our auditors have done to distance themselves from that culture. She defended them ably.

APPROVED, UNANIMOUSLY.

AF 27

Resolved, That Trust Fund No. 991 is established to hold and invest funds from All Saint's Church, Princeton, New Jersey.

Explanation: Trust Fund #991 is a "custodial-type" trust fund, meaning that DFMS is not trustee for these funds, but is providing All Saint's Church with access to investment management through the DFMS endowment fund. All Saint's Church can add or withdraw principal funds at its discretion, based on DFMS regulations for trust fund withdrawals.

APPROVED, UNANIMOUSLY.

AF 28

Resolved, That upon the recommendation of the Program Directors and with the approval of the Management Team, an expenditure of \$50,000 is authorized to be taken from revenues of the Constable Fund for two projects sponsored by the Ministries With Young People Cluster, unless it becomes possible to fund the projects within the operating Budget for 2003.

Explanation: The Ministries with Young People Cluster is making its first request of this fund, dedicated to the Society's extra-budgetary religious education needs, since the production of the Episcopal Church's catechetical guide *Called to Teach and Learn* in the mid-1990s. While the cluster has continued to make best use of resources made available through the General Convention budget over the past two triennia, two projects require additional funding:

1. General Convention 2003 Program for Youth and Young Adults -- \$20,000

Since a meeting of the Presiding Bishop, Management Team, and Programmatic Heads in January 2002, the cluster has evolved a plan to offer a program "in and of" General Convention 2003 for young people. A draft proposal was circulated at the June Executive Council meeting for comments and feedback. We will be offering two parallel events, one for high-school aged youth and one for young adults aged 18-25, from July 31 to August 3 with a theme of "Are You Called?" and a combined attendance of 1,000. The two groups will have some program elements in common. Contact with the Diocese of Minnesota has already been established and a planning meeting has been set for October 11-13 in Cleveland OH. While the cluster is committed to funding at least part of the event through existing budgets, we will need to engage a contracted coordinator for the activities

onsite as our staff will be occupied with tracking legislation and operating the General Convention Youth Presence. We expect that participants will pay some fee not to exceed \$100.00 per person, not including housing. An Episcopal Church congregation in St. Paul is considering housing youth in its parish house at minimal cost and Augsburg College is offering space at \$29.00 per bed per night. The youth gathering will be in hotel space not being used by the convention and the young adult program is proposed to be hosted at the Pink House on the grounds of St. Mark's Cathedral. A grant of \$20,000 from the Constable Fund will cover part of the cost of two planning meetings, a contracted coordinator, and bus transportation from less-expensive housing options. A separate proposal for children's programming may follow.

2. International and Exceptional Resource Persons for 2003 Formation Gathering -- \$30,000

In February 2003, the cluster will host a Christian Formation Gathering "Will Our Faith Have Children?" - the first comprehensive church-wide education event since "Continuing in the Apostles Teaching" in 1995. Six hundred are expected to attend, with a base of five faith formation leaders from each diocese. This event, which will feature over twenty learning "tracks," has been eagerly awaited by our networks. To add value to this gathering, we have invited several international and world-class resource persons:

- The Very Rev. Huston McKelvey, who has implemented a version of the Children's Charter for the Church of Ireland, will be bringing two children who will reflect on their lives of faith in the current context of Northern Ireland;
- The Rt. Rev. Riah Abu El-Assal, Bishop of Jerusalem, will be bringing two children, one Christian and one Muslim, to reflect on their lives of faith in the current context of the Middle East;
- The Rev. Diana Murray with two colleagues from the Church of England will be leading a forum;
- Dr. Parker Palmer, author of *The Courage to Teach*, will speak on the spirituality of teaching;
- Dr. Robert Keegan of Harvard's Graduate School of Education will teach about educational development;

The Parenting for Peace and Justice Network will be conducting a training of youth to develop a Peace Camp for fifty children in parallel to this event.

\$30,000 is requested from the Constable Fund to make these features of the event possible. Participants will be contributing \$135,000 in registration fees in addition to paying for their own housing and travel costs; the cluster budget will be contributing \$78,000 from its 2003 budget to make this event possible.

APPROVED, UNANIMOUSLY.

UPDATE ON CAPITAL FUND DISCERNMENT

The Presiding Bishop reported that, in an attempt to get the important buy-in from the bishops, he presented the possibility for a national campaign at the House of Bishops meeting in Cleveland, and said they would be contacted in the months ahead to determine the appropriateness of such an effort. More specifics on this project will be presented in January.

FOLLOW-UP ON BUDGET CONVERSATION

Richard Miller then reported that AF has appointed a taskforce of Diane Pollard, Barbara Mann, Russ Palmore, and Richard Miller to follow up on the table group comments. The plan he announced was for AF to meet in December, and work on integrating the comments into the proposed budget. There was some disagreement on this, as people felt that in order for council to have ownership, they should have more to say.

TABLE COMMENTS WERE AS FOLLOWS

QUESTION #1 - What was your overall response to where we are in building a priority-based budget?

- Appreciated attention that was given to the established priorities
- It will sell well at convention to let deputies know that administrative costs have been squeezed

- Council expenses will be seriously looked at with an eye to cutting; frugality is an issue but council should continue to meet in the different provinces; expenses for alcohol must be borne on an individual basis.

QUESTION #2 - What excites you about this budget?

- Priorities have been established
- We have enormous assets and we are not poor
- The budget reflects listening and has become a collaborative process
- This is a masterful job of doing what had to be done

QUESTION #3 - What disappoints you about this budget?

- There are not enough advances for priority items; insufficient outline for specific priority responses
- Preference expressed to keep the 5% pay-out rather than increasing to 5.5%
- Everything being reduced is not good; it is the same as the dioceses cutting their 21% asking
- Consider creating a deficit budget in order to advance 20/20 programs
- There are freeloading dioceses that are not giving their share
- This is a fear-based budget with no plan for increasing income or improving communication

QUESTION #4 - What questions do you have?

- If positions are not being filled, which are they?
- What is the detail about how the money in the next triennium will be spent?
- Is \$600,000 for provincial support in the budget?
- Is the 3% salary increase for 815 staff across the board?
- Is money included in the budget for ongoing anti-racism training?
- Could dioceses where Executive Council has met be polled to ascertain whether there was a positive impact by that meeting and, if so, how?
- Is the increase in the PB office line just for legal fees? If so, that needs to be expressed to the entire council.
- What plan exists for funding programs if, in fact, income exceeds expectations in the next triennium?
- Is the 6% cut across the board or are some areas less affected?
- What costs are listed as canonical that are not really canonical?
- What is Executive Council's theological understanding of how DFMS's resources are used?
- Is there really flexibility in the budget for PB&F to add/change/ re-allocate?
- What are the procedures for accountability (the checks and balances and how does it work)?
- If diocesan income goes from \$87,017 to \$90,487 isn't that an increase? and how does that fit in an awful financial year? [or is the projection for diocesan income overconfident?]
- What can be done better in a different way at the provincial or diocesan level?
- Where is 20/20 in all of this?
- Need clarification of the 5% pay-out; clarity needed about why not using 5.25% or another formula?
- Need a clearer explanation of the new initiative funding and highlighting of cuts that were made to balance the budget
- What are the checks and balances in the accountability process for overseas grants?

GENERAL OBSERVATIONS/SUGGESTIONS

1. Need more focus on diocesan revenues and need to publish what dioceses pledge and give
2. Need a process to thank the 21% givers and engage those dioceses who are giving less
3. Must have the detail work on the budget before January's Executive Council meeting or it will be too late to have an effect on the final draft
4. Must consult knowledgeable and interested people in advance of January to discern the best for the budget from the Executive Council perspective
5. Recommend total of all 3% pay divided up so as to pay lower level salaries more than 3% and the higher less than 3% on a graduated scale

6. Must protect the vulnerable areas from the 6% cut, e.g. Province IX and those ministries affected by block grants
7. We would sacrifice changing the venue for Executive Council meetings if the money saved would enhance the mission budget
8. The budget priorities should be linked to the various budget areas
9. Remove the word “austerity” and talk positively in a year of financial scarcity; use the theology of abundance and focus on God’s grace
10. Reduce consultants and lobbyists in CCABs
11. Hold committee meetings from noon to noon
12. Change the term “self-funding” perhaps to “redirected” or something else more appropriate for the establishment of the funding
13. Poll Executive Council members regarding the importance of meeting amenities (e.g. single room, private bath, computer access, etc.)

REPORT ON GTS

Ralph O’Hara next presented the history of the GTS process, beginning with the initial presentation in Salt Lake City, through the two resolutions which have so far authorized progress. He showed some slides which described the financial risks to DFMS, as well as the partnership risks.

Pat Mordecai described the process since the June Council meeting, highlighting the partnership risks as she experienced them.

Both Mr. O’Hara and Ms. Mordecai recommended against going forward on behalf of the Presiding Bishop and the entire management team

Russ Palmore then spoke for the committee. He stated that the committee agreed that tying up a substantial portion of the unrestricted endowment represents a risk, and agrees that the management decision to halt the project is both logical and defensible. Although the committee believes that the risks are manageable, unless there is a mutually shared enthusiasm, the committee concurs that we not go forward with this project.

The Presiding Bishop spoke to his concerns about the level of risk for DFMS.

Richard Miller reported that A&F reached a consensus that the project **not** go forward.

Members of Council requested to hear from Ward Ewing, Dean of GTS, who was present in the house. Dean Ewing expressed his great disappointment with this recommendation.

There was an ensuing lively discussion at which the following points were raised:

- If Council rejected the recommendation to stop this process, would the Presiding Bishop be willing to lead?
- What about the projected savings in meeting costs, with the use of the new conference center?
- What is the cost of the bailout of GTS?
- Isn’t real estate a wonderful investment?
- Do we have an obligation to GTS as **our** seminary?
- Why are we so scared?
- The relational piece is also important. If there are issues here, what are they?

The Council then voted to go into Executive Session to further discuss this issue, and to take a written, private vote after prayer on Monday morning. Executive Session lasted until 6:40 p.m.

After the Executive Session, A&F caucused to form a resolution to be voted on. The agenda was modified to allow for this vote.

MONDAY MORNING

After a period of quiet reflection and prayer, AF 29 was presented to Council for a written vote.

AF 29

Resolved, That the Executive Council authorizes the continuing pursuit of the DFMS/GTS project, as approved in AF-21 at the meeting of Executive Council held in Durham, New Hampshire from June 11-13, 2002.

Explanation: AF-21 reads as follows:

Resolved, That the Executive Council authorizes an expenditure of up to \$1 million from unrestricted net assets toward the shared costs of continuing the pursuit of the DFMS/GTS project, contingent upon the satisfactory completion of Phase I; and be it further

Resolved, That the Chief Operating Officer and the Chief Financial Officer be designated as representatives of DFMS together with similar representatives from GTS to begin the implementation of Phase II, namely the hiring of the project architect, project manager, public relations support and such other assistance as may be required, in consultation with the existing advisory committee members from both Executive Council and the GTS Board.

The ballots were distributed as the roll call was taken by the Secretary, to ensure that a quorum was still present and voting. The resolution passed, by a vote of 27 yes, 6 no.

Dean Ewing and the Presiding Bishop came together, and agreed to continue to move forward.

A brief discussion of next steps ensued, and it was agreed that an enabling resolution would be prepared for Executive Council action.

EEO PRESENTATION

John Colon and Vivian Harrison, the Director and Manager of Human Resources at the Church Center, then presented the annual EEO report. Council questioned them closely on what is being done to increase diversity and cultural proficiency at the national church center level. Both responded with details, and invited Council to help. Mr. Colon suggested that it would be possible for Council to form a committee to more closely audit HR work in this area.

AF 30 - ENABLING RESOLUTION FOR NEXT STEPS FOR GTS

Resolved, That the Executive Council authorizes the establishment of a Project Development Committee. Members of the committee representing the Executive Council will be: Russ Palmore, Dall Forsythe, Andrew McMaster, Ralph O'Hara and Pat Mordecai; and be it further

Resolved, That the members of the Project Development Committee begin the work of drafting the agreement and present the text for a binding agreement to the Executive Council for action at its next meeting, January 27-21, 2003.

APPROVED, UNANIMOUSLY.

REVIEW OF TABLE CONVERSATIONS ON THE BUDGET

To further enable Council to understand and feel ownership in the budget process, more time was now spent in open discussion at plenary. The following motions were made, seconded and passed:

MOTION 1: Move to increase the draw down to 5.5%, based on a rolling average over 5 years, for this triennium, (2004-2006).

MOTION 2: Move to instruct the A&F Task Force to find creative and assertive ways to maximize diocesan contributions.

MOTION 3: Move to ask the General Convention Office to bring to our January meeting options for us to be more creative about savings for Executive Council meetings-including considering going to the same 3 or 4 places again and again.

MONDAY AFTERNOON

CONSENT CALENDAR

Only NAT 26 was on the consent calendar. This was approved.

NAT 26

NEW JUBILEE APPLICATIONS

True Sunshine Center

1430 Mason Street
San Francisco, CA 94133
The Rev. Dr. Franco Kwan
(Diocese of California)

St. Paul's Episcopal Church

Dove Art Center
1300 N. 18th Street
Kansas City, KS 66102
The Rev. Alan Tilson
(Diocese of Kansas)

Christ Church Cathedral Jubilee Center

421 South Second Street
Louisville, KY 40202
Suzanne H. Barrow
(Diocese of Kentucky)

St. Luke's Church

P.O. Box 20038
Long Beach, CA 90801
The Rev. Gary Commins
(Diocese of Los Angeles)

St. Thomas Episcopal Church

15694 Tetley Street
Hacienda Heights, CA 91745
The Rev. Deborah Dunn
(Diocese of Los Angeles)

Baltimore International Seafarer's Center

1430 Wallace Street
Baltimore, MD 21230
Brother Ed Munro
(Diocese of Maryland)

The Jubilee Center

258 Winnie Lane
P.O. Box 2193
Carson City, Nevada 89702
Ms. Jean Roberts
(Diocese of Nevada)

Christ Episcopal Church, Middletown, NJ

90 Kings Highway
Middletown, NJ 07748
Patricia Robertson
(Diocese of New Jersey)

St. James Episcopal Church

605 4th Avenue
P.O. Box 1
Bradley Beach, NJ 07720
The Rev. Gail Bennett
(Diocese of New Jersey)

Thunder Head Episcopal Center

P.O. Box 890
Lead, SD 57754
Issac Swan
(Diocese of South Dakota)

Citizen Scholar Mentors Ministry

The Episcopal Church of the Advent
141 Advent Street
Spartanburg, SC 29302
The Rev. Dr. Clay H. Turner
(Diocese of Upper South Carolina)

Making Connections – Mary H. Wright School

The Episcopal Church of the Advent
141 Advent Street
Spartanburg, SC 29302
The Rev. Dr. Clay H. Turner
(Diocese of Upper South Carolina)

Mission Trips Program

The Episcopal Church of the Advent
141 Advent Street
Spartanburg, S.C. 29302
The Rev. Dr. Clay H. Turner
(Diocese of Upper South Carolina)

St. Luke's Free Medical Clinic

The Episcopal Church of the Advent
141 Advent Street
Spartanburg, S.C. 29302
The Rev. Dr. Clay H. Turner
(Diocese of Upper South Carolina)

South Carolina Christian Action Council

4209 North Main Street
P.O. Box 3248
Columbia, SC 29230-3248
(Diocese of Upper South Carolina)

St Ursulas Senior Citizens' Multi Purpose Center

Cruz Bay – St. John's Island
P.O. Box 199
Cruz Bay – St. John, Virgin Islands 00830

The Rev. Hugh Chapman
(Diocese of Virgin Islands)

The Church of the Ascension

21641 Great Mills Road
Lexington Park, MD 20653
The Rev. Rona Harding
(Diocese of Washington)

St. Mark's Christian Social Action

609 E. Michigan Avenue
Paw Paw, MI 49079
Ms. Eleanor Miller
(Diocese of Western Michigan)

**Corporacion Lideres Forjadores de Paz-
COLFORPAZ**

Leaders Forging for Peace Corporation
Carrera 6 No. 49-85 Piso 6
Bogota, Colombia
South America
Blanca Lucia Echeverri
(Diocese of Columbia)

Granja La Tranquera

Barrio Minuto de Dios
El Bagre Antioquia
Gabriel A. Sierra
Jesus Anibal Marin
(Diocese of Columbia)

Hogar Anawin

Iglesia Nuestra Senora de Walsingham
Our Lady of Walsingham Church
Bugaramanga, Columbia
South America
The Rev. Wilson Ferreira Sandoval
(Diocese of Columbia)

Mision Cristo Rey

Christ the King Episcopal Mission
Mision Cristo Rey
Calle 33 #3-29
Quibdo-Choco
Columbia

South America
(Diocese of Columbia)

Asociacion Salvadorena de Ostomizados

Salvadoran Association of
Diocese of El Salvador
Primera Calle Poniente No. 2904
Condominio Montemaria, Edificio "D"
San Salvador, El Salvador
Central America
Senor Atilio Canas Castro
(Diocese of El Salvador)

Complejo Educativo Anglicano

Anglican Educational Complex
Santa Barbara Episcopal Mission
Col. Suyapa, Gualjoco - Santa Barbara- Apdo 24
Santa Barbara
Honduras
Central America
The Rev. Jose Luis Mendoza
(Diocese of Honduras)

JUBILEE RECONFIRMATIONS

St. Paul's Episcopal Church

P.O. Box 1166
Saginaw, MI 48606
The Rev. Judith Boli
(Diocese of Eastern Michigan)

St. James Episcopal Church/Caring Hands

3903 Wilshire Blvd.
Los Angeles, CA 90010
The Rev. Kirk Smith
The Rev. Rick Byrum
(Diocese of Los Angeles)

The Emmanuel Episcopal Center

604 St. Paul Avenue
Memphis, TN 38126
The Rev. Colenzo Hubbard
(Diocese of West Tennessee)

ANNOUNCEMENTS

Dean Werner announced that he has appointed a committee to oversee orientation for deputies. Members include Cynthia Black, Nigel Renton, Jim Simons, and Cicely Broderick. Brian Prior has been named Chaplain for the House of Deputies.

CIM REPORT

Cynthia Black reported for the absent Shelly Vescovo, and introduced Sarah Harte to answer questions on the A045 report, which had previously been distributed. The following resolutions were introduced.

CIM 14

Resolved, That the preliminary statistical work completed by Executive Council pursuant to resolution A045 of the 73rd General Convention be continued and expanded so that the entire church may be better and more fully informed about the ministries of ordained women, and that such information be reported annually through Executive Council to the church; and be it further

Resolved, That we commend the coordinated data gathering of the Episcopal Church Center staff in conjunction with the Church Pension Fund and other appropriate bodies; and be it further

Resolved, That we commend those dioceses in which at least one out of three priests is a woman and, as a starting point, urge the entire church, especially those dioceses where fewer than one in four priests are women, to work toward improving that ratios

Explanation: The work on A045 was done in two parts—the visitation teams and the survey. The two parts of the work could not be merged until we arrived at the Wyoming meeting of Executive Council. These additional resolutions complete the work on A045, and commend to the 74th General Convention the follow-up actions recommended for the future.

APPROVED, UNANIMOUSLY.

CIM 15

Resolved, the House of _____ concurring, the 74th General Convention receive with thanks the report of the visitors representing the Executive Council in the implementation of Resolution A045 of the 73rd General convention; and be it further

Resolved, That we give thanks for the work of the Holy Spirit within our Communion through the life-giving ministry of ordained women; and be it further

Resolved, That, inasmuch as the 72nd General Convention in resolution A052 clarified that the canons regarding the ordination of women are mandatory, we engage in a national conversation drawing on the best theological resources available to assist the whole church to promote, explore and develop ways to facilitate the ordination of women in every diocese and their full and equal deployment throughout the church; and that such conversations be sponsored by the Executive Council of this Church and begin in the year following this General Convention in preparation for a day of dialogue and reflection to be held at the 75th General Convention in 2006; and be it further

Resolved, That the budget for the 2004-2006 Triennium include \$50,000 for this national conversation.

Explanation: The work on A045 was done in two parts—the visitation teams and the survey. The two parts of the work could not be merged until we arrived at the Wyoming meeting of Executive Council. These additional resolutions complete the work on A045, and commend to the 74th General Convention the follow-up actions recommended for the future.

This resolution was debated, and there was a motion, which was defeated, to refer back to committee.

Ken Kesselus introduced an amendment on the floor, which was also debated.

Council agreed to let the “wordsmiths” look at this for ten minutes, while the rest of the CIM report continued.

Ms. Black then introduced CIM 13 while CIM 15 was being worked on.

CIM 13

Resolved, That a six person Task Force be created to assess the ministry opportunities with an aging population both within and outside the church and report to the next triennium through the Executive Council, and that this Task Force would be coordinated through the Office of Ministry Development and the Office of the Bishop for the Armed Services, Health Care and Prison Ministries; and be it further

Resolved, That the budget for the 2004-2006 include \$10,000 for this work.

This resolution was voted on in two parts, with a motion proposed to have the second resolve referred to the budget task force. That motion was defeated.

The first resolve was then *APPROVED, UNANIMOUSLY*.

The second was *APPROVED* with one no vote.

CIM 15 AMENDED

Resolved, the House of _____ concurring, the 74th General Convention receive with thanks the report of the visitors representing the Executive Council in the implementation of Resolution A045 of the 73rd General convention; and be it further

Resolved, with thanksgiving for the work of the Holy Spirit within our Communion through the life-giving ministry of ordained women, and acknowledging that the 72nd General Convention has clarified in resolution A052 that the canons regarding women's ordination are mandatory, that we engage in a national conversation drawing on the best theological resources available to assist the whole church through dialogue, to promote, explore and develop ways to facilitate the open reception of ordained women in every diocese and their full and equal deployment throughout the church; and that such conversations be sponsored by the Executive Council of this Church and begin in the year following this General Convention in preparation for a day of dialogue and reflection to be held at the 75th General Convention in 2006; and be it further

Resolved, That the budget for the 2003-2006 Triennium include \$50,000 for this national conversation.

This resolution was *APPROVED AS AMENDED*, with 5 people opposed.

NATIONAL CONCERNS REPORT

Bishop Johnson, reporting for the National Concerns Committee, moves NAT 27, a resolution from the Social Responsibility in Investments Committee, which needs to be approved as written because it is part of a larger effort with other churches.

NAT 27

THE SEPARATION OF FINANCIAL ANALYSIS FROM INVESTMENT BANKING

Whereas, concern about the independence of analysts providing information to investors from investment banking operations has arisen from the recent investigation by the New York State Attorney General into the operations of Merrill Lynch. While Goldman Sachs is not implicated, our corporation should show that these problems cannot arise for us. We appreciate the initial steps Mr. Paulson has taken, but believe our corporation should take a leadership role.

This investigation by the NY Attorney General showed that analysts at Merrill Lynch were under pressure to provide misleading ratings to investor clients because of pressure from the investment banking division of the company in order to attract and keep investment banking business from these rated companies.

Whereas, the New York Attorney General's affidavit to the Supreme Court of New York (p. 13) concerning Merrill Lynch listed ten examples of analysts' comments that contradicted the published Merrill Lynch rating of the corporation. One example was the InfoSpace (INSP) stock, where the analyst's comment on 7/13/00 was "this stock is a powder keg, given how aggressive we were on it earlier this year and given the 'bad smell' comments that so many institutions (institutional investors) are bringing up." This comment was followed three months later on 10/20/00 with the comment "piece of junk." Throughout this time until 12/5/00 InfoSpace was rated 1-1 (i.e., buy-buy) and was on the Merrill Lynch "Favored 15" list of stocks from August until December 5th of that year.

Whereas, in the case of Merrill Lynch, the \$100 million settlement with the New York State Attorney General does not account for the potential number of claimants who could say they were injured by the public comments of the head of the Internet Research Group and which could lead to damages of several billion dollars, according to John Coffee, Securities Law Professor at Columbia University (Financial Times, 12 June 2002).

Whereas, "research should be an independent unit within the company, reporting to a senior executive who reports to the chief executive of the company. This executive should not have responsibility for any

other business activity” according to Winthrop Smith, son of one of the founders of Merrill Lynch (Financial Times, 8 May 2002).

We are pleased that Goldman Sachs has developed a statement of Investment Research Principles and appointed an Ombudsman to address conflicts of interest, but we believe our corporation should take a leadership position by taking further steps such as separating the investment analysis and the investment banking into two separate operating subsidiaries to insure the independence suggested by Mr. Smith.

Therefore be it **resolved** that the shareholders request the Board of Directors to develop a policy that would separate totally the business of analysis for investors from the business of investment banking and that transactions between these two businesses be done on a competitive basis comparable to transactions with outside vendors.

APPROVED, UNANIMOUSLY.

NAT 28

Resolved, That the Executive Council meeting in Jackson Hole, Wyoming, October 11-14 2002, reaffirms past resolutions established by the General Convention and Executive Council encouraging each parish to establish and to discuss and act on public policy issues (GC '00) and opposing legislation restricting the ability of the Church to bring experience and advocacy to government officials (EC 11/95, and be it further

Resolved, That the Church opposes legislation to alter the current tax code to allow houses of worship to endorse political candidates, create political action committees or funnel political donations to partisan political causes and candidates while retaining tax exempt status.

Explanation: Under current tax law both secular and religious 501(c)3 organizations are tax exempt. Donations to these organizations can in most cases be deducted from itemized tax filings. U.S. law bans non-profit organizations completely from endorsing, opposing, or making a financial contribution to a political campaign of a candidate seeking public office. Congress is considering legislation, which would reverse this ban and allow religious organizations to endorse and support political candidates while maintaining tax-exemption.

Supporters of this legislation contend that religious leaders refuse to speak out on political and social matters, fearing the loss of their tax-exempt status. Opponents of this legislation note that religious leaders already have a right to use their pulpit to address the moral issues of the day. Current law simply limits groups from being both a tax-exempt ministry and a partisan political entity. Further, houses of worship that wish to participate politically for or against candidate(s) for political office can give up their tax-exempt status and participate fully in the election process.

The Episcopal Church opposes this proposal for both principled and practical reasons. First, this proposal would jeopardize the Church's ability to build bi-partisan or non-partisan support for its issue priorities. Second, churches would become, in effect, a new loophole in the campaign finance system, because the proposal would allow massive political contributions for a particular candidate to be funneled through churches. Third, the Church recognizes that its tax-exempt status represents a monetary benefit from the government on behalf of all Americans, and such a public benefit should not be used in support of a particular political candidate or partisan purpose.

APPROVED, UNANIMOUSLY.

The National Concerns Committee then requested discharge from C044, a resolution of the 73rd Convention regarding gambling. This was also approved unanimously.

Bishop Johnson also reported that National Concerns had received a report from Dr. David Smith and the Genetics Task Force. Because of the extensive debate on the budget and GTS, Dr. Smith's scheduled presentation to the full Council was deferred until the April meeting.

National also heard from Sheryl Kujawa and the Task Force on Anti Racism, to begin to plan the last Council training, which will take place in April.

JOINT RESOLUTION

Bob Sessum was invited up to jointly present INC/NAT 2

INC/NAT 2

Resolved, That the Executive Council of the Episcopal Church, meeting in Jackson Hole, Wyoming, Oct. 11-14, 2002 endorses the Presiding Bishop's Statement and the House of Bishops' letter urging the President and Congress to pursue resolution of the present crisis regarding Iraq in company with our allies and with other nations, resisting the use of absolute force until the need for a military solution has been unmistakably established; and be it further

Resolved, That the Executive Council calls upon all people of faith to pray for peaceful resolution of the current crisis.

Explanation: We recognize that there are Americans, including fellow Episcopalians, who in faith support the President and Congress in their pursuit of Iraq, including the likely use of force. However, we find the President's idea of a preemptive strike to be an unacceptable form of action for Christians who are called by Christ to be peacemakers, not least because it may result in extensive loss of life on both sides.

We find that the American people have not been given sufficient information to permit the conclusion that we face an imminent attack by the nation of Iraq.

APPROVED, UNANIMOUSLY.

INC REPORT

There has been significant progress in getting materials translated into Spanish. The Committee notes, however that the General Convention Office has to appoint a small task force to oversee this translation work.

INC 27

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

DFMS (DOMESTIC AND FOREIGN MISSIONARY SOCIETY)

Mr. Joshua Bullock - Diocese of Pittsburgh - will serve as Project Assistant at Uganda Christian University, Diocese of Mukono in Uganda. This appointment is for 1 year with the Young Adult Service Corps Program starting September 5, 2002.

Mr. Ethan Cole - Diocese of Western New York - will complete a dual assignment: as Volunteer Tutor in Theological Education and Formation in the Diocese of Bloemfontein in South Africa for seven month, and as Tutor in Greek and English in the Diocese of Kigezi in Uganda. These appointments are for 1 year with the Young Adult Service Corps Program starting July 22, 2002.

Dr. John and Mrs. Sharon Du Bois - Diocese of South Carolina - will serve as Provincial Medical Mission Coordinators in the Diocese of Panama. This appointment is for 3 years starting October 1, 2002.

Mr. Heewoo Han - Diocese of Virginia - assigned as ESL Teacher in the Diocese of Honduras. This appointment is for 1 year with

the Young Adult Service Corps Program starting August 10, 2002.

Mr. Kai Harris - Diocese of Northern California - will serve as Communication Liaison in the Diocese of Southeast Mexico. This appointment for 1 year with the Young Adult Service Corps program starting September 9, 2002.

Ms. Caroline Hub, RN - Diocese of Delaware - will serve as a Nurse at the Bedford Orthopedic Hospital in the Diocese of St John, South Africa. This appointment is for 1 year with the Young Adult Service Corps Program starting August 22, 2002.

Mr. Ross Kane - Diocese of Virginia - will serve as Communication Assistant with the New Sudan Council of Churches, in Lokichokio (called Loki), Kenya, and in Narus, Sudan. This appointment is in partnership with the Reformed Church in America. This appointment is for 1 year with the Young Adult Service Corps Program starting August 20, 2002.

Mr. Mark St. George - Diocese of Connecticut - will serve as ESL Teacher at San Estebán Episcopal School in the Diocese of the

Dominican Republic. This appointment is for 1 year with the Young Adult Service Corps Program starting August 31, 2002.

Dr. Helen Smits, MD - Diocese of Connecticut - assigned as Teacher of Medicine (Public Health) at the University of Mozambique in the Diocese of Lebombo, Mozambique, in the Church of the Province of Southern Africa. This appointment started January 26, 2002.

Rev. Philip Stringer - Lutheran Synod of Chicago - will serve as Vicar of Good Shepherd Episcopal Church in the Diocese of Taiwan. This "Call to Common Mission" appointment is for 3 years beginning October 1, 2002.

Revs. Lindsley and Nancy Walton - Diocese of Easton - will serve as Lecturer at the Anglican Theological Institute and Priest at St Andrew's Church in San Ignacio respectively in the Diocese of Belize. This appointment is for 3 years starting August 27, 2002.

SAMS (SOUTH AMERICAN MISSIONARY SOCIETY)

Mr. Malcolm Alexander - Diocese of Pittsburgh - appointed by the South American Missionary Society, assigned as a Community Developer and Bible Teacher at the Santa Rosa Hurricane Mitch Refugee Camp in the Tegucigalpa Deanery of the Diocese of Honduras in Province IX, for a term of three years beginning July 1, 2001.

Ms. Barbara Boghetich - Diocese of Texas - appointed by the South American Missionary Society, assigned as Lay Pastor and Cooperative Organizer for the Siguatepeque Deanery of the Diocese of Honduras in Province IX, for a term of three years beginning March 1, 2002.

Ms. Jena Brodhead - Diocese of Southwest Florida - appointed by the South American Missionary Society, assigned as a Church and Community Developer in Punta Gorda of the Diocese of Belize in the Province of the West Indies, for a term of three years beginning January 1, 2003.

Ms. Rene Crow - Diocese of Rio Grande - appointed by the South American Missionary Society, assigned as a Social Ministry and Short-Term Mission Team Coordinator for the Tegucigalpa Deanery of the Diocese of Honduras in Province IX, for a term of three years beginning March 1, 2003.

Ms. Valeska Daley - Diocese of Massachusetts - jointly appointed by the Presiding Bishop for

the Domestic and Foreign Missionary Society and by the South American Missionary Society, assigned as a Micro-Enterprise Developer for the Tegucigalpa Deanery of the Diocese of Honduras in Province IX, for a term of two years beginning October 1, 2002.

Ms. Whitney Dittmar - Diocese of Alabama - appointed by the South American Missionary Society, assigned as a Youth Ministry Discipler in an ecumenical placement with Vida de Joven in the Diocese of Costa Rica in the Central American Region Province, for a term of one year beginning October 1, 2002.

The Rev. John and Mrs. Ninfa Dixon - Diocese of the Rio Grande - appointed by the South American Missionary Society, assigned as Church Planters in Móstoles and Alcorcón of the Spanish Reformed Church, Extra-Provincial to the Archbishop of Canterbury, for a term of three years beginning January 1, 2003.

Drs. Michael and Anita Dohn - Diocese of Southern Ohio - appointed by the South American Missionary Society, assigned as Coordinators for Health Ministry of the Diocese of the Dominican Republic in Province IX, for a term of three years beginning February 1, 2004.

The Rev. Dotti Gleason - Diocese of San Joaquin - appointed by the South American Missionary Society, assigned as Deacon to the Bishop and a Medical Missionary in the Diocese of Bolivia in the Province of the Southern Cone, for a term of three years beginning January 1, 2002.

Ms. Margarita Grachen - Diocese of Pittsburgh - appointed by the South American Missionary Society, assigned as a Business Manager and Micro-Enterprise Development Coordinator in the Diocese of Honduras in Province IX, for a term of three years beginning January 1, 2003.

Ms. Cameron Graham - Diocese of Upper South Carolina - appointed by the South American Missionary Society, assigned as a Youth Ministry Trainer in an ecumenical placement with Youth World as well as offering youth ministry resources to Episcopal parishes in the Central Diocese of Ecuador in Province IX, for a term of two years beginning April 1, 2002.

Ms. Tucker Heitman - Diocese of the Rio Grande - appointed by the South American Missionary Society, assigned as a Short-Term

Mission Team Coordinator for the north coast of the Diocese of Honduras in Province IX, for a term of three years beginning September 1, 2001.

Mr. Allen and Mrs. Rachel Hill - Diocese of Dallas - appointed by the South American Missionary Society, assigned as a Theological Educator and Seminary Dean, and Church and Ministry Developer in the Arequipa Region respectively in the Diocese of Peru in the Province of the Southern Cone, for a term of three years beginning January 1, 2004.

Ms. Caroline Humphrey - Diocese of Delaware - appointed by the South American Missionary Society, assigned as a Church Developer of the Diocese of the Dominican Republic in Province IX, for a term of three years beginning March 1, 2002.

The Rt. Rev. Frank Lyons - formerly of the Diocese of Los Angeles - appointed by the South American Missionary Society, serving as Bishop of the Diocese of Bolivia in the Province of the Southern Cone, and supported for the term of three years beginning February 1, 2001.

Mrs. Shawnee Lyons - Diocese of Los Angeles - appointed by the South American Missionary Society, serving as a Theological Educator of the Diocese of Bolivia in the Province of the Southern Cone, and supported for the term of three years beginning February 1, 2001.

The Rev. Juan Bernardo and Mrs. Isabel Marentes - Diocese of Florida - appointed by the South American Missionary Society, assigned as Church Planters in the Tegucigalpa Deanery of the Diocese of Honduras in Province IX, for a term of three years beginning October 1, 2002.

Ms. Sharon McCrie - Diocese of Virginia - appointed as a volunteer by the South American Missionary Society, assigned as a Teacher and Prison Ministry Worker in the Diocese of Paraguay in the Province of the Southern Cone, for a term of three years beginning August 1, 2001.

Ms. Judy Mofield - Diocese of Southern Ohio - appointed by the South American Missionary Society, assigned as a Home Ministry Missionary, for a term of two years beginning September 1, 2001.

The Rev. Eduardo Monzón - Diocese of Massachusetts - appointed by the South American Missionary Society, assigned as a

Church Planter in the San Pedro Sula Deanery of the Diocese of Honduras in Province IX, for a term of three years beginning July 1, 2003.

Mrs. Hilda Monzón - Diocese of Honduras - appointed by the South American Missionary Society, assigned as a Church Planter in the San Pedro Sula Deanery of the Diocese of Honduras in Province IX, for a term of three years beginning July 1, 2003.

The Venerable John Park and Mrs. Susan Delgado-Park - Diocese of Pittsburgh - appointed by the South American Missionary Society, assigned as Archdeacon and Coordinator for Volunteers respectively in the Diocese of Honduras in Province IX, for a term of three years beginning January 1, 2004.

Mr. Milton and Mrs. Kimberly Smith - Diocese of Alabama - jointly appointed by the Presiding Bishop for the Domestic and Foreign Missionary Society and by the South American Missionary Society, assigned as University Student Ministry Coordinators of the Spanish Reformed Church, Extra-Provincial to the Archbishop of Canterbury, for a term of three years beginning May 1, 2001.

The Rev. Russ and Mrs. Heidi Smith - Diocese of Springfield - appointed by the South American Missionary Society, assigned as Community Outreach and Church Developers of the Diocese of Chile in the Province of the Southern Cone, for a term of three years beginning March 1, 2002.

Mr. Tom and Mrs. Linda Waddell - Diocese of Massachusetts - jointly appointed by the Presiding Bishop for the Domestic and Foreign Missionary Society and by the South American Missionary Society, assigned as the Micro-Enterprise Development Coordinator and Community Developer respectively in the Diocese of Bolivia in the Province of the Southern Cone, for a term of three years beginning July 1, 2002.

The Rev. Tim and Mrs. Peti Webster - Diocese of Calgary - jointly appointed by the South American Missionary Societies of the USA and Canada, assigned as Community Outreach and Church Developers of the Diocese of Chile in the Province of the Southern Cone, for a term of three years beginning June 1, 2004.

Mrs. Gail White - Diocese of Maine - appointed by the South American Missionary Society, assigned as a Women's and

Internationals' Ministry Worker of the Spanish Reformed Church, Extra-Provincial to the Archbishop of Canterbury, for a term of three years beginning November 1, 2001.

The Rev. Agustin and Mrs. Amanda Zubieta - Diocese of Virginia - appointed by the South American Missionary Society, assigned as Church Developers in the Diocese of Bolivia in the Province of the Southern Cone, for a term of two years beginning January 1, 2002.

AFM - (ANGLICAN FRONTIER MISSIONS)

Doug and Elaine Culver - Diocese of Massachusetts - Strategy Coordinators for a People Group in Asia. Since 1996 Doug has had to concentrate on a platform from which he can live in China and exert an influence on the Dai people. He has worked in timber all his life and is doing that now in western China.

Deborah Chamberlain - Diocese of Maine - Strategy Coordinator for a People Group of Asia. Since 1998 Deborah has an extensive network coming out of the US and Singapore primarily. She coordinates teams for prayer, evangelism, and craft business.

Rodney and Suzanne Gynther - Diocese of Ohio - Strategy Coordinators for a People Group in Asia since 1997.

Matthew and Mave Walter - Diocese of Pittsburgh - Director for a language training center in a Middle Eastern country and working as Strategy Coordinators for a People Group in the Middle East since 1998.

Derek and Dorothy Washington - Diocese of Florida - Strategy Coordinators for a group in central Asia. Since 2000, Derek does some church-related work, pastoral care. Since 1996, Tabitha works as strategy coordinator for a group in Central Asia, is a D.Min. Candidate, and is also in the ordination process in ECUSA. They both work with a group in the region of Nepal.

Cathy and Tom Hendrickson - Diocese of Connecticut - Strategy Coordinators for a People Group in Asia. Their base is in the USA since 1996.

Pete and Shirleen Wait - Diocese of Florida - Providing pastoral care for missionaries, part-time since 2000.

Jocelyn Gordon - Diocese of North Carolina - Retired missionary from another organization, still active in her work in India, lives in North Carolina. She has been a missionary since 1998.

Loren and Linda Fox - Diocese of Singapore - Loren is pastor of St. George's Church, Singapore. Linda teaches missions at a training center in Singapore. They are both AFM Liaison for AFM-Asia since 1997.

Chuck and Lin-Mei Chan - They are church planters among factory workers in Asia since 2001. (They are not Anglican.)

Tad and Connie de Bordenave - Diocese of Virginia - Tad is Director of AFM based in Richmond, VA, and he and Connie are part-time Strategy Coordinators for the Marwari People Group of Rajasthan, India since 1993.

EWM (EPISCOPAL WORLD MISSION)

Sonja Hoekstra-Foss - Diocese of Western Massachusetts - assigned as Program Developer in the Diocese of Kigali in Rwanda since 1991.

Sue McLain - Diocese of Pittsburgh - assigned as Coordinator of Discipleship and Literacy in the Diocese of Shyira in Rwanda since 1999.

Esther Miller - Diocese of Oregon - assigned as Project Manager for College of Christian Ministries in the Diocese of Lake Malawi since 1988.

Stephen Noll - Diocese of Pittsburgh - assigned as Theological Professor at Uganda Christian University in the Diocese of Mukono in Uganda since 1999.

APPROVED, with one abstention (Dr. Crew stated he was abstaining because of one name).

Resolved, That the Executive Council express its appreciation for the following missionaries who have faithfully completed their terms of service.

Ms. Kathi McDonald - Diocese of Missouri - served as Warden at St. George's College in the Diocese of Jerusalem. This appointment started April 2, 2000 and officially ended April 8, 2002.

Ms. Sara Kastagir, RN - Diocese of Los Angeles - served as Coordinator of Community Based Rehabilitation in the Diocese of Kitale, in Kenya. This appointment started April 22, 1998 and officially ended June 22, 2002.

Rev. Henry Mikaya - Diocese of Western Michigan - served as Dean of the Cathedral of the Holy Cross in Diocese of Botswana in Central Africa. This appointment started June 16, 1999 and officially ended June 16, 2002.

Mr. Peter McKinney - Diocese of Western North Carolina - served as Bishop's Secretary in the Diocese of Namibia in South Africa. This appointment started October 13, 2000 and officially ended June 30, 2002.

Rev. Seth Polley and Mrs. Lori Keyne - Diocese of California - served as Priest-in-charge of St. Luke's Cathedral and Assistant to the Diocesan Youth Program respectively in the Diocese of Panama. These appointments started February 9, 1999 and officially ended July 1, 2002.

Rev. Judith Toffey - Diocese of Connecticut - served as English Teacher at Ahliyyah School for Girls in the Diocese of Jerusalem. This appointment started January 27, 2001 and officially ended July 4, 2002.

Mr. Thomas Sherow - Diocese of Western Kansas - served as English Teacher at El Buen Pastor Episcopal School in the Diocese of Honduras. This appointment started August 15, 2000 and officially ended July 10, 2002.

Mr. Ranjit Mathews - Diocese of Massachusetts - served as Assistant to The Church of the Province of Southern Africa's Office of HIV/AIDS at the Community Ministries & Mission of St. George's College Cathedral in the Diocese of Cape Town. This appointment with Young Adult Service Corps program started July 1, 2001 and officially ended May 31, 2002.

Ms. Kristina Minister - Diocese of Lexington - served as English Teacher by special appointment in China with the Amity Foundation, through the

National Council of Churches in the USA. This appointment started July 26, 2000 and officially ended July 26, 2002.

Mr. Thomas Murphy - Diocese of Western North Carolina - served as Volunteer Counselor/Teacher in the Diocese of Honduras. This appointment with the Young Adult Service Corps Program started June 15, 2001 and officially ended June 15, 2002.

Mr. Alex Dyer - Diocese of Southern Virginia - served as Income Generating and Training Officer in the Diocese of Egypt and North Africa. This appointment with the Young Adult Service Corps Program started August 12, 2001 and officially ended July 31, 2002.

Mr. Peter and Mrs. Betty Budde - Diocese of Fond du Lac - served as English Teachers in the Diocese of Honduras. These appointments started August 8, 2001 and officially ended June 17, 2002.

Mr. Jeff Lisman - Diocese of Connecticut - served as Music Teacher at Uganda Christian University in the Church of the Province of Uganda. This appointment with the Young Adult Service Corps Program started August 29, 2001 and officially ended August 29, 2002.

Ms. Wesley Fletcher - Diocese of West Texas - served as Teacher in the Diocese of West Ankole in Uganda. This appointment with the Young Adult Service Corps Program started August 27, 2001 and officially ended August 27, 2002.

Rev. Dr. Robert Macauley and Mrs. Pamela Burton-Macauley - Diocese of New York - served as Pediatrician and Video Journalist respectively in the Diocese of Madi/West Nile in Uganda. These appointments started April 27, 2002 to September 30, 2002.

Mr. Ronald and Mrs. Lois Noah - Diocese of Iowa - served as Team English Teachers to assist with the English Club and other English activities at St. John's and St. Mary's Institute of Technology. They also served as Chaplains in English Bible Studies and serve the Church of the Advent and other parishes in Taipei in Community Services. These appointments started July 10, 2000 and officially ended July 21, 2002.

Revs. Louis and Joan Mattia - Diocese of Florida - served as Director of Chamuhawi Christian Education Center and Trainer of the Theological Education by Extension Program, in the Diocese of Mpwapwa in Tanzania. They

respectively served as Directors of St. Julian's Conference Center in Limuru, Diocese of Kenya. These appointments started October 1, 1999 and officially ended on September 30, 2002.

APPROVED, UNANIMOUSLY.

INC next presented a video which had been produced by the Diocese of Colombia, and Bob Sessum recommended that the entire Executive Council go to Colombia. Anthony Guillen introduced a resolution in solidarity with Colombia, noting we are the only Church that does not have such a statement.

INC 29

Resolved, That the Executive Council, meeting in Jackson Hole, Wyoming, Oct 11-14, 2002, affirm solidarity with the Episcopal Church of Colombia and the suffering people of Colombia through prayer and witness and urge that the Episcopal Church inform its members of the plight of the Colombian people and support policies and programs that will alleviate their poverty and ameliorate the injustices experienced by millions of Colombians; and be it further

Resolved, That the Episcopal Church urge the Government of the United States to assign the highest priority to achieving a negotiated peace in Colombia and work with other governments in the region and other allies in bringing a peaceful end to Colombia's longstanding civil conflict; and be it further

Resolved, That the Episcopal Church advocate with the Government of the United States that the Government of Colombia commit to combating policies and practices that result in the violation of human rights, the forced displacement of innocent persons, attacks on innocent civilians and civic and religious leaders, massacres, kidnappings, torture, the use of land mines, and the disappearance of large numbers of persons; and be it further

Resolved, That the Episcopal Church reject any increase in military support through Plan Colombia for the Government of Colombia and challenge the current policy of the U.S. Government in emphasizing military aid as its major contribution to peace and stability in Colombia; and be it further

Resolved, That the Episcopal Church support substantial humanitarian and development assistance to Colombia, focusing on multilateral assistance through the agencies of the United Nations and the Organization of American States; and be it further

Resolved, That the Episcopal Church advocate for a re-examination of the fumigation program supported through Plan Colombia as a humane and efficacious means of combating narco trafficking in Colombia; and be it further

Resolved, That the Episcopal Church lend full support to programs which will alleviate the suffering of Colombia's internally displaced persons, especially the Afro-Colombians and indigenous persons who have been severely victimized by Colombia's civil conflict; and be it further

Resolved, That the Episcopal Church actively associate itself with the policies and efforts of the National Council of Churches and other ecumenical bodies seeking to end human rights violations, civil conflict, and further displacement of innocent Colombians.

Explanation: Colombia suffers from the tragic human consequences of protracted civil conflict that has resulted in serious rupture in the fabric of its socio-economic life and the displacement of over 2.5 million people. The Episcopal Church of Colombia seeks to make a significant contribution to bringing peace and stability to the war ravaged, impoverished people of Colombia.

The Government of the United States has committed billions of dollars in combating narco-trafficking by strengthening the military capability of the Government of Colombia through Plan Colombia. Significantly less has been spent in addressing the social and economic inequalities which have contributed to the devastating internal conflict which has plagued Colombia.

Moreover, Colombia's civil conflict has not been halted by military intervention in spite of increased investment in the Government's military capacity and has, in fact, impeded the peace process.

A major goal of the U.S. Government in involving itself in Colombia has been the ending of narco-trafficking through a massive fumigation program which has had a harmful environmental impact while

failing to address the economic circumstances that have caused poor Colombians to be engaged in the drug industry.

APPROVED UNANIMOUSLY.

INC 30

Resolved, That the Executive Council, meeting in Jackson Hole, Wyoming, Oct. 11-14, 2002 expresses its affection for and solidarity with the Episcopal Church in Colombia and commends the faithful witness of Bishop Francisco Duque and the people of the diocese, and be it

Resolved, That Council recognizes the dire financial situation and indebtedness of the Diocese of Colombia and also recognizes the integrity of the new leadership in the diocese, and directs the Treasurer to seek an emergency appropriation of up to \$150,000 in the next six months to relieve the present financial burden that hinders the faithful witness and development of the Church in that part of God's creation, and be it

Resolved, That the Treasurer report back to the next Council meeting through the International Concerns Committee.

Explanation: From July 27, 2002 through July 31, 2002 the Latin America Subcommittee of the Standing Commission on Anglican and International Peace with Justice Concerns was the guest of the Episcopal Diocese of Colombia. Within those four days, subcommittee members were eyewitnesses to the suffering of the Colombian people due to the 40-year-old internal armed conflict. This conflict results in the violation of human rights, including the forced displacement of 2.5 million people, murder, kidnapping, torture and the massacre of innocent civilians. They were also witnesses to the efforts of the Episcopal Church in Colombia to have a profound and positive impact in the life of the Colombian people. They also witnessed the inability of the Church to fully respond to this need due to its dire financial situation.

Therefore, the Standing Commission on Anglican and International Peace with Justice Concerns urges Executive Council to consider and adopt this resolution.

Discussion around this resolution included the following points:

- Why didn't this go to A&F, and where is the money to come from?
- We need to create overall policies around debt in dioceses, and how we will address equitably as a Council.

APPROVED, UNANIMOUSLY.

ACC REPORT

Bishop Roskam and Bob Sessum were at the recent meeting of the Anglican Consultative Council, held in Hong Kong, and reported back to Council about this experience.

EVALUATION AND FORWARD PLANNING

Richard Miller and Cynthia Black facilitated a real time evaluation process to give the Executive Committee some direction in forward planning.

The following priorities gathered the most votes:

- We need lead time to integrate data
- Not all committee reports should be on the last day
- Softball (playtime as a group)
- Greater variety of liturgical worship
- We should invite local visitors (deputies)
- Greater use of technology-there should always be a computer and projector setup
- Service projects (like in Honduras) are excellent

GENERAL CONVENTION THEME

Dan England showed some slides from Genesis, depicting the Engage God's Mission theme explication.

Council enthusiastically received this report, with the proviso that the hands shown be more diverse.

PRIVATE CONVERSATION FOLLOWED

CLOSING REMARKS

Bishop Griswold commended Council on the spirit of the sessions.

The meeting was adjourned at 5:35 p.m.

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

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

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

Also in attendance was The Rev. Helena Rose-Houldcroft, from the Anglican Church of Canada.

Excused were the Rt. Rev. Keith Ackerman; The Rt. Rev. Theodore A. Daniels, Mr. Frank Oberly, The Rev. Kwasi Thornell, and Mrs. Shelly Vescovo.

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