

The Church Pension Fund Trustees

TERM OF OFFICE: 6 years

NUMBER OF TRUSTEES TO BE ELECTED: 12

BACKGROUND ON THE CHURCH PENSION FUND

The Church Pension Fund (CPF) is a financial services organization that serves the Episcopal Church. CPF and its affiliated companies, collectively referred to as the Church Pension Group (CPG), maintain three lines of business—employee benefits, property and casualty insurance, and publishing. They provide retirement, health, life insurance, and related benefits for clergy and lay employees of the Episcopal Church, as well as property and casualty insurance, and book and music publishing, including the official worship materials of the Church

POSITION DESCRIPTION FOR TRUSTEES Trustees are elected by General Convention to serve on the Board of Trustees of CPF (CPF Board) for 6-year terms. The CPF Board is comprised of 25 trustees, of which 24 are elected by General Convention and one is CPF's Chief Executive Officer. In addition, each trustee typically serves on two of the six committees of the CPF Board. Legally, the CPF Board is the board of directors of CPF, a New York not-for-profit corporation, and as such plays a critical role in governance and oversight of the work of the companies that comprise CPG. Among other things, the CPF Board makes policy decisions that affect CPF's investment strategy and policy, and the pensions and other benefits and services that CPG offers.

COMPETENCIES & QUALITIES The CPF Board needs trustees who have expertise and experience in areas of business similar to CPG's principal businesses (e.g., investments, pensions, employee benefits, insurance, healthcare, and publishing) and relevant skills (accountants, attorneys and other business and financial professionals), as well as familiarity and experience with the Church. In addition, the CPF Board values diversity (broadly defined) among its trustees. Trustees must also have computer literacy and internet access.

Report to the 81st General Convention

Elect: 12 Trustees. **Slate Needs Minimum of: 24 Nominees**

HoD elects all; HoB affirms HoD election

Name	Order	Name	Order	Name	Order
Dwight Babcock (IV SW. Florida)	Lay	Michael Barlowe (VIII California)	Priest	Austin Rios (II Europe)* ****	Bishop-elect
Samuel Bonsey (II Europe)	Lay	Sam Candler (IV Atlanta)*	Priest	Diana Akiyama (VIII Oregon)	Bishop
Billy Boyce (I Massachusetts)	Lay	Tracy Johnson Russell (I Connecticut)	Priest	Kevin Brown (III Delaware)	Bishop
Sharon Brown- Veillard (II Long Island)	Lay	Geoffrey Smith (I New Hampshire)	Deacon	Susan Brown Snook (VIII San Diego)	Bishop
David Heywood (III Washington)	Lay	Luis Lopez (IX Colombia)	Priest		
Esslie Hughes (II New York)	Lay	Matthew Mead (II New York)	Priest		
Zena Link (I W. Massachusetts)	Lay	Michael Molina (III Bethlehem)***	Deacon (Transitional)		
Yvonne O'Neal (II New York)*	Lay	Landon Moore (II Long Island)	Priest		
Samuel Reckford (II Newark)	Lay	Leon Sampson (VIII Navajoland)	Priest		
Linda Watt (IV W. N. Carolina)*	Lay	Denise Stahura (VI Minnesota)	Priest		
		Molly Weiss (VI Minnesota)	Priest		

* Incumbent running for re-election

*** Candidate's order of ministry has changed

**** Candidate on slate to be released in supplementary report pending receipt of consents to election to become Bishop of California

Dwight Babcock

Lay
Marco Island, FL
St. Mark's,
West Florida, IV



I serve as the Diocesan Administrator and CFO for a two-state diocese with 60+ congregations, as well as multiple schools and agencies. The one common denominator that effects their sustainability is affordability; "help us find ways to afford full time clergy, reduce the costs of escalating property and casualty insurance expenses, and find affordable healthcare options". Additionally, I routinely consult with churches regarding planned giving initiatives and stewardship programs. I work with clergy and lay employees regarding their pensions and retirement and consult with vestries regarding their concerns about their endowments and healthcare choices. I served on the CPG Client Counsel for four years and built relationships with a diverse group of colleagues across the church sharing our insight into our challenges. On the CPG Board, I would continue to bring my experiences to bear to ensure all Episcopal churches can better navigate the ever-changing church landscape.

Samuel Bonsey

Lay
Paris, France
American Cathedral of Paris
Convocation of Episcopal Churches in Europe, II



I want to help the Church Pension Fund invest for positive impact. My career in finance is committed to building the field of responsible, sustainable, impact investing. In my role as Executive Director of The ImPact (www.theimpact.org) I support values-driven investors in reconciling their sacred intentions with the profane realities of our global financial system. As a young professional, I feel an urgent and joyful call to assist CPF in pursuing a higher, clearer (dare I say, bolder) example of faith-based investing. Together, we can address and repair The Episcopal Church's profiteering from economies based upon enslaved labor. Exploitative or extractive wealth accumulation and inequitable wealth distribution haunt the church's ongoing participation in the financial system, as exemplified in disparities between clergy and lay pensions. My hope and prayer is to support CPF efforts to build the Beloved Community through more just and equitable investment practices.

Billy Boyce

Lay
South Bedford, MA
Grace Church
Massachusetts, I



As a follower of Jesus, a Certified Public Accountant, and a financial services professional with PricewaterhouseCoopers, I strongly believe in the trust and faithful service of the Church Pension Fund. Centering the sustainability of the fund and its ability to serve current and future leaders of our beloved Episcopal Church. Having worked as a trusted advisor to CEOs, CFOs, and boards of directors, with clients across various industries, I will bring my business background to serve as fiduciary to the fund. While growing in my professional career I've continued to serve the church in local, diocesan, and church-wide positions. With that experience, I bring with me the stories and perspectives of the clergy and laity most impacted by the fund. I would be humbled and honored to serve as a Trustee of the Church Pension Fund.

Sharon Brown-Veillard

Lay
Brooklyn, NY
St. Alban's Carnasie
Long Island, II

My faith has always ordered my course in life, and I have used my talents to make meaningful contributions to the Church and the wider community. As a tax attorney for 25 years, I specialize in public finance and my primary focus involves assisting state and local governmental entities in raising funds through the issuance of municipal bonds in the capital markets. My diverse background includes proficiency in finance (BS), tax (MS and LL.M), and the law (JD) and I understand the importance of sound investments, diversification, and risk management. I currently serve as the Chair of Dispatch of Business for the Convention for the Diocese of Long Island, a position I have held for the last 10 years. I service as the chairperson and treasurer, respectively, on two not-for-profit boards. I will bring to the Board my keen eye for due diligence and will be a vocal advocate for transparency and accountability while acting in the best interests of the beneficiaries of the pension fund.

David Heywood

Lay
Gettysburg, PA
St. Francis
Maryland, III



I retired from 38 years' practicing law in tax, employee benefits, corporate transactions, and finance. I practiced in a national law firm and corporate executive positions with demonstrated commitment to diversity and disadvantaged communities; represented charities; and served for 12 years on a major corporation's pension appeals board.

My mother, a pioneer as the first female senior warden in the Diocese of Ohio, inspired me to serve the church. I served as search committee chair, junior & senior warden, and Finance chair at St. Francis, Potomac MD and Church of the Mediator, Allentown PA; Diocesan Trustee in the Diocese of Bethlehem; United Way board and distributions chair; and on the Washington diocesan lawyers' guild assisting the COO and parishes in obtaining PPP loans during Covid. Also served as board chair of St. Francis Episcopal Day School and St. Andrew's Episcopal School.

I hope to use this experience to ensure strong church benefits programs for generations.

Esslie Hughes

Lay
Hoboken, NJ
St. Bartholomew's
New York, II



A graduate of Wesleyan University and the University of Chicago Booth School of Business, I am a strong, respected leader driven by an enduring interest in leadership, ethics, and in mentoring and developing leaders. I have been fortunate in senior roles at The Bank of New York, the Public Company Accounting Oversight Board (PCAOB), and in recent years at The Episcopal Diocese of New York, to have acquired extensive management, financial, governance, and operations experience. As an ex-officio member of the Diocesan Board of Trustees, I also serve as staff liaison to the Investment, Finance, Budget, Audit, and Risk Management Committees, among others. I hope my experiences listed above, and as a member of a number of other nonprofit boards including Episcopal Divinity School and the Episcopal Church Building Fund, can be leveraged to help guide the Church Pension Fund to continued excellence and living into best practices, in order to support the broader mission of the church.

Alexizendra Link

Lay
Waltham, MA
St. Luke's
Western Massachusetts, I



My name is Alexizendria (Zena) Link. I am uniquely qualified to serve on the Church Pension Fund Board of Trustees through my religious, academic and leadership experience. In addition to graduating from divinity school, I've served in numerous capacities throughout the church. Through my faith, training and ministry, I've become a successful facilitator, public school educator and strategist for community and national organizations committed to social justice and improved educational services that strive for the humanity of all. I've embodied and utilized those skills on various Episcopal boards and committees for over a decade. If elected, I would bring an intersection of competencies from previously serving on The Executive Council's finance committee, The Diocese of Western MA Board of Trustees, two Program, Budget and Finance (PB&F) committees and the investment committee for the Massachusetts Teachers Association. Thank You in advance for your consideration.

Michael Molina

Lay
Temple, PA
Trinity Church
Bethlehem, III



My work in the military, the US Government, the civilian sector, for non-profit organizations, and in the Episcopal Church have prepared me for this position. I was a Chaplain Assistant in the US Army Reserve, worked in for statistical agencies of the US Federal Government, served on the board of 2 non-profit organizations, worked for a document firm with corporate and federal government contracts, and served in the Episcopal Church as a vestry member and music director. I have degrees in Human Services and Theology. My combination of education and experience make me a well-rounded candidate, capable of working under pressure and discerning solutions to complex issues -- all while remembering Christ and his faithful people in my service.

Yvonne O’Neal

Lay

New York, NY

Church of the Holy Trinity

New York, II



I am a dedicated, accomplished financial professional with extensive experience in financial services and expertise in retirement savings and pensions, insurance, and investments. I am a faithful layperson and have been in leadership roles in the Episcopal Church since I was a teenager. I have the privilege of serving on The Church Pension Fund Board of Trustees (CPF Board), where I am vice chair of the Audit Committee. I am very active in social justice matters and I bring these matters in our CPFBoard discussions. I look at the totality of our corporate strategy through the lens of the 17 sustainable development goals(SDGs) which represent our vision for the care of creation. The SDG's work emphasizes protecting our planet's resilience. I believe my extensive experience in financial management will help our Church maintain its strong financial position to accomplish our goals today, and for the longer term. I would be honored to continue to serve.

Samuel Reckford

Lay

Short Hills, NJ

Christ Church, Short Hills

Newark, II



With decades of both financial and board experience, I could be useful to the CPF Board. My first career was as a risk executive at a major investment bank, where I served for 17 years on the Global Credit Risk Committee in addition to serving on various industry-wide risk management committees. Since retiring from Wall Street, I have served in two CFO roles, including at the Diocese of Newark since 2017. Outside of work, I was Board President at a top NJ private school for 18 years and spent the last 7 years on the board of Stevens Tech, where I am Audit chair and Investment vice-chair. I was also Warden of my church and have served 25 years on its investment committee. Through these experiences I have refined my finance, risk, audit and investment expertise while studiously observing and practicing board participation and leadership skills. I believe that my professional skills combined with my love of the Episcopal church and desire to contribute would be an asset to CPF.

Linda Watt

Lay

Weaverville, NC

Trinity, Asheville

Western North Carolina, IV



I am enthusiastically seeking a second term as a trustee of the Church Pension Fund. As a trustee, I have focused on risk mitigation, especially on cyber risk. I also give special attention to lay issues, especially regarding financial health, assuring that these are addressed proactively, transparently, and creatively.

As the Church's former Chief Operating Officer and a public sector executive I bring a solid background in finance. As a trustee, a deputy, and through diocesan and church-wide committees, I have a broad understanding of Church needs and a deep respect for our clergy and lay employees. I am attuned to our non-US dioceses from my many Foreign Service years in Latin America. I am foremost a listener who takes all viewpoints into consideration in decision-making. I aim to be a hard-working and thoughtful voice working on behalf of all CPG clients, grounded in my Christian faith and the values of the Episcopal Church.

Michael Barlowe

Priest

New York, NY

Grace Cathedral, San Francisco

California, VIII



General Convention's wisdom in creating the Church Pension Fund (CPF) has supported the church's ministries for generations. My relationship with the Church Pension Fund (CPF) goes back 40 years, first as a clergyperson and as a clergy spouse. For ten years, I was a diocesan executive who advised lay and clergy leaders about CPF assessments, pensions, health insurance, and property insurance.

Most recently, as an officer of The Episcopal Church, I have conferred regularly with CPF senior management in such churchwide concerns as lay pension enhancement and parity, church data analysis, and pensions for Cuba. I have convened or served on the several bodies of Executive Council, called for originally by General Convention, to strengthen understandings of CPG's shared goals.

As a trustee, I would bring all this experience to the board, as well as my background as a banker; many years of developing and overseeing multi-million-dollar budgets; a knowledge of the regulatory and legal context in which CPF operates; and a profound commitment to continuing the Church Pension Fund's distinguished role in furthering God's mission through The Episcopal Church.

Sam Candler

Priest

Atlanta, GA

The Cathedral of St. Phillip

Atlanta, IV



Thank you for an opportunity to continue serving as a trustee of The Church Pension Fund. I grew up in a small Episcopal Church in Georgia, went to California for college and to Connecticut for seminary; I have taught as an adjunct professor at Emory University. I am glad to be a seasoned priest who has served parishes in three different dioceses. Presently dean of St. Philip's Cathedral, Atlanta, I advocate that strong parishes, small and large -and their leaders, lay and ordained-are the future of the church. I enjoy raising up integrity, energy, and health; and I want to represent those values in meeting the pension fund challenge of growing lay pension benefits. I have served on many school boards, and, in South Carolina, on the Governor's Commission on Race Relations. I am a deputy to General Convention, committed to caring for the details of our wider church life. I hope to help the pension fund steward the generous spirit of Anglicanism as a gift to the world!

Tracy Johnson Russell

Priest

Bethany, CT

St. Monica's, Hartford

Connecticut, I



The skills, competencies, and experiences that have prepared me to offer myself to service on this body come specifically from my lived experience and ministry in bi-vocational, full-time, and secular contexts. I have served in many roles in these contexts: Director of HR, Rector, Chaplain, Chair of a Corporation, Property Manager, Founder and Executive Director of a non-profit, and fund developer. I served as President of the Standing Committee, along with a variety of other leadership roles in my diocese. I also have leadership and teaching roles at two theological institutions: Berkeley Divinity School at Yale Divinity School and Hartford International University. The most important lesson that I have learned through my varied experiences is that practicing good, equitable and faithful stewardship of the resources we have been given is good and holy work. And I will bring this orientation and grounding into my work and ministry as a member of the CPG Board of Trustees.

Luis Lopez

Priest

Cali, Valle del Caluca

Trinity Church

Colombia, IX



I am a married priest and father of two beautiful children; I serve with joy in the Diocese of the Episcopal Church in Colombia, convinced to bring the Good News of salvation to all people, especially those who are on the fringes of society. The congregation I serve as vicar is the Trinity Church Parish in the city of Cali, Colombia. I pastorally encourage my parish and I oversee the management of the Church's properties in the city of Cali. I am a theologian by profession and I enjoy reading. I have served my Diocese in different capacities: President of the Standing Committee, member of the Ecclesiastical Discipline Committee, and Chaplain of Public Relations. I enjoy my ministry and spending time with my family. In my spare time, I play sports.

Matthew Mead

Priest

Pelham, NY

Parish of the Redeemer

New York, II



I am a husband, father, priest, and rector. I love Jesus Christ, I grew up in the Episcopal Church, I have been serving parishes and the wider church as a priest for 19 years, and I hope to continue active ordained ministry for another 20 to 25 years. I currently serve the Diocese of New York as a Trustee, as Chair of the Real Estate Committee, on the Finance Committee, the Canons Committee, and the Commission on Ministry, and I served as Chair of the Budget Committee for the past decade. I also served as Deputy to General Convention in 2022 and 2018, as Alternate in 2015, as Chair of the 2022 Legislative Committee for Stewardship & Socially Responsible Investing, and as Secretary for the Task Force on Liturgical & Prayer Book Revision. Sustainable and sound oversight of the Church Pension Fund matters to me personally and for the whole church. I believe I have the skills and experience to serve on and be of service to the Church Pension Fund Board. I offer myself for consideration.

Landon Moore

Priest
Brooklyn, NY
St. George's
Long Island, II



Currently, I serve as Priest-in-Charge at Saint George's Episcopal Church in Brooklyn. I have gained skills in creating streams of passive income for the ministry of the parish that is not the normal pledge and plate. Some examples of my innovations have been, renovating unused space into apartments, creating an endowment, and other ministries that are financially self-sufficient; so that Saint George's will continue to be a beacon for the ministry of Jesus Christ in the community of Brooklyn. I bring experience as a self-published author with an interest in the publishing mission of CPG to help Church publications become more accessible for writers. I do believe in the financial security of CPG for the retirement of its employees. However, I come ready for conversations about the future of the church and how CPG can add to those financial opportunities. I hope to use my gifts to add to the mission of the church and to provide direction to the Pension Fund.

Austin Rios

Bishop-elect
Rome, Italy
St. Paul's Within the Wall
Convocation of Episcopal Churches in Europe, II



Six years ago, I was elected to serve as a Trustee and would be honored to do so once more. As Rector of a multilingual and multicultural church outside the United States, I offer an international perspective for CPG's work of serving the wider church with integrity. While I am proud of the work we have accomplished-including helping dioceses and churches navigate the difficulties of COVID, providing better Medicare options for our clients, and for the exemplary investment stewardship of these years-some of the most important work we've done has been to focus on Diversity, Equity, and Inclusion throughout all levels of the organization. I've been privileged to add my voice to these hard, but necessary conversations, and to witness all the ways that our DEI work is helping shape CPG into a more beloved, professional, and compassionate community. I currently serve as Vice Chair of the Investment Committee.

Leon Sampson

Priest

Fort Defiance, AZ

The Good Shepherd Mission

Navajoland, VIII



I serve in a community that is limited by the options of proper health care benefits, as I am part of a high populated tribal entity but have major restrictions to health care and wellness benefits. The history of wellness for my "dine'" Navajo people have not always been supported by wholehearted and well intentions of a nation. Still today the health care and wellness system have flaws that allows individuals such as me to slip through the cracks of getting adequate health care and wellness services. A larger issue of selfcare among our community has always left our leadership to fend for themselves when it comes to answering God's call to serve the communities that surround us.

Geoffrey Smith

Deacon

Etna, NH

St. Barnabas

New Hampshire, I



The CPF management team has recently said the consequences of climate change are having a strategic impact on their subsidiary, Church Insurance Company. As a deacon for 27 years now serving in the Diocese of New Hampshire and Vermont, most of my working career was in the field of property / casualty insurance and risk management. I worked as a casualty underwriter for 3 years before completing an MBA in Finance at DePaul University. For the next 35 years I served in leadership roles in risk management for some of America's largest companies, where I had direct responsibility for the corporate insurance programs, as well as loss prevention, claims management and risk financing.

This experience will enable me to be an effective Board member and advocate for TEC. I would welcome the opportunity.

Denise Stahura

Priest
St. Paul, MN
St. Clement's
Minnesota, VI



Before I was ordained, I spent 30 years working in finance and strategic planning for Fortune 500 companies, including U. S. Bank and Pillsbury, and for non-profits, including Greater Twin Cities United Way. I managed a portfolio of services with million dollar budgets and charted the strategic planning for a \$20 million non-profit.

When discerning for the priesthood, I told my bishop that I enjoyed finance but didn't know what use it would be to God as a priest. He assured me that the "church needs people like you." Having worked in both the for- and non-profit arenas, I know that budgets and investment strategies reflect the priorities of an institution. Investment strategies that support social justice, earth care, and diversity are important indicators of a Church in God's world.

Molly Weiss

Priest
Oakdale, MN
Christ Episcopal Church, Woodbury
Minnesota



I have worked in the field of corporate and non-profit Human Resources for over 23 years, including the design and management of benefit, retirement and compensation plans. My HR experience also covers leading employee engagement and Diversity, Equity and Inclusion, which I seek to infuse into all that I do. In addition, I have served as the Chair of the Diocese of Minnesota's Personnel Committee for 3 years. As part of this committee, I led a team of dedicated people to revision and recraft both our overall employment policy handbook, and our compensation structure and guide. These experiences gave me a deep appreciation for the balance between policy and the practical application of that policy as well as the needs of faith communities and employees. As I do in my ministry as a priest, I seek to enrich the corporate world with the Spirit, and the Church with learnings from my practical experience.

Diana D. Akiyama

Bishop
Portland, OR
Oregon



My competencies and skills relevant to serving on the Church Pension Fund Board are centered in strategic thinking focused on informed projections about the road ahead. Our current environment of accelerated change demands financial leadership that will be critical for the longevity of our mission and ministry in our diocese. Currently, we are working to restructure the financial model for our diocese as we anticipate diminishing numbers of faith communities and an increase in requests for funds to support our ministries across the diocese. As one of four dioceses selected as pilots for the ECF Diocesan Vitality Initiative, we are undertaking a 360 assessment of our diocesan assets focusing on spiritual and ministry vitality as well as financial sustainability. Alongside this work, we have formed a team to guide faith communities exploring creative uses of their campuses. We are encouraging innovations that serve the neighborhood while also providing revenue for our ministries.

Kevin S Brown

Bishop
Wilmington, DE
Episcopal Church in Delaware
Delaware



Before being called to priesthood, I studied for and received an MBA in 1996. I then worked in corporate finance at FedEx then help launch an money management firm. I served as Vice President of Operations (overseeing, among other things, investment compliance) for the firm as well as an investment manager.

Susan Brown Snook

Bishop
San Diego, CA
Bishop Diocesan
San Diego



I am the Bishop of the Diocese of San Diego, supporting our congregations for the changing future of the church. Our current generational and cultural shifts will require new efforts to ensure financial sustainability. I hope to support the church in this work by serving as a CPG Trustee. I hold an MBA and Master's in Accounting from Rice University, and had a 10-year career as a CPA before ordination. I served on TEC's Executive Council from 2012 to 2018 and chaired the Budget and Local Mission Committees, and now serve on the Joint Budget Committee. I also serve on CPG's Client Council, giving advice on CPG's products from a church perspective. I am the vice-chair of the Task Force on the Denominational Health Plan, which is researching ways to reduce health insurance costs. I am committed to helping all our congregations spend their resources wisely, supporting long-term financial security for employees while freeing up church assets for God's mission.