

BOARD OF TRUSTEES FOR THE CHURCH PENSION FUND

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Mandate

Canon I.8

Sec. 1. The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, is hereby authorized to establish and administer the clergy pension system, including life, accident and health benefits, of this Church, substantially in accordance with the principles adopted by the General Convention of 1913 and approved thereafter by the several Dioceses, with the view to providing pensions and related benefits for the Clergy who reach normal age of retirement, for the Clergy disabled by age or infirmity, and for the surviving spouses and minor children of deceased Clergy. The Church Pension Fund is also authorized to establish and administer the lay employee pension system and denominational health plan of the Church, substantially in accordance with the principles adopted by the General Convention of 2009 in Resolution 2009-A177, with the view to providing pensions, health care and related benefits for the eligible Clergy and eligible lay employees of this Church, as well as their eligible beneficiaries and dependents.

Sec. 2. The General Convention at each regular meeting shall elect, on the nomination of a Joint Committee thereof, twelve persons to serve as Trustees of The Church Pension Fund for a term of six years and until their successors shall have been elected and have qualified, and shall also fill such vacancies as may exist on the Board of Trustees. Effective January 1, 1989, any person who has been elected as a Trustee by General Convention for twelve or more consecutive years shall not be eligible for reelection until the next regular General Convention following the one in which that person was not eligible for reelection to the Board of Trustees. Any vacancy which occurs at a time when the General Convention is not in session may be filled by the Board of Trustees by appointment, ad interim, of a Trustee who shall serve until the next session of the General Convention thereafter shall have elected a Trustee to serve for the remainder of the unexpired term pertaining to such vacancy.

Sec. 3. For the purpose of administering the pension system, The Church Pension Fund shall be entitled to receive and to use all net royalties from publications authorized by the General Convention, and to levy upon and to collect from all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of The Church Pension Fund shall elect to come into the pension system, assessments based upon the salaries and other compensation paid to Clergy by such Parishes, Missions, and other ecclesiastical organizations or bodies for services rendered currently or in the past, prior to their becoming beneficiaries of the Fund. For the purpose of administering the lay employee pension system and denominational health

plan, The Church Pension Fund shall be entitled to collect from all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of The Church Pension Fund shall elect to come into the lay employee pension system, assessments and/or contributions based upon the salaries and other compensation paid to eligible lay employees by such Parishes, Missions, and other ecclesiastical organizations or bodies, determine the eligibility of all Clergy and lay employees to participate in the denominational health plan through a formal benefits enrollment process, and The Church Pension Fund shall be entitled to levy upon and collect contributions for health care and related benefits under the denominational health plan from all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church with respect to their Clergy and lay employees.

Sec. 4. The pension system shall be so administered that no pension shall be allotted before there shall be in the hands of The Church Pension Fund sufficient funds to meet such pension, except as directed by the General Convention in 1967.

Sec. 5. To every Member of the Clergy who shall have been ordained in this Church or received into this Church from another Church, and who shall have remained in service in the office and work of the Ministry in this Church for a period of at least twentyfive years, and in respect of whom the conditions of this Canon shall have been fulfilled in the payment of assessments on such reasonable basis as The Church Pension Fund may establish under its Rules of Administration, The Church Pension Fund shall provide a minimum retiring allowance the amount of which shall be determined by the Trustees of the Fund, and shall also provide surviving spouses' and minor children's allowances related thereto. In the case of a Member of the Clergy in whose behalf assessments shall not have been fully paid for a period of at least twenty-five years, The Church Pension Fund shall be empowered to recompute the aforesaid minimum retiring allowance and the other allowances related thereto at a rate or rates consistent with the proper actuarial practice. The Trustees of The Church Pension Fund are hereby empowered to establish such Rules and Regulations as will fulfill the intention of this Canon and are consistent with sound actuarial practice. Subject to the provisions of this Canon, the general principle shall be observed that there shall be an actuarial relation between the several benefits; Provided, however, that the Board of Trustees shall have power to establish such maximum of annuities greater than two thousand dollars as shall be in the best interest of the Church, within the limits of sound actuarial practice.

Sec. 6. An Initial Reserve Fund, derived from voluntary gifts, shall be administered by The Church Pension Fund so as to assure to clergy ordained prior to March 1, 1917, and their families, such

addition to the support to which they may become entitled on the basis of assessments authorized by this Canon as may bring their several allowances up to the scale herein established.

Sec. 7. The action of the Trustees of the General Clergy Relief Fund, in accepting the provisions of Chapter 239 of the Laws of 1915 of the State of New York authorizing a merger with The Church Pension Fund, upon terms agreed upon between said two Funds, is hereby approved. Any corporation, society, or other organization, which hitherto has administered clergy relief funds, may to such extent as may be compatible with its corporate powers and its existing obligations, and in so far as may be sanctioned in the case of diocesan societies by the respective Dioceses, merge with The Church Pension Fund, or if merger be impracticable, may establish by agreement with The Church Pension Fund the closest practicable system of co-operation with that fund. Nothing herein contained shall be construed to the prejudice of existing corporations or societies whose funds are derived from payments made by members thereof.

Sec. 8. Women ordained to the Diaconate prior to January 1, 1971, who are not employed in active service on January 1, 1977, shall continue to have the benefit of their present provisions for pension protection at the expense of their employers, through the Pension Plan for Deaconesses provided by the Church Life Insurance Corporation, or through some other pension plan providing equivalent or better guarantees of a dependable retirement income, approved by proper authority. Women ordained to the Diaconate prior to January 1, 1971, and who are employed in active service on or after January 1, 1977, shall be entitled to the same provisions for pension protection as other Deacons based on prospective service on or after January 1, 1977. Women ordained to the Diaconate on or after January 1, 1971, shall be entitled to the same pension protection as other Deacons.

Sec. 9. The General Convention reserves the power to alter or amend this Canon, but no such alteration or amendment shall be made until after the same shall have been communicated to the Trustees of The Church Pension Fund and such Trustees shall have had ample opportunity to be heard with respect thereto.

Summary of Work

OVERVIEW

In response to a study authorized by General Convention, The Church Pension Fund (CPF) was established in 1914 to provide pension benefits for clergy of the Episcopal Church. Since 1917, CPF has been the sponsor and administrator of The Church Pension Fund Clergy Pension Plan, a defined benefit plan. CPF also sponsors and administers The Episcopal Church Lay Employees' Retirement Plan for eligible lay employees, as well as retirement savings plans that help clergy and lay employees invest and save for retirement. Through CPF and its affiliates, collectively the Church Pension Group (CPG), other benefits and programs, property and casualty insurance, and liturgical and other published materials are offered to clergy, lay employees, and Church institutions. Church Publishing Incorporated, a division of CPG, also offers products to the public through brick-and-mortar and online retailers. Details of the full range of CPG's products, programs, and services are on cpg.org.

To meet the obligations under the pension and other benefit plans that CPG administers, CPF holds and invests assets contributed by employers and individuals. In managing its investments, CPF looks for opportunities to realize attractive risk-adjusted returns, while also achieving important social goals that support Church values.

CPF has taken a proactive approach to socially responsible investing (SRI)⁽¹⁾ that is consistent with its fiduciary duties. Its strategy includes these practices:

- ***Investing for Positive Impact***

CPF proactively seeks out and invests with managers who deliver both strong returns and positive social and environmental outcomes. Examples of CPF's impact investments that support Church values include investments in renewable energy, affordable housing, and sustainable agriculture.⁽²⁾

- ***Shareholder Engagement***

CPF uses its position as an institutional investor to influence the behavior of companies in its investment portfolio. Working with the Executive Council's Committee on Corporate Social Responsibility (CCSR), through shareholder engagement CPF has addressed issues such as diversity on corporate boards, human rights, and climate change.

- ***Thought Leadership***

CPF shares its experience as an institutional investor and its industry relationships to create awareness of effective strategies in socially responsible investing. By collaborating with other investors, CPF helps advance industry best practices and increase investments in the space.⁽³⁾

- ***Incorporation of Environmental, Social, and Governance Issues***

CPF has engaged with many managers of CPF investment assets to evaluate the extent to which they incorporate environmental, social, and governance (ESG) issues into their investment analysis. In many cases, the ESG issues that investors find material align with the values of CPF and its beneficiaries. Considering ESG factors can help drive long-term investment returns, consistent with fiduciary duty, while also supporting Episcopal Church values.

In everything it does, CPG is guided by a set of core values—compassion, professionalism, and trustworthiness—that distinguish it from similar, secular organizations. This Blue Book submission summarizes CPG’s work over the past triennium.

SUMMARY OF WORK

CPG’s vision is to provide its clients with the highest possible level of financial security in retirement that is consistent with exemplary financial stewardship on its part and with the evolving needs of the Church.

Providing the Highest Possible Level of Financial Security in Retirement

CPG offers a variety of pensions and retirement savings programs for eligible clergy and lay employees:

- **The Church Pension Fund Clergy Pension Plan** (Clergy Pension Plan)⁽⁴⁾ is a defined benefit pension plan, which means it provides a benefit based on a predefined formula that takes into account each cleric’s number of years of credited service with the Church and compensation history. All ordained clerics in the US, US Virgin Islands, the Convocation of Episcopal Churches in Europe, and Micronesia are eligible to participate in the Clergy Pension Plan if they meet certain minimum criteria and pension assessments are paid on their behalf. The current assessment rate is 18% of each cleric’s compensation. Participation in the plan also provides additional ancillary benefits to eligible clergy, such as a post-

retirement medical subsidy, life insurance, and disability benefits. Clergy can supplement their Clergy Pension Plan benefits with personal retirement savings through **The Episcopal Church Retirement Savings Plan (RSVP)**.⁽⁵⁾

- Eligible Episcopal clergy serving in Province IX and most of the other non-domestic dioceses of the Church participate in a different defined benefit pension plan called **the International Clergy Pension Plan (ICPP)**.⁽⁶⁾ The ICPP has many of the same generous features as the Clergy Pension Plan, including a monthly subsidy to help with the cost of healthcare in retirement. Minor differences between the two plans address the unique needs of the non-domestic dioceses. The ICPP is provided to eligible clergy who are canonically resident in a diocese of the Church and serving in a non-domestic diocese of the Church or who are canonically resident in a diocese of the Anglican Communion that is part of the Iglesia Anglicana de la Región Central de América (IARCA).⁽⁷⁾
- CPF also administers companion clergy pension plans that are sponsored and controlled by The Anglican Church of Mexico and The Episcopal Church in Liberia, as well as a pension plan for lay employees in the Diocese of Puerto Rico that is sponsored and controlled by the diocese.
- Eligible lay employees receive pension benefits from CPF too. **The Episcopal Church Lay Employees' Retirement Plan (Lay Defined Benefit Plan)**⁽⁸⁾ is a defined benefit plan with a 9% assessment rate. An employer must adopt the Lay Defined Benefit Plan before an eligible employee can participate in the plan. Most employers have decided not to offer a defined benefit pension to their lay employees. Instead, the overwhelming majority of employers offer **The Episcopal Church Lay Employees' Defined Contribution Retirement Plan (Lay Defined Contribution Plan)**,⁽⁹⁾ which is a tax-advantaged retirement savings program like the 401(k) plans offered by many secular employers. Participation in the Lay Defined Contribution Plan is robust and has increased substantially since the 76th General Convention established a mandatory Lay Employee Pension System in 2009.
- **The Fund for Special Assistance** provides grants to retired clergy, surviving spouses, and dependents receiving benefits and experiencing a specific, extraordinary financial challenge. CPF granted assistance of \$77,635 in 2018, \$115,200 in 2019, and \$39,500 through August 2020 from this fund.

In addition to pensions, retirement savings, and the Fund for Special Assistance, CPG facilitates financial stability in retirement by providing access to comprehensive quality healthcare. CPG understands that unanticipated and unmanaged healthcare issues can erode personal savings and compromise financial security.

- In response to General Convention Resolution 2009-A177, The Episcopal Church established a denominational health plan for domestic dioceses of the Church, with benefits to be provided by The Episcopal Church Medical Trust (Medical Trust), an affiliate that is part of CPG. From the beginning, **The Episcopal Church's Denominational Health Plan (DHP)**⁽¹⁰⁾ had two distinct and independent ambitions: 1) cost containment for the Church in light of continually rising healthcare costs and 2) equal access to and parity of funding for healthcare benefits for eligible clergy and lay employees in the domestic dioceses.
- From 2011 to 2019, US employers' premiums increased by an average of 5% to 10.7% annually. The average increase to Medical Trust employer groups was 4.3% to 7.2% over the same period of time. Also, as of early 2020, 81 dioceses had implemented cost-sharing/parity policies to provide equal access to benefits for clergy and lay employees. CPG continues to listen closely to clients and, when prudent and appropriate, adjust benefits in response to feedback. (See endnotes for additional information.⁽¹¹⁾)
- CPG's **Fund for Medical Assistance**⁽¹²⁾ offers financial assistance to eligible clergy, lay employees, and dependents in non-domestic dioceses who are facing healthcare expenses that are not otherwise covered by public or private insurance programs in their countries. CPF granted assistance of \$18,284 in 2018, \$55,355 in 2019, and \$15,641 through August 2020 out of this fund, and it continues to publicize the availability of the fund in dioceses that can use it.

Practicing Exemplary Financial Stewardship

The CPF Board of Trustees (CPF Board) oversees the financial strength of CPF, including the critical component of investment performance. CPF's financial sustainability depends on two things: strong investment returns and exemplary financial stewardship.

As of September 30, 2020, CPF's assets were \$14.8 billion (unaudited). Assets available for benefits in the Clergy Pension Plan were \$10.2 billion (unaudited) and assets available for benefits in the Lay Defined Benefit Plan were \$227 million (unaudited). Updated numbers through the fiscal year ending March 31, 2021, will appear in the 2021 CPG Annual Report, which will be published and available on cpg.org in July 2021.

CPF stress tests its pension assets and liabilities annually to determine its level of confidence that it will have enough assets in future years to meet obligations to pension plan participants. Recent stress tests of the Clergy Pension Plan show that CPF has an appropriate level of assets to honor the plan's future commitments, with plan expenses and revenues managed conservatively. However, the

Clergy Pension Plan does not have sufficient assets to significantly enhance benefits or reduce the level of assessments without revisiting the level of benefits currently offered.

Similar stress tests are run for the Lay Defined Benefit Plan, which is newer, smaller, and funded by a lower assessment rate than the Clergy Pension Plan (9% for lay employees vs. 18% for clergy). The Lay Defined Benefit Plan is in a weaker financial position than the Clergy Pension Plan, and the CPF Board has taken a more conservative approach to plan benefits. For example, over the past triennium, the CPF Board did not grant discretionary cost of living adjustments (COLAs)⁽¹³⁾ for the Lay Defined Benefit Plan because doing so would have compromised the financial strength of the plan.

Identifying and Responding to the Evolving Needs of the Church

CPG is intentional about tracking trends and reaching out to individuals and groups around the Church to learn, share, deepen relationships, and collaborate for the benefit of those it serves.

Enhancing Clergy Benefits Under the International Clergy Pension Plan

CPG's prior work responding to Resolution 2015-A181, Study Costs of Pension Benefits in Foreign Dioceses, allowed CPG to take a closer look at non-domestic compensation and benefits. Insights from CPG's published report⁽¹⁴⁾ and conversations with Province IX Bishops revealed that the International Clergy Pension Plan (ICPP) offers robust benefits that are higher than pensions offered by other denominations and the general marketplace.

However, CPG identified opportunities to further enhance the benefits provided to eligible ICPP participants:

- **Periodic benefit adjustment analysis**—Clergy retirees, or their beneficiaries who are receiving a pension benefit from the ICPP, traditionally receive the same COLA as retirees and beneficiaries living in the US. In 2020, after reviewing the implications of this approach for CPF and participants in the ICPP, the CPF Board decided that going forward, CPF should perform an analysis of local inflation and exchange rates every three years and grant a supplement to COLA when appropriate; any such supplement will be capped at 5%.
- **Banking fee subsidy**—Effective in 2021, CPF will provide a flat US \$40 per month subsidy to eligible clergy retirees and beneficiaries to offset international banking fees. CPF is continuing to explore opportunities to reduce banking fees.
- **Disability benefits**—CPF is in the process of restructuring short-term and long-term disability benefits to align them more closely with disability coverage offered to active clergy in the US.

- **Healthcare support**—CPF will periodically review and, if necessary, adjust the Major Medical Supplement benefit provided to eligible retired clergy and surviving spouses, which has not changed since 2009. Effective January 1, 2021, the Major Medical Supplement will increase from \$160 per month to \$170 per month.
- **Spanish translations**—CPG continues to increase the number of materials and resources available in Spanish⁽¹⁵⁾ and other languages.
- **Welcoming the Episcopal Diocese of Cuba**—When General Convention passed Resolution 2018-A238, Admit Episcopal Diocese of Cuba as a Diocese of The Episcopal Church, to welcome The Episcopal Church of Cuba back into The Episcopal Church, CPG was there to help. Following the passage of the resolution, CPG worked to integrate Cuba’s eligible clergy into the ICPP and educate diocesan leaders on CPG and the benefits, programs, and services that CPG offers. See CPG’s response to Resolution 2018-A238 in *Responses to General Convention*, below.

Inviting Conversation and Studying Trends

Over the past triennium, Mary Kate Wold, CPG’s Chief Executive Officer and President, and numerous other CPG leaders have traveled extensively and hosted in-person and online events to engage in meaningful conversations about evolving client needs. Responding to resolutions passed by the 79th General Convention, CPG initiated a study of parity and equity in benefits.⁽¹⁶⁾ ⁽¹⁷⁾ CPG’s conversations with different groups of clergy and lay employees highlighted social justice issues that extend beyond benefits. Race, ethnicity, gender, sexual orientation, geography, and type of ministry play a role in professional development, career trajectory, compensation philosophy, and benefits. CPG will summarize its findings in various reports to General Convention or the Executive Council, and it has pledged to support the Church as it tackles some of these social issues.

Over the same period of time, CPG’s Research and Data team⁽¹⁸⁾ has conducted surveys and focus groups with clergy and lay employees to better understand their perspectives, hopes, and concerns about retirement planning. The research revealed that CPG’s clients are better informed than the general population in a number of areas but also exhibit some gaps in understanding relevant financial issues. CPG is using these insights to take a fresh look at its educational programming so that it can continue to anticipate and serve client needs. Matthew Price, PhD, Senior Vice President of Research and Data at CPG, summarized the results of recent surveys in videos posted on the Research page of CPG’s website.⁽¹⁹⁾

Intentional Outreach and Relationship Building

In 2019, the Rev. Clayton D. Crawley, a longstanding member of CPG’s executive leadership team, was named Chief Church Relations Officer and leader of CPG’s Church Relations team. In this new role, Father Crawley oversees CPG’s ongoing relational work around the Church with his colleague the Rev. Canon Anne Mallonee, who serves as CPG’s Chief Ecclesiastical Officer.

Among other duties, Father Crawley and Canon Mallonee facilitate semi-annual meetings between the executive leadership team of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church and CPG’s own executive leadership team. Father Crawley consults with the Rev. Canon Michael Barlowe on General Convention matters and participates in regular COVID-19 conference calls with the House of Bishops and their Canons to the Ordinary. Father Crawley and CPG’s Church Relations group oversee outreach to newly-elected bishops and intervene on complex service matters that require special attention.

Father Crawley and Canon Mallonee’s relationships around the Church, deep understanding of Church polity and practice, and years of experience at CPG make them an effective bridge between Church polity and CPG’s fiduciary responsibilities.

Responding to Two Pandemics:

A Statement from Mary Kate Wold, Chief Executive Officer and President of CPG

To say 2020 was a challenging year—from the COVID-19 pandemic that brought illness, death, and market volatility, to the senseless killings of Black people, which brought urgent attention to the ongoing pandemic of racial injustice in the US—would be an understatement. During these times of pain and uncertainty, CPG remained a stable and supportive presence, not only for the Church but also for our employees.

A Commitment to Equality

The sin of systemic racism affects us all, and we at CPG stand united with the Church and with others who are actively pursuing change. We understand the critical role diversity, inclusion, and equity play in the health of our organization and in our service to the Church. We take care to recruit, develop, and promote talented employees of color into positions of authority because we believe diversity at every level at CPG contributes to our success.

Our longstanding commitment to inclusion has resulted in a diverse workforce that continues to thrive, learn, and engage in constructive conversations about difference. Thought leaders such as Catherine Meeks, PhD, Executive Director of the Absalom Jones Center for Racial Healing and Church Publishing author;⁽²⁰⁾ Shawn Rochester, author of *The Black Tax: The Cost of Being Black in America*; and the Most Reverend Michael B. Curry have visited with us and have spoken about the experience of racism, the promise of equality, and the difficult work we all are called to do—to love our neighbors as ourselves.

Employee-led affinity groups provide opportunities for people of color and other demographics to support one another, and ongoing diversity and inclusion training for employees and the CPF Board continues to keep issues of equality front and center in our work. Racial tension can undermine the collaborative culture of any organization, and we are doing everything in our power to advance our understanding so we can create even more space for healing and reconciliation at CPG.

Managing in Uncertain Times

As soon as we started to detect that there was a serious public health crisis on the horizon, we began thinking about how CPG, in the context of our mission, could support the Church during this unique time. We implemented a four-month waiver of clergy pension assessments to alleviate financial stress for the neediest parishes, and we deferred premium payments for medical benefits, life insurance, and property and casualty insurance.

As of March 1, 2020, the Medical Trust began waiving all copays, deductibles, and coinsurance for healthcare services related to the evaluation of and testing for COVID-19. For healthcare services related to the treatment of this disease for its active members, the Medical Trust also began waiving all copays, deductibles, and network coinsurance, effective March 1, 2020. The Medical Trust will continue to waive the out-of-pocket costs described above through at least December 31, 2021.

We made various books and other resources available free of charge so worship and formation could continue during the pandemic, and we used every digital platform at our disposal to be in touch with the Church. We hosted educational programs for individuals focused on their wellness, professional development conferences for benefits administrators, and routine check-ins with bishops and others on the needs of their dioceses and the availability of CPG resources to help.

In our 2020 Annual Report, we feature a video⁽²¹⁾ that highlights the work of the Rev. Len Freeman and the Rev. Lindsay Freeman, chaplains to the retired from the Diocese of Minnesota. It describes how they have found joy in discovering new ways to overcome isolation and deliver pastoral care during the pandemic. Witnessing the impact of COVID-19 on many individuals around the Church, we

are continuing to facilitate compassionate conversations and have partnered with third parties to offer educational webinars and brief videos about financial, emotional, and psychological well-being amid uncertainty. These initiatives have helped to ensure that we remain a stable presence in challenging times.

Finally, from a financial standpoint, the markets were volatile; but market volatility is something we prepare for, always. Years of experience have taught us that diversification, investing for the long-term, and actively managing our liquidity are drivers of success and strength. We have utilized these strategies to weather past market volatility, and we will undoubtedly use them again when the next period of volatility occurs. Roger Saylor, Chief Investment Officer of CPG, has shared his thoughts on recent market volatility in a short video on our website, which I recommend to anyone who would like to hear more about how CPG addresses volatility in the markets.⁽²²⁾

For more about how CPG is supporting the Church during the coronavirus pandemic, please visit the COVID-19 Resource Center on CPG's website.⁽²³⁾

Using Technology to Better Serve Clients

CPG is focused on giving its clients quick, convenient, and safe access to information and benefits because clients are requesting it.

- **Web self-service**—Recent enhancements to CPG's website allow individuals to update their personal and demographic information, obtain a pension estimate, or view their annual statement online in a centralized location.
- **Interactive clergy compensation report**⁽²⁴⁾—CPG's annual Episcopal Clergy Compensation Report of clergy compensation in US and non-domestic dioceses (international dioceses and those within US territories) is now a map-based graphic interface. The report includes compensation categorized by region, age, gender, employment status, parish size, and operating revenue. The new interactive version makes it faster and easier for users to access this important information. The report features pulldown menus to quickly filter the information by category, while year-over-year differences are displayed in colorful charts. Stakeholders have a fuller picture of the clergy employment landscape to help them discern compensation trends across the Church.
- **eLearning**—CPG has expanded its library of online courses⁽²⁵⁾ so its clients can learn what they want, when they want. Courses cover a range of topics, from *Protecting Yourself from Financial Fraud* to *Facing Dementia: Important Information for Caregivers and Older Adults*.

- **Growing social media presence**—CPG has expanded its social media presence to give individuals an inside look at the people and programs that comprise the organization. Its social media channels now include YouTube,⁽²⁶⁾ Instagram,⁽²⁷⁾ Twitter,⁽²⁸⁾ LinkedIn,⁽²⁹⁾ and Facebook.⁽³⁰⁾ All deputies and bishops are encouraged to follow CPG on these social media platforms.

Other Products and Services Available Through CPG

Property and Casualty Insurance

For more than 90 years, The Church Insurance Companies (CIC)⁽³¹⁾ have focused on providing the Church broad, cost-effective property and casualty insurance coverage along with robust risk management strategies and tools in a financially sustainable way. Its commitment to serving the needs of the Church remains unchanged, but the world around it is evolving. To adapt to the changing marketplace, CIC has been proactive in addressing the needs of its clients by creating new coverage options and updating existing policies, including these:

- **Church as sanctuary**—CIC has made available an endorsement to provide coverage for legal defense and other costs.
- **Malicious attack**—CIC now provides this insurance, which includes coverage for crisis management and counseling costs, to all policyholders.
- **Reduced deductible for named storms**—CIC has reduced the deductible to 2% of the property's value for churches in the contiguous US.
- **Cyber liability**—CIC now provides coverage up to \$250,000 to all policyholders.
- **New flood coverage limit**—While industry policies do not typically offer flood insurance, CIC provides coverage up to \$1 million.

In October 2020, Christopher R. Rourke was named Senior Vice President and General Manager of CIC, succeeding William Murray. Mr. Rourke is a proven leader with a track record of success in commercial property and casualty underwriting and risk management. He has held senior management positions in insurance organizations throughout the US and was most recently President of Berkley North Pacific Group, a commercial insurance provider. His industry expertise and commitment to customer service will ensure that CIC remains a stable presence for its clients when they need CIC most.

Church Publishing Incorporated

Founded in 1918 as The Church Hymnal Corporation, Church Publishing Incorporated (CPI)⁽³²⁾ publishes official worship materials and resources for The Episcopal Church and serves as a multi-faceted publisher and supplier to the broader ecumenical marketplace. CPI produces some 50 new books and resources each year and manages a portfolio of more than 2,000 active titles and resources, many of which are sold worldwide.

CPI's commitment to social justice is demonstrated by its more than 100 resources on racial justice, climate and environmental concerns, and LGBTQ/gender equity. *Preaching Black Lives (Matter)* by Gayle Fisher Stewart, which CPI released in July 2020, achieved the rank of number one in Amazon.com's ethics in Christian theology section. The publisher's first audiobook, *Passionate for Justice* by Catherine Meeks and Nibs Stroupe (with a foreword by Stacey Abrams), is available for download.⁽³³⁾ Also, under the guidance of an advisory council launched in 2020, CPI is increasing its Spanish-language resources so it can be even more inclusive of the diverse voices that comprise the Church.

In November 2020, CPG appointed Airié Stuart to serve as Senior Vice President and Publisher of CPI. Ms. Stuart's background includes positions at both trade and scholarly/academic publishing houses. Prior to joining CPI, she held executive positions at John Wiley & Sons, Simon & Schuster, and HarperCollins and served as publisher of Palgrave Macmillan. She succeeds Senior Vice President Mark Dazzo, who retired from CPG in September 2020.

REPORTS TO THE 80th GENERAL CONVENTION

The Church Pension Fund and Affiliated Companies

The Church Pension Fund	Participants
Clergy Pension Plan	18,308
Lay Defined Benefit Plan	4,199
Lay Defined Contribution Plan	17,740
RSVP Plan	4,983

The Episcopal Church Medical Trust

Clergy		
Active	3,971	} 38,738
Retired and surviving spouses	5,335	
Lay employees		
Active	11,024	
Retired and surviving spouses	2,622	
Family members		
Active (clergy & lay employees)	12,904	
Retired (clergy & lay employees)	2,882	

Church Life Insurance Corporation

Group life insurance	22,280
Individual life insurance	1,012
Annuities	3,296

The Church Insurance Companies

The number/percentage of Episcopal churches and dioceses that purchase their property and casualty insurance from The Church Insurance Company of Vermont or The Church Insurance Agency

Corporation

Churches	5,846 / 90%
Dioceses	96 / 96%

Church Publishing Incorporated

Books in print	997
Church supplies	429
Christian education resources	298
eBooks	906
eProducts	42

As of September 30, 2020

THE CHURCH PENSION FUND BOARD AND GOVERNANCE

CPF is governed by a 25-member board of trustees; 24 are elected by General Convention. The 25th trustee, CPF's Chief Executive Officer and President, is elected by CPF Board members and serves at their will.

THE WORK OF THE CPF BOARD

With input from CPG's Executive Leadership Team, the CPF Board makes critical policy decisions affecting investment strategy, pensions, and other benefits and services. It oversees the strategic direction of a broad and varied consortium of businesses while ensuring that the financial strength of the organization remains intact.

The participation of lay and ordained Church leaders as well as experienced investment managers, attorneys, and business and financial professionals all enrich the CPF Board. It is essential to bring to the board's deliberations the most expert and thoughtful advice available to the Church. The complexity of CPG's work and the legal duties of care and loyalty require that each trustee be informed and engaged.

THE ELECTION PROCESS AND THE CURRENT CPF BOARD

As set out in the Canons of The Episcopal Church, each General Convention elects 12 trustees, selecting from the slate of nominees presented by the Joint Standing Committee on Nominations.

Six current trustees—Kevin B. Lindahl, Esq., Sandra Ferguson McPhee, Esq., the Rt. Rev. Brian N. Prior, the Rt. Rev. Gregory H. Rickel, Canon Anne M. Vickers, CFA, and the Rev. Canon Dr. Sandye A. Wilson—were elected to their first six-year terms at the 2015 General Convention. Therefore, they are eligible and have agreed to stand for re-election at the upcoming General Convention. The following six trustees are retiring from the CPF Board in 2021, having faithfully served the two consecutive six-year terms allowed by the Canons: Martha B. Alexander, EdD, the Rt. Rev. Thomas James Brown, the Very Rev. Tracey Lind, the Rev. Dr. Timothy J. Mitchell, Margaret A. Niles, Esq., and Sandra S. Swan, DHL.

The current CPF Board will remain in place until the House of Deputies elects, and the House of Bishops confirms, a new slate of trustees.

REPORTS TO THE 80th GENERAL CONVENTION

The Church Pension Fund Board of Trustees	
<p>Terms Ending in 2021:</p> <p>Martha Bedell Alexander, EdD Former Legislator North Carolina House of Representatives Charlotte, North Carolina</p> <p>The Rt. Rev. Thomas James Brown Chair, The Church Pension Fund Board of Trustees Bishop, Episcopal Diocese of Maine Portland, Maine</p> <p>The Very Rev. Tracey Lind Dean (retired), Trinity Cathedral Episcopal Diocese of Ohio Cleveland, Ohio</p> <p>Kevin B. Lindahl, Esq.* Deputy Executive Director and General Counsel Fire and Police Pension Association of Colorado Denver, Colorado</p> <p>The Rev. Dr. Timothy J. Mitchell Rector, Church of the Advent Episcopal Diocese of Kentucky Louisville, Kentucky</p> <p>Sandra F. McPhee, Esq.* Law Offices of Sandra Ferguson McPhee Evanston, Illinois</p> <p>Margaret A. Niles, Esq. Partner, K&L Gates LLP Seattle, Washington</p> <p>The Rt. Rev. Brian N. Prior* Vice Chair, The Church Pension Fund Board of Trustees Assisting Bishop, Episcopal Diocese of Olympia Bishop, Episcopal Church in Minnesota (retired) Spokane Valley, Washington</p> <p>The Rt. Rev. Gregory H. Rickel* Bishop, Episcopal Diocese of Olympia Seattle, Washington</p> <p>Sandra S. Swan, DHL President Emerita Episcopal Relief and Development Chocowinity, North Carolina</p> <p>Canon Anne M. Vickers, CFA* Canon for Finance and Administration Episcopal Diocese of Southwest Florida Parrish, Florida</p> <p>The Rev. Canon Dr. Sandye A. Wilson* Interim Dean The Cathedral of All Saints St. Thomas, US Virgin Islands</p> <p><i>*Board members who are up for re-election in 2021</i></p>	<p>Terms Ending in 2024:</p> <p>Canon Rosalie Simmonds Ballentine, Esq. Attorney, Law Office of Rosalie Simmonds Ballentine, P.C. St. Thomas, US Virgin Islands</p> <p>The Rt. Rev. Dr. Diane M. Jardine Bruce Bishop Suffragan, Episcopal Diocese of Los Angeles Irvine, California</p> <p>The Very Rev. Sam Candler Dean, The Cathedral of Saint Phillip Episcopal Diocese of Atlanta Atlanta, Georgia</p> <p>The Rt. Rev. Clifton Daniel III Dean, The Cathedral Church of St. John the Divine New York, New York</p> <p>Delbert C. Glover, PhD Vice President (retired), DuPont Washington, District of Columbia</p> <p>The Rt. Rev. Julio Holguín Bishop, Episcopal Diocese of the Dominican Republic (retired) Santo Domingo, Dominican Republic</p> <p>Ryan K. Kusumoto President and CEO Parents and Children Together Honolulu, Hawaii</p> <p>Canon Kathryn Weathersby McCormick Vice Chair, The Church Pension Fund Board of Trustees Canon for Administration & Finance (retired) Episcopal Diocese of Mississippi Jackson, Mississippi</p> <p>Yvonne O'Neal Social Justice Advocate Retired Financial Consultant New York, New York</p> <p>Solomon S. Owayda Founding Partner, Mozaic Capital Advisors Boston, Massachusetts</p> <p>The Rev. Austin K. Rios Rector, Saint Paul's Within the Walls Convocation of Episcopal Churches in Europe Rome, Italy</p> <p>Linda Watt U.S. Ambassador (retired) Former Chief Operating Officer, DFMS Weaverville, North Carolina</p> <p>Mary Katherine Wold, Esq. CEO and President The Church Pension Fund New York, New York</p>

CPG EXECUTIVE LEADERSHIP CHANGES

In April 2019, Ellen Taggart succeeded Daniel Kastle as Executive Vice President and Chief Financial Officer (CFO) of CPG. Prior to her appointment, Ms. Taggart served as CPG's Senior Vice President, Strategic Planning and Project Management. Previously, she was a Senior Vice President of Finance and CFO at Dun & Bradstreet, where she worked for 17 years with businesses across the US, Europe, Latin America, and the Asia-Pacific region.

In April 2020, Theodore Elias succeeded Maria Curatolo as Executive Vice President and Chief Administrative Officer of CPG. In this role, Mr. Elias is responsible for Human Resources, Facilities/General Services, and Corporate Sustainability. Prior to his appointment, he served as Vice President, Organizational Development, for CPG. Before joining CPG in 2014, he worked for TIAA-CREF, after holding numerous vice president-level positions at JPMorgan Chase.

RESPONSES TO GENERAL CONVENTION

[Divest From Fossil Fuel Companies and Reinvest in Clean Energy \(Resolution 2018-A020\)](#)

...

Resolved, That in light of this statement, that the General Convention urge CPF to be mindful of the Church's desire to become increasingly invested in renewable and clean energy; and be it further

Resolved, That the General Convention request that The Church Pension Fund provide a report that includes a sustainability plan to the 80th General Convention.

CPF has been and continues to be mindful of the Church's desire to become increasingly invested in renewable and clean energy. CPF has actively researched investment opportunities linked to sustainability and renewable/clean energy, which are described in 2018-A020 Sustainability Report at cpg.org/2018A020.

Create a Task Force to Update Safe Church Training (Resolution 2018-A048)

...

Resolved, That this 79th General Convention direct the Executive Council to establish a Task Force... to create and implement new safe church training materials to be developed during the next triennium...; and be it further

Resolved, That the Church Pension Group be asked to collaborate and coordinate their training program with this effort and to appoint a member to serve on the committee.

...

CPG was allotted a seat on the task force authorized by this resolution to create and implement new Safe Church training materials to reflect the 2018 Model Policies, including specialized topics related to ministry roles and a plan to publish, update, and oversee this work.

With the assistance of CPG, the task force defined the scope of the Safe Church program and helped with the selection of the training provider. In addition, CPG collaborated with the task force on its outreach effort and provided guidance on curriculum development.

Create a Task Force on the Relationship of TEC and the CPF (Resolution 2018-A060)

Resolved, That the 79th General Convention invite the Executive Council and The Church Pension Fund to study jointly the historical and current relationship of The Episcopal Church and The Church Pension Fund in order to achieve greater clarity on their respective roles, responsibilities, and authority, and be it further

Resolved, The Executive Council and The Church Pension Fund issue a joint report about this study by December 31, 2019.

The Executive Council and CPF created a task force to study the historical and current relationship of The Episcopal Church and CPF in order to achieve greater clarity on their respective roles, responsibilities, and authority.

The members of the task force—five appointed from the Executive Council and five from CPF—completed the study and prepared the requested report over 18 months.

[Study Parity Between Lay and Clergy Pensions \(Resolution 2018-A237\)](#)

Resolved, That the 79th General Convention urge The Church Pension Fund to report on the current state of parity between the pensions of lay and ordained Church employees, domestic and non-domestic Church employees and Church employees of disparate incomes...; and be it further

Resolved, That The Church Pension Fund consider supplemental models for the pension system that would benefit lay and clergy employees...; and be it further

Resolved, That The Church Pension Fund is invited to present its findings to the 80th General Convention.

In forming its response to Resolution 2018-A237, CPF leveraged the analyses it performed in response to Resolutions 2015-A181, Report on the Costs of Pension Benefits in Foreign Dioceses, and 2018-Do45, Pension Equity for Lay Employees. The report also incorporates insights that were compiled from nearly 20 listening events hosted by CPG on how to achieve pension equity. The events were held from May 2019 through March 2020 with clergy, lay employees, and other stakeholders. Participants' comments helped to inform the report.

In its report to be issued in 2021 and prior to the 80th General Convention, CPF will propose supplemental pension models that may address disparities between lay and clergy pensions while the Church works toward parity.

[Admit Episcopal Diocese of Cuba as a Diocese of The Episcopal Church \(Resolution 2018-A238\)](#)

...

Resolved, That immediately upon the close of business of the 79th General Convention, the active clergy of La Iglesia Episcopal de Cuba shall become eligible to participate going forward in the International Clergy Pension Plan (ICPP) and its related plans, which will be administered by The Church Pension Fund (CPF) consistent with the terms of the ICPP...; and be it further

Resolved, That the General Convention direct The Episcopal Church, together with La Iglesia Episcopal de Cuba and other potential ministry partners, in consultation with CPF, to collaborate on a plan to fund the past service liability accrued by the active clergy of La Iglesia Episcopal de Cuba.

...

CPF administers the International Clergy Pension Plan (ICPP) and has successfully enrolled eligible clergy in Cuba into this plan. In its role as the Recorder of Ordinations, CPF has also recorded their canonical reception into The Episcopal Church. In addition, CPF applied for and received the necessary regulatory approvals to commence making benefit payments. Finally, CPF has received from the Domestic and Foreign Missionary Society a significant portion of the money required to credit past service for eligible clergy in Cuba.

In the next triennium, CPF will continue working with the Diocese of Cuba and the Rt. Rev. Griselda Delgado del Carpio to expand educational opportunities for eligible clergy to learn about CPF and the benefits provided under the ICPP.

[Call for Shareholder Advocacy for Environmental Impact \(Resolution 2018-C021\)](#)

Resolved, That the 79th General Convention of The Episcopal Church call upon the Executive Council Committee on Corporate Social Responsibility (CCSR), in conjunction with The Church Pension Fund, to identify 10 companies within our portfolio that significantly impact the environment, and initiate shareholder engagement to advocate for the inclusion of an expert in sustainability on their boards;

...

CPF uses its voice as a shareholder to advance issues of environmental sustainability within the companies in its investment portfolio. Issues of environmental sustainability can present investment opportunities and risks for CPF. Working with the Executive Council Committee on Corporate Social Responsibility (CCSR), CPF has engaged with companies on the issue of sustainability expertise on the board and in corporate management. Having individuals in corporate leadership with the necessary sustainability expertise can help identify relevant opportunities and risks. In pursuing a socially responsible investment strategy, CPF will continue to work closely with the CCSR to coordinate on shared priorities.

CPF's response to Resolution 2018-C021 is included in 2018-A020 Sustainability Report at cpg.org/2018A020.

[Ensure Availability of Multiple Insurance Providers \(Resolution 2018-C023\)](#)

Resolved, That the 79th General Convention requests that the Church Pension Group strive to make available at least two health insurance providers in each diocese; and be it further

Resolved, That in any diocese in which only one health insurance provider is available under the Church Pension Group Denominational Health Plan, and in which the availability of only one

provider would have a material negative impact on the diocese’s employees, congregations, new recruitment, or overall well-being, that diocese will be permitted to seek other insurance options outside of the Denominational Health Plan.

As part of its broader strategy to ensure adequate coverage and choice for its clients, CPG is committed to offering two health insurance plans in each diocese. Having multiple vendors ensures that dioceses geographically distributed throughout the US have adequate access to healthcare benefits.

[Collect Data on Clergy Compensation by Race \(Resolution 2018-C029\)](#)

Resolved, That the 79th General Convention... directs the Recorder of Ordinations to develop and implement a strategy for compiling and reporting canonically resident clergy data by race; and be it further

Resolved, That the Recorder of Ordinations present its strategy to Executive Council at its spring 2019 meeting; and be it further

Resolved, That recognizing the time required to properly compile the data, the Church Pension Group “2020 Clergy Compensation Report,” as well as reports for subsequent years, include data about compensation by race.

[Collect Racial and Ethnic Data on Episcopal Elections and Clergy \(Resolution 2018-D005\)](#)

...

Resolved, That the General Convention calls upon the Recorder of Ordinations to gather data about clergy by race and ethnicity in order to show trends in ordination, deployment, and compensation by race and ethnicity, and to report broadly by electronic and other means.

[Include Gender in the Clergy Compensation Report \(Resolution 2018-D037\)](#)

...

Resolved, That the General Convention direct the Church Pension Group, drawing upon the report of the House of Deputies Special Committee on Sexual Harassment and Exploitation to the 79th General Convention and other relevant resources, expand its Clergy Compensation Report to include greater specificity as it relates to gender identity, bringing together in a single

report as much detailed information as possible, up to the limits of applicable privacy standards and laws; and be it further...

...

Resolved, That the Church Pension Group will report on changes to the Clergy Compensation Report at the Spring 2019 meeting of Executive Council.

At the 79th General Convention, three resolutions were passed that requested that CPG, acting as the Recorder of Ordinations, gather data related to new demographic categories. Specifically, Resolutions 2018-C029, 2018-D005, and 2018-D037 requested that CPG collect data on race/ethnicity and gender identity and include this data in its reports on compensation, ordinations, and deployment. Resolutions 2018-C029 and 2018-D037 also requested that CPG include these demographic categories in its annual Clergy Compensation Report and that differences in compensation be reported at a higher level of detail.

CPG embraced the recommendations. In consultation with the Executive Council of The Episcopal Church, CPG established a mechanism to collect information on race, ethnicity, and gender identity in a way that safeguarded the confidentiality of clergy data while being easily accessible. CPG also agreed to include sexual orientation as an additional data point that would be collected by the Recorder of Ordinations, assisting in fulfilling the data requests contained in 2018-D069, Collect Data on LGBT Clergy Deployment and Compensation.

Data collection commenced in July 2020 and is ongoing.

CPG plans to publish the 2020 Episcopal Clergy Compensation Report with new data on race, ethnicity, and gender identity in 2021, fulfilling the requests contained in Resolutions 2018-C029 and 2018-D037. CPG will also publish a report in 2021 on trends in ordinations, deployment, and compensation, which will fulfill the requests in 2018-D005.

[Study Equity in Clergy and Lay Pension Plans \(Resolution 2018-D045\)](#)

...

Resolved, That The Church Pension Fund be asked to study the steps necessary to provide equity in the pension plans for lay and ordained church workers... and compare the resulting possible plans with the pension benefits offered in comparable, non-church organizations and report the results of that study to Executive Council by July 1, 2020, for communication to the wider church, including but not limited to the 80th General Convention.

In forming its response to Resolution 2018-D045, CPF compared retirement readiness of participants in CPF's defined benefits plans—The Church Pension Fund Clergy Pension Plan and The Episcopal

Church Lay Employees' Defined Benefit Plan—and The Episcopal Church Lay Employees' Defined Contribution Retirement Plan. Insights compiled from nearly 20 listening events hosted by CPG on how to achieve pension equity also helped to inform the report. The events were held from May 2019 through March 2020 with clergy, lay employees, and other stakeholders at meetings organized by the Church and CPG, and with divinity school students. The Lay Retirement Readiness Survey that CPG sponsored in 2018 provided additional supporting details.

The Report Summary at cpg.org/2018D045 analyzes income replacement ratios for plan participants; compares possible plans with pension benefits offered by comparable non-Church organizations; and presents considerations to make the pension plans more equitable.

[Evaluate Meeting Policies and Practices on Alcohol Misuse \(Resolution 2018-D059\)](#)

Resolved, That the 79th General Convention:

...

3. recommends that CREDO develop a program component to help participants explore their relationship to alcohol and substance misuse and other forms of addiction.

...

CPG asked CREDO faculty to incorporate information about alcohol abuse, substance abuse, and other addictions in their presentations. These issues are discussed in CREDO plenaries, workshops, and one-on-one consultations. Every conference includes several 12-step meetings as a part of the standard agenda. CPG held an Affinity CREDO conference for Clergy in Recovery in September 2018, and this will be repeated at least every five years.

End Notes

- (1) Socially Responsible Investing, the Church Pension Group, cpg.org/SRI
- (2) Socially Responsible Investing Videos: Positive Impact Investing Case Studies, the Church Pension Group, cpg.org/SRIvideos
- (3) Insights & Ideas, the Church Pension Group, cpg.org/Insights&Ideas
- (4) The Church Pension Fund Clergy Pension Plan (Clergy Pension Plan), the Church Pension Group, cpg.org/cpp
- (5) The Episcopal Church Retirement Savings Plan (RSVP), the Church Pension Group, cpg.org/RSVP
- (6) The Church Pension Fund International Clergy Pension Plan (ICPP), the Church Pension Group, cpg.org/ICPP
- (7) The non-domestic dioceses of The Episcopal Church are Colombia, Cuba, Dominican Republic, Ecuador Central, Ecuador Litoral, Haiti, Honduras, Puerto Rico, Taiwan, Venezuela, and Virgin Islands (British only). The dioceses of the Iglesia Anglicana de la Región Central de América (IARCA) are Costa Rica, El Salvador, Guatemala, Nicaragua, and Panama.
- (8) The Episcopal Church Lay Employees' Defined Benefit Plan, the Church Pension Group, cpg.org/layDBplan
- (9) The Episcopal Church Lay Employees' Defined Contribution Retirement Plan, the Church Pension Group, cpg.org/layDCplan
- (10) 2019 Denominational Health Plan Annual Report, the Church Pension Group, cpg.org/dhp-annual-report
- (11) Forecasted increases in health plan premiums: Aon plc 2020 Global Medical Trend Rates Report, aon.com
- (12) The Fund for Medical Assistance, the Church Pension Group, cpg.org/FMA
- (13) Cost-of-Living Adjustment (COLA), the Church Pension Group, cpg.org/COLA
- (14) Report from The Church Pension Fund in response to Resolution 2015-A181, Study Costs of Pension Benefits in Foreign Dioceses, the Church Pension Group, cpg.org/2015A181
- (15) The Church Pension Group Spanish website, cpg.org/espanol
- (16) Report from The Church Pension Fund in response to Resolution 2018-A237, Study Parity Between Lay and Clergy Pensions, the Church Pension Group
- (17) Report from The Church Pension Fund in response to Resolution 2018-Do45, Study Equity in Clergy and Lay Pension Plans, the Church Pension Group, cpg.org/2018Do45
- (18) Research & Data, the Church Pension Group, cpg.org/research
- (19) Matthew Price, PhD, Research & Data, the Church Pension Group, cpg.org/price
- (20) Catherine Meeks, PhD, and the Rev. Nibs Stroupe book talk and signing, the Church Pension Group, cpg.org/Meeks-StroupeCPI
- (21) The Rev. Len Freeman and the Rev. Lindsay Freeman, Chaplains to the Retired from the Diocese of Minnesota, on delivering pastoral care during the pandemic, the Church Pension Group, <http://bit.ly/NewConnectionsCPG>

REPORTS TO THE 80th GENERAL CONVENTION

- (22) Roger Saylor, Chief Investment Officer of the Church Pension Group: Market Volatility—A Fact of Life, the Church Pension Group, <http://bit.ly/MarketVolatilityCPG>
- (23) COVID-19 Resource Center, the Church Pension Group, cpg.org/COVID19
- (24) 2019 Clergy Compensation Report, interactive version, the Church Pension Group, cpg.org/compensation2019
- (25) Learning Center for Active Clergy, the Church Pension Group, cpg.org/active-clergy/learning/
- (26) YouTube, the Church Pension Group, youtube.com/ChurchPensionGroup
- (27) Instagram, the Church Pension Group, instagram.com/churchpension
- (28) Twitter, the Church Pension Group, twitter.com/ChurchPension
- (29) LinkedIn, the Church Pension Group, linkedin.com/company/church-pension-group
- (30) Facebook, the Church Pension Group, facebook.com/ChurchPension
- (31) The Church Insurance Companies, cpg.org/CIC
- (32) Church Publishing Incorporated, churchpublishing.org/
- (33) Passionate for Justice: Ida B. Wells as Prophet for Our Time, by Catherine Meeks & Nibs Stroupe, Church Publishing Incorporated, churchpublishing.org