



## **The Demographics of a Changing Church**

### **The Fairmont Hotel**

Palm Park | 7th Floor  
101 Red River Street | Austin, Texas

July 5, 2018 | 1:00PM

# Schedule

## Master of Ceremonies

**The Rev. Canon Anne Mallonee**  
Chief Ecclesiastical Officer  
Church Pension Group

## Opening Prayer

**Barbara B. Creed, Esq.**  
Chair, Board of Trustees  
The Church Pension Fund

## Welcoming Remarks

**Mary Kate Wold**  
CEO and President  
Church Pension Group

## Panel Discussion

### **The Demographics of a Changing Church**

**Mary Kate Wold: Moderator**

**Dr. Jerry Park**  
Associate Professor of Sociology and Affiliate Fellow  
Baylor Institute for Studies of Religion

**Dr. Matthew Price**  
Senior Vice President for Research & Data  
Church Pension Group



Please note, this event is being broadcast on Facebook Live **@ChurchPension**.

# A Message From Mary Kate Wold



Dear Friends:

It is my pleasure to welcome you to the Church Pension Group's (CPG) Insights & Ideas—Centennial Conversations luncheon.

Over the past year we hosted similar events around the Episcopal Church as we sought to engage in conversations on topics of interest to the Church and CPG. You can learn more about these events at [www.cpg.org/Insights&Ideas](http://www.cpg.org/Insights&Ideas).

This afternoon's conversation, which focuses on *The Demographics of a Changing Church*, will examine demographics, deployment, and compensation trends impacting the Church of today and tomorrow.

I am sure you will find the insights from our two speakers, Dr. Jerry Park and CPG's Dr. Matthew Price, to be informative and enlightening. I encourage you to share your experience on social media and include **#ChurchPension**, and **#GC79** on Twitter and **@ChurchPension** on Facebook.

We are excited to share our insights and collect ideas that can shape the future. Thank you for spending time with us this afternoon to discuss this important issue.

Faithfully,

A handwritten signature in blue ink that reads "Mary Kate Wold". The signature is fluid and cursive.

Mary Kate Wold  
CEO and President

## Master of Ceremonies



**The Rev. Canon Anne Mallonee**  
**Chief Ecclesiastical Officer**  
**Church Pension Group**

The Rev. Canon Anne Mallonee is the Executive Vice President and Chief Ecclesiastical Officer for the Church Pension Group (CPG). She is a key advisor to CPG on developments around the Church and how they might impact CPG's work. She joined CPG in September 2014.

Prior to joining CPG, she served as Vicar and a member of the senior leadership team at Trinity Wall Street in New York City. Before that she spent several years as Interim Dean at Christ Church Cathedral, Hartford, CT, and served for six years at the Cathedral Church of St. Mark, Minneapolis, MN, the last two as Acting Dean. She began her ministry in the Diocese of Kansas, where she was ordained.

She received her MDiv from Berkeley Divinity School at Yale University and a BA from the University of Kansas.

## Opening Prayer



**Barbara B. Creed, Esq.**  
**Chair, Board of Trustees**  
**The Church Pension Fund**

Barbara B. Creed, Esq., serves as Chair of the Board of Trustees of The Church Pension Fund, and is a member of the Executive Committee, the Compensation, Diversity and Workplace Values Committee, and the Benefits Policy Committee. She also served as Chair of the CEO Selection Committee that in 2011 recommended to the Board of Trustees the election of Mary Kate Wold as CEO.

She serves as Of Counsel to Trucker Huss, APC, in San Francisco, CA, the largest employee benefits boutique firm outside the Washington beltway.

She is past Co-Chair of the Wellesley Business Leadership Council and President of the Wellesley Class of 1966.

In the Episcopal Diocese of El Camino Real, she serves as chair of the Personnel Committee.

She is a member of the International Women's Forum—Northern California, where she serves as a resource to the board of directors on governance and legal matters.

## Welcoming Remarks & Moderator



**Mary Kate Wold**  
**CEO and President**  
**Church Pension Group**

As Chief Executive Officer and President of the Church Pension Group (CPG), Mary Kate Wold leads a \$13 billion financial services enterprise that provides retirement, health, life insurance, property and casualty insurance, and other products and services to the Episcopal Church. She also serves as a member of the Board of Trustees of The Church Pension Fund, CPG's governing body.

Mary Kate has served in a variety of leadership positions in the corporate, legal, and government sectors. Prior to joining CPG, she was a senior finance executive and principal corporate officer of Wyeth, one of the world's largest pharmaceutical companies. Before embarking on her corporate career, she was a partner and chaired the tax practice group of Shearman & Sterling, a leading global law firm. Earlier in her career, she served in the Office of Tax Policy of the United States Department of the Treasury.

She chairs the board of the Church Benefits Association, a national association of faith-based benefits organizations, and she serves on the vestry of Trinity Church Wall Street and on its investment committee, which oversees the institution's \$5 billion real estate and securities portfolio. She is a former director and chair of a publicly traded medical device company. Mary Kate's professional affiliations include membership in the Women's Forum of New York and Women Corporate Directors.

Mary Kate spent her childhood in Bottineau, North Dakota, a small rural community on the Canadian border. She graduated from Hamline University in St. Paul, Minnesota, *summa cum laude* with a BA in English and Theater, and was elected a member of Phi Beta Kappa. She later graduated *cum laude* from the University of Michigan Law School.

# The Demographics of a Changing Church



**Dr. Jerry Park**  
**Associate Professor of Sociology and Affiliate Fellow**  
**Baylor Institute for Studies of Religion**

Dr. Jerry Park is an associate professor of sociology and an affiliate fellow of the Baylor Institute for Studies of Religion. He graduated from the University of Virginia with a psychology degree and earned his master's and PhD degrees from the University of Notre Dame. His research interests include the sociological study of religion, race, identity, culture and civic participation. Recent publications have covered topics such as religion and workplace attitudes, religious attitudes of academic scientists, Asian-American religiosity, and religious media consumption. Currently his research focuses on attitudes toward racial and religious minorities. His undergraduate teaching is in the sociology of racial and ethnic inequalities, and at the graduate level, he teaches seminars on the sociology of culture and religion, and the sociology of race, gender, and religion. He serves as associate editor for the *Journal for the Scientific Study of Religion* and is an editorial board member for *Social Psychology Quarterly*.



**Dr. Matthew Price**  
**Senior Vice President for Research & Data**  
**Church Pension Group**

Dr. Matthew Price serves as Senior Vice President for Research & Data at CPG. In addition to leading the team responsible for our role as the Recorder of Ordinations, he is responsible for collecting insights that help inform CPG's decisions around major policy initiatives in the area of retirement and health benefits and is also involved in technical system launches and integrations. He joined CPG in June 2001 as its Director of Analytical Research.

Prior to joining CPG, he was Associate Director, Duke Pastoral Leadership Project, at the J. Ormond Center of the Duke University Divinity School. Previously, he was a Research Associate with the Religion in Urban America Program at the University of Illinois at Chicago. His background also includes teaching positions at Duke, North Carolina State, and the University of Illinois at Chicago.

He received a BA in sociology from the London School of Economics, an MA in history from the University of Sussex, and a PhD in sociology from Princeton.

# The Church Pension Fund Board of Trustees

Barbara B. Creed, Esq. 1, 4, 5  
Chair, The Church Pension Fund  
Of Counsel (retired), Trucker Huss, APC  
Portola Valley, California

The Rev. Dr. Timothy J. Mitchell 1, 2, 5, 7  
Vice Chair, The Church Pension Fund  
Rector, Church of the Advent  
Louisville, Kentucky

Sandra S. Swan, D.L.H. 1, 3, 5  
Vice Chair, The Church Pension Fund  
President Emerita  
Episcopal Relief and Development  
Chocowinity, North Carolina

Martha Bedell Alexander 1, 3, 5  
Former Legislator  
North Carolina House of Representatives  
Charlotte, North Carolina

Canon Rosalie Simmonds  
Ballentine, Esq. 3, 5, 8  
Attorney, Law Office of  
Rosalie Simmonds Ballentine, P.C.  
St. Thomas, U.S. Virgin Islands

The Rev. Thomas James Brown 3, 4, 8  
Rector, The Parish of the Epiphany  
Winchester, Massachusetts

The Rt. Rev. Dr. Diane M. Jardine Bruce 4, 5  
Bishop Suffragan, Diocese of Los Angeles  
Irvine, California

Vincent C. Currie, Jr. 5, 6  
Administrator (retired)  
Diocese of the Central Gulf Coast  
Pensacola, Florida

The Rt. Rev. Clifton Daniel, III 3, 6  
Acting Dean  
The Cathedral Church  
of St. John the Divine  
New York, New York

Gordon B. Fowler, Jr. 1, 2, 5  
President, CEO, and  
Chief Investment Officer  
Glenmede Trust Company  
Bryn Mawr, Pennsylvania

Delbert C. Glover, PhD 1, 3, 6  
Vice President (retired), DuPont  
Providence, Rhode Island

Ryan K. Kusumoto 3, 5  
President and CEO  
Parents and Children Together  
Honolulu, Hawaii

The Very Rev. Tracey Lind 1, 4, 6  
Dean (retired), Trinity Cathedral  
Cleveland, Ohio

Kevin B. Lindahl, Esq. 4, 6  
General Counsel  
Fire and Police Pension Association  
Denver, Colorado

Canon Kathryn Weathersby McCormick 4, 6  
Canon for Administration & Finance (retired)  
Diocese of Mississippi  
Jackson, Mississippi

Sandra F. McPhee, Esq. 3, 4  
Law Offices of Sandra Ferguson McPhee  
Wilmette, Illinois

Margaret A. Niles, Esq. 1, 2, 6  
Partner, K&L Gates LLP  
Lake Forest Park, Washington



Solomon S. Owayda 2, 6  
Founding Partner,  
Mozaic Capital Advisors  
Arlington, Massachusetts

Diane B. Pollard 3, 4  
Independent Benefits/Human  
Resources Consultant  
New York, New York

The Rt. Rev. Brian N. Prior 2, 4  
Bishop, Episcopal Church  
in Minnesota  
Minneapolis, Minnesota

The Rt. Rev. Gregory H. Rickel 2, 4  
Bishop, Diocese of Olympia  
Seattle, Washington

Canon Anne M. Vickers, CFA 2, 3  
Canon for Finance and Administration  
Episcopal Diocese of Southwest Florida  
Tampa, Florida

The Rev. Canon Dr. Sandye A. Wilson 2, 6  
Rector, The Episcopal Church of  
St. Andrew and Holy Communion  
South Orange, New Jersey

Mary Katherine Wold 1, 2, 4, 6, 7  
CEO and President  
The Church Pension Fund  
New York, New York

Cecil Wray, Esq. 2, 6  
Partner (retired)  
Debevoise & Plimpton LLP  
New York, New York

- 1 Member of Executive Committee
- 2 Member of Investment Committee
- 3 Member of Audit Committee
- 4 Member of Benefits Policy Committee
- 5 Member of Compensation, Diversity, and  
Workplace Values Committee
- 6 Member of Finance Committee
- 7 Member of Board of Directors of Church Life  
Insurance Corporation
- 8 Member of Board of Directors and Audit  
and Principal Officer Oversight Committee  
of Church Life Insurance Corporation

# Serving the Episcopal Church and Its People Since 1917

## Overview

When the Church Pension Group began operations in 1917, the Rt. Rev. Bishop William Lawrence set out to create a pension fund that would enable clergy to retire with dignity. Since then, our role has expanded to include other products and services and to cover lay employees who are critical to the Episcopal Church's ability to fulfill its mission. Bishop Lawrence's incredible vision and generosity has inspired us ever since, driving our vision to ensure that the clergy and lay employees who dutifully serve the Church have access to the resources they need and deserve in retirement.

## Our Vision

Our clients will have the highest possible level of financial security in retirement that is consistent with exemplary financial stewardship on our part and with the evolving needs of the Church.

## About The Church Pension Fund

Founded in 1917, The Church Pension Fund is a separately incorporated financial services organization that serves the Episcopal Church. With more than \$13 billion in assets, its primary businesses, collectively the Church Pension Group, focus on employee benefits, property & casualty insurance, and publishing.

## Products & Services

### Retirement

- Clergy Pension Plan
- Retirement Savings Plan
- Lay Employees' Defined Benefit Plan
- Lay Employees' Defined Contribution Plan
- Medicare Supplement Subsidy<sup>1</sup>

### Retirement Savings

- Annuities
- IRAs
- Financial Discussions

### Health

- Health Plans
- Pharmacy
- Dental
- Vision
- Hearing
- Employee Assistance Program
- Health Advocate Services
- Mental Health and Substance Abuse
- Travel Protection

### Insurance

- Group Term Life
- Individual Life
- Supplemental Life
- Short-Term Disability
- Long-Term Disability

### Property & Casualty

- Property
- Liability
- Directors' & Officers' Liability
- Employment Practices Liability
- Umbrella Liability
- Workers' Compensation
- Commercial Auto
- International Travel
- Cyber Security Liability

### Risk Management

- Analysis and Education

### Publishing

- Books
- eProducts
- Curricula
- Church Supplies

### Education & Wellness

- CREDO
- Planning for Wellness
- Enriching Your Retirement

## Serving Our Clients



**\$6.0 Billion**

Benefits paid for clergy and dependents since inception in 1917<sup>2</sup>



**\$97 Million**

Assessments received<sup>3</sup>



**\$377 Million**

Annual benefits paid<sup>4</sup>



**9,285**

Churches, dioceses, and other Episcopal organizations served



**18,359**

Lay Pension Plan participants<sup>5</sup>



**6,330**

Active Clergy Pension Plan participants<sup>6</sup>



**95**

Percentage of U.S. Episcopal churches insured by The Church Insurance Companies<sup>7</sup>



**2,449**

Number of products and titles managed by Church Publishing Incorporated



