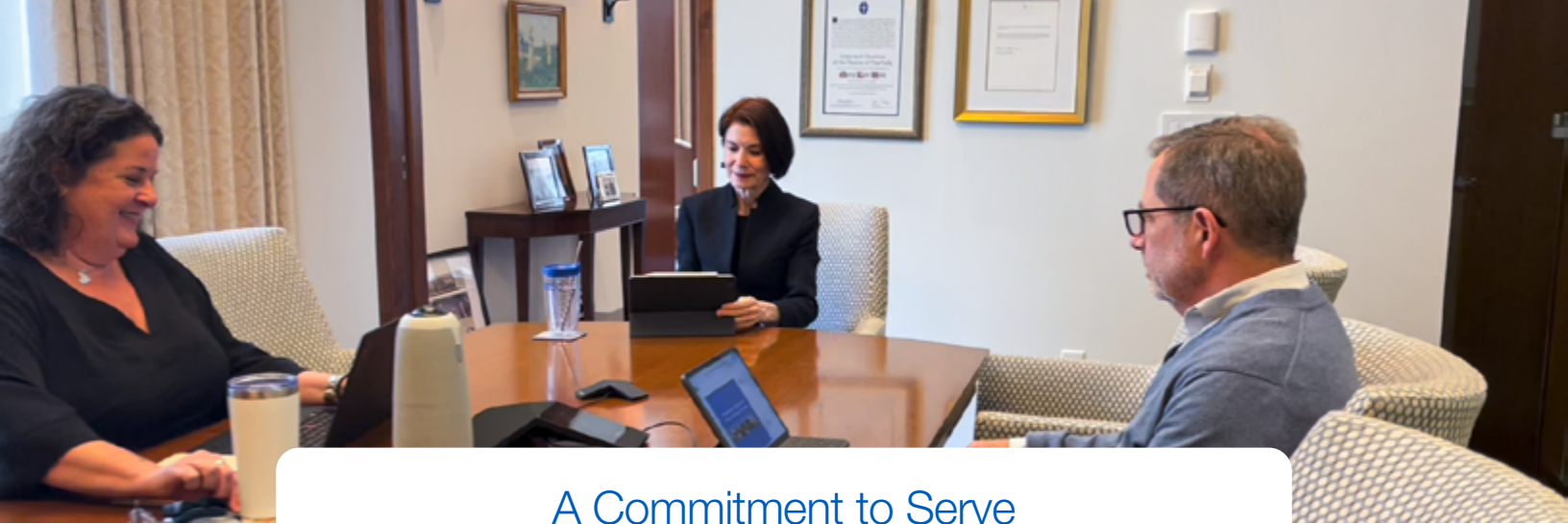


CPG Report to General Convention





A Commitment to Serve

A Message from Mary Kate Wold

Dear Friends:

During the past four years, serving as CEO and President of the Church Pension Group (CPG) has been among the most rewarding challenges of my career. I have led a group of people for more than a decade now who are passionate about providing benefits, insurance, and publishing resources to the institutions and individuals of The Episcopal Church. The pandemic, however, has tested us all in ways we could not have imagined.

I cannot describe how grateful I am for the many individuals at CPG who enabled us to continue to serve the Church well during the pandemic: for the security guards and mailroom teams that came to the office every day during the COVID lockdown to keep our office safe and our mail forwarded; for the call center professionals who answered client questions from their homes with dogs barking and kids Zoom-schooling a few feet away; for the teams that created web programs so we could be in touch with the people we serve even when we could not be together; and for so many other CPG folks who kept the organization thriving after life as we knew it screeched to a halt in March 2020.

Serving as a member of The Church Pension Fund Board (CPF Board) during this time has been rewarding as well. My fellow board members and I rolled up our sleeves and authorized emergency COVID relief for struggling parishes. We continued our study and discussion of CPG's investment performance and financial strength, pension parity, the rising costs and complexity of healthcare, the effects of climate change on Episcopal buildings, and supply chain impacts on publishing.

We also engaged in constructive conversations about race and racial reconciliation to make sure that all biases are acknowledged and all voices are heard on our board and around CPG. The last four years were as productive as they were hard, and I feel gratitude for the time to regroup, recommit, and find new ways to be with the people we serve.

At the 80th General Convention, six CPF Board members will retire, and—to a person—they leave a legacy of distinguished service. Six of our board colleagues are standing for reelection, having served the Church well for one full term. Their individual areas of expertise and years of accumulated knowledge of our complex businesses would serve them well in continued service to the board.

Since our submission to the *Blue Book* last winter, we have produced an update: Our Report to General Convention invites you behind the scenes. It gives you a glimpse of the people and perspectives that shape our work for the Church. Please do not hesitate to reach out to us if you have any questions.



Reflections from the CEO

As the 25th trustee, appointed by the CPF Board, Mary Kate Wold describes the purpose and vision of CPG and the relationship between management and the board.

Watch video at youtube.com/watch?v=CfX41VTq_Pk



Meet the CPF Board Chair-Elect

Canon Kathryn McCormick reflects on her goals as Chair of the Church Pension Fund Board and the vital role of The Church Pension Fund in supporting clergy and lay people in their mission to spread the gospel.

Watch video at youtu.be/co-L1gLMsZI

My colleagues and I will miss being with you in person this July, but if the past two years have taught us anything, we know that online gatherings can work well. Please enjoy this report, and mark your calendar to participate in our upcoming webinars:

- [Episcopal Church Foundation: Getting to Know the Church Pension Group](#)
- [Trends in Ministry: Insights into Episcopal Clergy](#)

CPG exists to support clergy and lay employees of The Episcopal Church in their calling to spread the gospel. We do this by providing high quality employee benefits, property and casualty coverage, and published materials. It is an honor to serve the Church in all the ways that we do, to work with such compassionate, professional, and trustworthy colleagues at CPG and on the CPF Board, and to provide stability in uncertain times.

Faithfully,



Mary Kate Wold
CEO and President



Always on Her Side

“CPG has been that hidden piece in the background that makes planning for the future possible. For that, I am really grateful,” Bishop Kimberly Lucas, The Episcopal Church in Colorado, says as she describes how CPG helped her manage family health concerns.

Watch video at
youtu.be/fSPI8nVxZwo

Reflections from the Board



What role does The Church Pension Fund Board of Trustees play in The Episcopal Church? Board members share what it means to be the eyes and ears of the Church with regard to all things CPG.

Watch video at
youtu.be/TKxGuYAKcsk



As they explore some of their key decisions, board members describe the listening, brainstorming, and analyses that have benefited the constituents of the Church.

Watch video at
youtu.be/OX8zISr7DDo



Board members share the moments that make them the proudest as they discuss their role in linking CPG's purpose to the work of the Church in new ways.

Watch video at
youtube.com/watch?v=SF6yo-g_ju0



Board members take stock of the future of CPG and our promises to those we serve.

Watch video at
youtu.be/Vz-oeJCw_xA



Shared Values & Shared Work

Care for Community

“What it means to be community is that we are aware that we are not the center of the universe as individuals, that we are knit together, in a larger body than just ourselves.”

– **The Rev. Clayton Crawley,**
Chief Church Relations Officer



Becoming Beloved Community

Chief Ecclesiastical Officer the Rev. Clayton Crawley and Patty Favreau, Chief Communications Officer, explain how understanding clergy demographics, including race, ethnicity, gender identity, and sexual orientation can inform important conversations around the Church on Becoming Beloved Community.

Watch video at youtu.be/E3tB_Olft-k

Parity and Demographics

Over the past triennium, we have been helping the Church understand parity issues among clergy, and between clergy and lay employees. We have also considered what, if anything, might be done to address disparity in pensions.

Our reports on General Convention [Resolution 2018-A237](#): Study Parity Between Lay and Clergy Pensions and [Resolution 2018-D045](#): Study Equity in Clergy and Lay Pension Plans address these issues in depth, and represent our latest thinking on the topic.

In addition, our annual [Clergy Compensation Report](#) and our [Clergy Ordination and Deployment Trends](#) findings are informed by our research related to race, ethnicity, gender identity, and sexual orientation.



Addressing Parity

Chief Operating Officer Frank Armstrong delves into CPG's work around Resolution 2018-A237 and how changes to pension plan provisions help mitigate differences.

Watch video at youtu.be/Q9L0ONEPfik

Controlling the Cost of Healthcare

We always strive to balance compassionate benefits with good financial stewardship so we can continue to support the Church for decades to come. The Episcopal Church Medical Trust, which is part of the Church Pension Group, continues to offer high-quality healthcare benefits for active clergy and lay employees at a reasonable cost, with premium increases on the lower end of national trends. The Denominational Health Plan that has been in place since 2009 has helped the Church manage the rising costs of healthcare while providing greater parity in healthcare benefits for clergy and lay employees. The most recent DHP Annual Report can be found [here](#).

For Medicare-eligible retirees, we now have a Group Medicare Advantage plan that offers high-quality care at lower premiums. Launched in January 2022, the GMA plan is getting good reviews, with many retirees enjoying lower deductibles and describing the new plan as easier to navigate than our former plan.



Benefits and Controlling Healthcare Costs

As Vice Chair of the CPF Board's Benefits Policy Committee, Sandra Ferguson McPhee traces the path from the committee's work to improve benefits while Frank Armstrong, Chief Operating Officer of CPG, looks at ways to manage rising healthcare costs.

Watch video at youtu.be/J3ADCnoh4Hw

Listening and Sharing Events

Hosting listening events and panel discussions keeps us abreast of the needs and perspectives of the people we serve and helps us share important information on topics of interest to the Church and to CPG. We have shared insights and strategies for socially responsible investing through our *Insights & Ideas* conversations, and we have heard powerful stories about the impact of race, ethnicity, gender identity, and sexual orientation on clergy careers. We also have facilitated a candid conversation among *Black leaders in our Church*, and we plan to repeat sharing sessions like these going forward.

Community requires listening, learning, and revealing what we have discovered. CPG is committed to continuing to circulate our research data and other information so everyone understands the context and intention of our work.

COVID Support

Recognizing the financial impact of COVID-19 on struggling parishes and institutions, we waived pension assessments for the most financially strained parishes for up to four months at each bishop's request, and we extended premium payment grace periods. We also waived healthcare copays for COVID testing and treatment, and we made access to telemedicine—virtual doctor appointments—easier. We regularly promoted our Employee Assistance Program with our clients to make sure they knew that we had resources to help address the mental and emotional strain of the pandemic. In short, we did what we could to keep the people we serve well during a very stressful time.



COVID Response

Frank Armstrong highlights our efforts to support our clients during the pandemic through pension waivers, extended grace periods, no-cost publishing resources, and other means. .

Watch video at youtu.be/oDL20v92eWg

Investing in Shared Values

"In all that we do, we have a commitment to support Church values. One of these values is keeping a promise—to be able to provide benefits, now and in the future, for those we serve. Our primary focus is on our responsibility to generate the returns we need to pay the benefits our clients expect."

Christopher Rowe

Managing Director, Investments

CPG's investment strategy is designed to yield sufficient returns to cover the cost of benefits. Our strategy includes a robust socially responsible investing (SRI) strategy that helps us act in ways that are consistent with the values we hold in common with the Church:

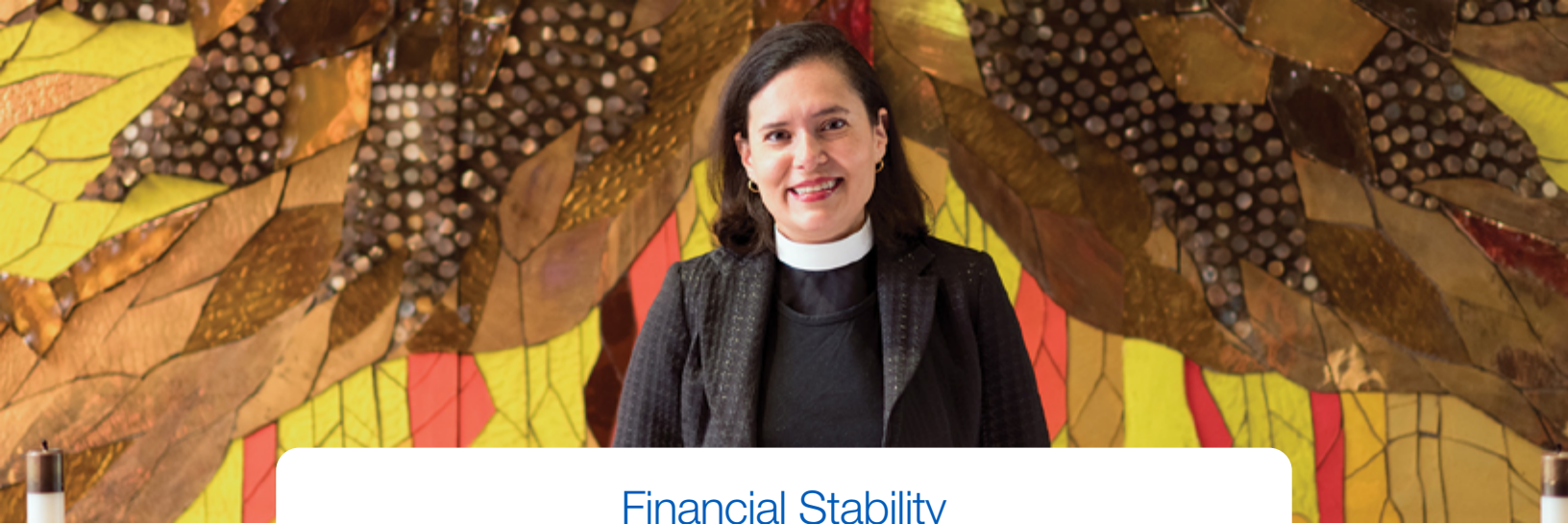
1. We look for opportunities to invest for positive returns AND positive impact. What does this look like? [Learn more](#).
2. We are an active shareholder, engaging with companies on environmental, human rights, and governance issues.
3. We share insights and access to industry leaders on SRI.
4. We incorporate environmental, social, and governance (ESG) issues into our due diligence with financial managers.



Investment Strategy

Chief Investment Officer Roger Sayler discusses the role CPG's investment strategy plays in our purpose, vision, and day-to-day work.

Watch video at youtube.com/watch?v=dJH_oal6Y4E



Financial Stability

A Prerequisite for Service

Founded more than a century ago, CPG is committed to helping clergy and lay employees of The Episcopal Church retire with the highest possible level of financial security we can responsibly provide. Financial stability is a prerequisite to fulfilling our primary mission.

We conduct annual stress tests of our pension programs to gauge our level of confidence that we can continue to pay pensions and related benefits well into the future. Our most recent stress tests give us confidence that the Clergy Pension Plan is in solid financial condition.

The Episcopal Church Lay Employees' Retirement Plan (Lay Defined Benefit Plan) is solid, too, but its financial position is more vulnerable because it is a much smaller and younger plan. We have to be especially cautious before adding expenses such as an annual discretionary cost of living increase to the Lay Defined Benefit Plan because it is not as well-funded as the Clergy Pension Plan. [Learn more](#) about our annual COLA determinations.

In addition, to ensure that we remain on stable financial ground long into the future, we continually explore opportunities to become more efficient and cost-effective in our benefits, property and casualty, and publishing lines of business.



A Comfortable Retirement

Peter Pereira, former Treasurer/CFO of The Episcopal Church in Hawai'i, recalls how CPG's financial and educational resources laid the foundation for a comfortable retirement.

Watch video at youtube.com/watch?v=sr01nHnG7nQ



5 Questions with Christopher Rourke

What keeps the head of Church Insurance Companies up at night, and how will Church Insurance meet the challenges? Chris reveals what it takes to help clients stay on their feet.

Watch video at youtu.be/OU74Bur7gRw



5 Questions with Airié Stuart

The leader of Church Publishing reflects on her role as she and her team balance innovation and cost while embracing global potential.

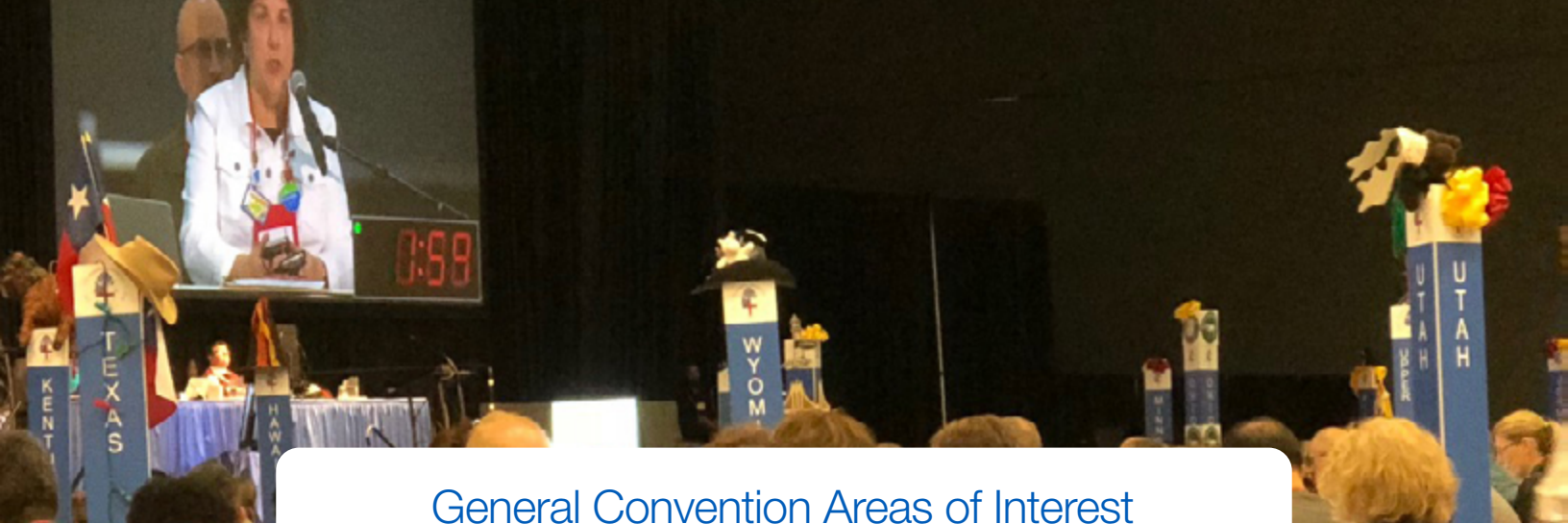
Watch video at https://youtu.be/z5v_V2fc53I



Dependable Support

Centenarian Roberta ("Tutu") DuTeil, widow of the Rev. Claude DuTeil, reflects on how CPG's dependability has supported her through the years, from clergy spouse to surviving beneficiary.

Watch video at youtu.be/NmA_sSYPRGQ



General Convention Areas of Interest

As we approach the 80th General Convention, CPG continues to monitor various topics of interest to the Church in addition to those covered in *our formal reports* in response to requests from the 79th General Convention. These topics include questions related to the cost and availability of healthcare, benefit disparities, paid family leave, and socially responsible investing. Please do not hesitate to reach out to us if you have any questions about these topics.



Responding to General Convention

CEO and President Mary Kate Wold provides an update on the resources available to individuals preparing for General Convention.

Watch video at [youtube.com/watch?v=zdz0nCjwOo](https://www.youtube.com/watch?v=zdz0nCjwOo)