Day of Convention Booklet

This document lists nominees, canon changes, and resolutions to be voted on at the 172nd Convention of the Episcopal Diocese of California.

All materials — including this booklet — are available at www.diocalconvention.org

The Episcopal Diocese of California | 1055 Taylor Street | San Francisco, CA 94108
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Program, Video & Written Reports, and the Convention online portal are at: www.diocalconvention.org

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Agenda: October 22 & October 23

Agenda for the 172nd Convention of the Diocese of California

Friday, October 22nd
5:30 PM Convention Orientation
6:15 PM Q&A for Resolutions
7:15 PM Close

Saturday, October 23rd
8:00 AM Open for VPoll Sign-in and Quorum Poll
8:45 AM Orientation
9:00 AM Call to Order, Welcome
9:05 AM Morning Prayer on Racial Reconciliation
   Ruby Sales, Preacher
9:40 AM Organization of Convention
   - Credentials Committee Report, Quorum
   - New & Special Rules of Order
9:55 AM Report of the Committee on Canons
10:00 AM Dispatch of Business
   - Consent Calendar
10:15 AM Bishop's Address
10:35 AM BREAK
10:45 AM Introductions
   - New Clergy, New Calls
10:55 AM Committee on Resolutions
11:10 AM Report from the Standing Committee
11:20 AM Action on Resolution #5: Addressing Voter Suppression
11:40 AM Canon to the Ordinary’s Report
11:50 AM Action on Resolution #9: Spanish Language-Latine/Hispanic Centered Day of Discernment
12:10 PM First Ballot
12:15 PM Announcements
12:20 PM LUNCH
1:10 PM Gathering, Mid-Day Liturgy on Care of Creation, First Ballot Closes.
1:20 PM Action on Resolution #3: Carbon Sequestration - Creates an Internal Carbon Offset Program
1:40 PM Action on Resolution #8: Affirming Non-Binary and Transgender Identities
2:00 PM Report on First Ballot
2:05 PM Second Ballot
2:10 PM BREAK Second Ballot Closes at the end of the Break.
2:20 PM Action on Resolution #6: Sabbatical Leave Policy for Clergy
2:40 PM Treasurer's Report
   - Action on Financial Resolutions
   - Action on 2022 Budget
3:00 PM Chancellor's Report
3:10 PM BREAK
3:20 PM Report on Second Ballot
3:25 PM Additional Resolutions (if any)
3:50 PM Announcements. Closing Liturgy - Evangelism
4:00 PM Adjournment

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2021 Elected Officers and Committees of Convention

Eighth Bishop of California and President of the Convention
Marc Handley Andrus

Committee on Nominations
Hannah Cornthwaite (San Francisco Deanery), Chair
Jim Dahlin (Alameda Deanery)
Don Miller (Alameda Deanery)
Laura Williams (Contra Costa Deanery)
Walter Ramsey (Contra Costa Deanery)
Richard Edward Helmer, Advisor, Ex Officio
Dana Kramer-Rolls (Marin Deanery)
Lynn Oldham Robinett (Marin Deanery)
Birgit Eschmann (San Francisco Deanery)
Jeff Dodge (Southern Alameda Deanery)
Mauricio Wilson, Ex Officio (Standing Committee)
2 Vacancies (Peninsula Deanery)
Vacancy (Southern Alameda Deanery)

Standing Committee
Deborah White, President
Pamela Jester, Vice President
Noreen Huey, Secretary

Class of 2021
Pam Jester
Albe Larsen

Class of 2022
Noreen Huey
Deborah White

Class of 2023
Andrew Han
Todd Bryant

Class of 2024
Mauricio Wilson
Robyn Amos

Secretary of the Convention
Richard Edward Helmer

Treasurer of the Diocese
Lane Ringlee
Executive Council

Bishop and President
Marc Handley Andrus

Richard Patenaude, Chair
Jon Owens, Vice Chair
Mees Tielens, Secretary

Class of 2021
Bruce Morrow (Alameda Deanery)
Eleanor Prugh (Marin Deanery)
Don Miller (Convention)
Merry Chan Ong (Convention)
Richard Patenaude (Southern Alameda)
Mees Tielens (Peninsula)

Class of 2022
Birgit Eschmann (San Francisco Deanery)
Anna Haight (Marin Deanery)
Marj Leeds (Contra Costa Deanery)
Tom Matthews (Convention)
John Owens (Alameda Deanery)
Vacancy (Convention)

Class of 2023
Aidan Jobe-Sea (Peninsula)
Jeanette Dinwiddie Moore (Convention)
Lindy Bunch (San Francisco Deanery)
Krista Fregoso (Contra Costa Deanery)
Sherry Lund (Convention)
Elaine-Vallecillo Miller (Southern Alameda Deanery)

Bishop’s Appointees
Bruno Peguese (2024)
Ana Maria Vaquero (2024)
Edgar Woo (2024)

Ex officio Members
Richard Edward Helmer, Secretary of the Convention
Lane Ringlee, Treasurer of the Diocese
Deputies to the 80th General Convention of The Episcopal Church

Co-Chairs
Sarah Lawton
Ruth Meyers

Lay Deputies
Warren Wong
Sarah Lawton
Christopher Hayes
Karma Quick-Panwala

Clergy Deputies
Eric Metoyer
Ruth Meyers
Cameron Partridge
Debra Low-Skinner

Lay Alternates
Laura Curlin
Diane FitzGibbon
Ron Hermanson
Michelle Mayfield-Baske

Clergy Alternates
Richard Edward Helmer
Hailey McKeefry Delmas
Mauricio Wilson
Jennifer Nelson
2021 Appointed Officers and Committees of the Diocese and Convention

Chancellor & Parliamentarian
Christopher Hayes

Vice Chancellor
Vacant

Committee on Dispatch of Business
Adialyn Milien, Chair
Matthew Burt
David Frangquist, Advisor, Secretary Emeritus
Richard Edward Helmer, Secretary of the Convention
Debra Low-Skinner, Canon to the Ordinary
Stephanie Martin-Taylor

Committee on Credentials
Richard Edward Helmer, Chair,
Secretary of the Convention
Denise Obando
Amy Cook

Committee on Resolutions
Jay Luther, Chair
David Frangquist
E. J. Hilliard
Jill Honodel
Peter Jensen
Pamela Jester
Carol Luther
Darren Miner
Brenda Paulin, Associate*
Nina Pickerrell
Edwin Waite

*associates customarily serve at the Committee's invitation and may be suggested by the Committee for subsequent appointment by the Bishop

Committee on Elections
Matthew Burt, *ex officio*, Chair

Anna Marie Hoos
Mary Vargas

Committee on Canons
Christopher Hayes, Chair, Chancellor
Margalynne Armstrong
Paul Burroughs
Melanie Donahoe
Michael O. Glass
Joshua C.F. Ng

Diocesan Staff
Amy Cook, Working Group Head for Faith Formation
Sarah Crawford, Payroll and Benefits Coordinator
Gary England, Associate for Congregational Ministries
Jim Forsyth, Acting CFO
Dave Gerhard, Director of Development
Shari Gonzales, Administrative Manager
Kieran King, EIF Communications & Design Manager
Debra Low-Skinner, Canon to the Ordinary
Stephanie Martin Taylor, Working Group Head for Communications
Caren Miles, Associate for Faith Formation
Adia Milien, Communications Associate
Ann Morris, Development Coordinator, Episcopal Impact Fund
Denise Obando, Transition Minister
Nina Pickerrell, Archdeacon
Kathleen Piraino, Executive Director, Episcopal Impact Fund
Michele Racusin, Chief Financial Officer
Ashley Schutte, Executive Assistant
Travis Stevens, Vocations Officer
Michael Stroup, Archivist
2021 Appointed Officers and Committees of the Diocese and Convention

Commission on Ministry
appointed by the Bishop with confirmation by the Convention

Co-Chairs
Margaret Dyer-Chamberlain
Beth Phillips

Class of 2021
Margaret Dyer-Chamberlain
Justin Cannon
Kathy Crary
Brad Peterson
Mary Wood

Class of 2022
Beth Foote
Jennifer Nelson
Elizabeth Phillips
Jay Watan

Class of 2023
Will Crockett
Mary Carter Greene
Karma Quick-Panwala
Jeri Robinson
Michael Romero
Lori Walton

Class of 2024
Barbra Ruffin-Boston
Davey Gerhard
Cameron Partridge

Committee on Program and Budget
Lane Ringlee, Chair, Treasurer of the Diocese
Brad Barber
Birgit Eschmann
Aidan Jobe Sea
Chip Larrimore
Marj Leeds
Jim McConnell
Bruce Morrow
Richard Pateneude
Eleanor Prugh

Finance Committee
Lane Ringlee, ex officio, Chair, Treasurer of the Diocese
Michele Racusin, ex officio, Chief Financial Officer
Brad Barber
Debbie Hawkins
Christopher Hayes, ex officio, Chancellor
Chip Larrimore
Jim McConnell
Robert McCaskill
Arthur Perkins

Committee on Governance
appointed by Standing Committee
and Executive Council

Pamela J. Jester, Chair (Standing Committee)
Sherry Lund (Executive Council)
Don Miller (Executive Council)
Bruno Peguese (Standing Committee)
Adrian Williams (Standing Committee)
Vacancy (Executive Council)
Proposed for 2021

The Committee on Dispatch of Business proposes new and amended Rules explained below. In the full listing of rules, proposed deletions are shown in strikeout type, and proposed additions are shown in bold italics. The rules in Section 1 and Section 4 have been renumbered to provide for the insertion of new rules 1.9, 4.15, and 4.17 without using bold or strikeout type.

Explanation for new Rules 1.9 & 4.17
A task force is a type of temporary committee that is intended to exist for a limited time period and focus on tasks identified in the enabling resolution. Ordinarily, a temporary committee is discharged and ceases to exist when it makes its final report. Some resolutions have specified that a task force is to report when it is to be the final report. In some cases, task forces have issued partial or interim reports and continued to work without seeking the permission of Convention. In such cases, it is not clear what the status of the task force is and when its work will be done. New rules 1.9 and 4.17 are proposed to require that a resolution creating a task force must specify when the final report is due and not permit a task force to work beyond that date without asking the permission of Convention.

Explanation for new Rule 4.15
To further expand the diversity of voices and equal access to debate and discussion time during the Convention, and in consultation with leadership of the Latin Community in the Diocese, the proposed addition of Rule 4.15 doubles the allotment of floor time for non-simultaneous translation (“consecutive interpreting”) to the Convention for members who do not speak English as a primary language.

In non-simultaneous translation or consecutive interpreting, the speaker pauses at regular intervals to allow their words to be translated into another language by a professional translator or trusted third party. This kind of verbal translation would be necessary whenever simultaneous verbal translation to the whole of Convention would be unavailable for technical or practical reasons, and anytime this approach would be of value to the Convention or the witness of the Diocese for members and observers to hear points articulated in their own primary language.

Explanation for correction to Rule 3.8
In keeping with prior changes to the Rules and Canons, this change in language reflects the current organization of Diocesan ministries, which has moved from departments to committees and working groups.

Rules of Order for Convention 2021 incorporating proposed changes

Before Convention
Section 1 — Procedure for Resolutions

Rule 1.1. Any resolution to be considered by the Convention, other than those necessary matters of procedure and business of the Convention, must be received by the Chair of the Resolutions Committee at least ninety (90) days prior to the opening of Convention. Resolutions may be submitted by any canonically resident cleric, any elected lay delegate or alternate, or by any congregation, deanery, or other recognized diocesan organization. In questions concerning eligibility of any submitter, the Committee may rely on a determination by the Secretary.

Included on the copy of the proposed resolution shall be the name and address of the proposer of the resolution. In the case of resolutions submitted by an organization, the resolution shall state name of the Rector, Vicar, Chair, or other person duly authorized by that organization to respond to questions and accept amendments to such resolutions.

It shall be open to other persons or organizations to be listed as supporters of a resolution.

Rule 1.2. When a task force or other temporary committee established by the Convention submits a report requesting action by the Convention, the proposed action shall be included in the report’s recommendations in the form of a resolution, and that resolution shall be submitted to the Committee on Resolutions for its review according to these rules. The Committee on Resolutions shall not be required to review the content of the report other than the proposed resolution.

Rule 1.3. The Committee on Resolutions shall meet not less than seventy-five (75) days prior to the opening of
Rules of Order

Convention to consider resolutions submitted in timely fashion. The Committee may make such editorial changes as may appear necessary for accuracy or clarification. Substantive changes in resolutions shall not be made without the consent of the proposer. However, at its option, the Committee may make suggestions or recommendations concerning resolutions, which may be incorporated in the pre-Convention materials furnished to the Deaneries.

Copies of all resolutions, in their original form, or as modified by the Resolutions Committee shall be filed with the Secretary of Convention and shall be included in the pre-convention materials distributed to the six deaneries.

Rule 1.4. The several Deanery meetings at which such resolutions are considered shall be open to all interested persons. Advance written notice of the time, date and place of the meeting of such Deanery shall be given by the Deanery Secretary to the proponents of the resolution and to other interested persons who have in writing requested such notice. It shall be open to the presiding officer at the Deanery meetings to call for a straw vote, if desired, on resolutions after appropriate discussion, but such vote shall not be binding on persons present who shall be entitled to vote at the Convention.

Rule 1.5. The Committee on Resolutions shall submit no more than five (5) resolutions to the Convention for its consideration. This rule shall not apply to:

- routine or incidental motions required by the Canons or Rules of Order, including action on the budget and assessment formula;
- resolutions proposed by the Committee on the Bishop’s Address;
- courtesy resolutions;
- proposed changes to the Constitution and Canons; except that if the Committee on Dispatch of Business determines that such proposed changes are sufficiently substantive as to require significant debate, then the proposed changes shall count as one resolution and the Committee on Resolutions shall submit no more than four (4) resolutions be reduced by one;
- resolutions placed in the Consent Calendar by the Committee on Dispatch of Business.

Rule 1.6. For purposes of Rule 1.5, a resolution or set of resolutions proposing both a resolution for General Convention and a substantially similar resolution governing or urging conduct or policy at the diocesan level may be regarded as a single resolution.

Rule 1.7. When, in the opinion of the Committee on Resolutions, the presentation of a resolution to Convention would be improved by the Committee’s division of the resolution into two or more resolutions, the several resolutions resulting from such division may be regarded as a single resolution for purposes of Rule 1.5.

Rule 1.8. Rule 1.6 or 1.7 shall be applicable only if the Committee on Resolutions, with the consent of the Committee on Dispatch of Business, proposes a special order providing that debate on the set of resolutions shall be limited to the time normally allotted to a single resolution. The special order shall also provide that the question on the set of resolutions shall be decided by a single vote, unless the Convention votes to divide the question.

Rule 1.9. Any resolution proposing the creation of a task force or other temporary committee shall not be in order unless it includes a provision identifying the Convention at which the task force or committee is scheduled to make its final report and at which it shall be discharged according to Rule 4.17.

Rule 1.10. Any proposed resolution that does not meet the foregoing criteria may be considered by the Convention only upon the affirmative vote of two-thirds (2/3rds) of those present and voting in Convention. If the Convention agrees to consider a resolution, it shall be referred by the Chair to the Committee on Resolutions or other appropriate Committee of Convention.

Rule 1.11. Any proposed amendments to a resolution may be filed with the Secretary of the Convention on or before the opening of Convention, and shall promptly be referred by the Chair to the Committee on Resolutions or other appropriate committee.

Rule 1.12. Any resolutions submitted to the Committee on
Resolutions and not submitted to the Convention, unless withdrawn, shall be identified by the Committee in its report. The report shall include the name or subject of each resolution, the name(s) of the proposer(s), and the reason it was not submitted to the Convention.

**Rule 1.13.** All Committees of Convention may hold meetings by conference telephone call, teleconferencing or videoconferencing as an alternative to in-person meetings, provided that during any meeting all participants are capable of hearing each other at all times. All Committee members shall be provided with information necessary to join the meeting. Reasonable notice of meetings shall be given by written notice, telephone, fax, email, or other electronic means.

**During Convention**

**Section 2 — Order of Business**

Both the Annual and Special Conventions shall open with divine worship, at which service the Bishop may read an address. Following the service, the President shall take the chair, after which the Order of Business shall be as follows:

**Rule 2.1.** A quorum being present, the President shall declare the Convention organized for business.

**Rule 2.2.** The Convention having been organized, the President may yield the chair to the Chair of Convention elected or appointed pursuant to the provisions of the Canons.

**Rule 2.3.** The Bishop’s Address, if not read during divine worship. Table discussions may follow the address.

**Rule 2.4.** Report of the Committee on Credentials. Any contested right or claim to a seat in the case of a cleric, and any irregular or doubtful certificates in the case of delegates, shall be referred to the Committee on Credentials. The seating of clerics or delegates in question shall be decided by the Convention upon the recommendation of the Committee on Credentials.

**Rule 2.5.** Report of the Committee on Dispatch of Business. The Committee on Dispatch of Business may propose a Special Order establishing a Consent Calendar consisting of routine and noncontroversial matters. The adoption of the Consent Calendar shall be by unanimous consent; and if any member objects to an item, it shall be removed from the Consent Calendar and considered at a time determined by the Chair. All items in the Consent Calendar shall have been published for consideration of the members of Convention at least two weeks before the Convention, using the normal methods for publishing Convention materials, which may include electronic posting or distribution. Matters placed in the Consent Calendar may include, but are not limited to:

a) The Convention Agenda,
b) Any Special Orders governing reports or debate,
c) Bishop’s appointments requiring the consent of the Convention,
d) Technical amendments to the Canons to correct errors or comply with federal, state or canon law,
e) Resolutions deemed noncontroversial.

**Rule 2.6.** The appointment by the President of the Chancellor, any other appointed offices required by the Canons, any Committee of the Convention not previously appointed under provisions of the Canons, the filling of any vacancies resulting from absence or other causes, and the entry in the minutes of the names of those comprising the Committees previously appointed.

**Rule 2.7.** Report of the Committee on Resolutions.

**Rule 2.8.** Report of the Committee on Nominations and further nominations from the floor for all offices, committees and boards to be elected by the Convention, followed by the first ballot.

**Rule 2.9.** Other business. After consultation with the President, the Committee on Dispatch of Business shall arrange the remaining business of the Convention in an order that best serves the theme and focus of that Convention. Provision shall be made for:

a) Report of the Committee on Canons.
b) Report of the Treasurer of the Diocese, including the report of the audit of the Treasurer’s Books.
d) Presentation of the Program and Budget of the Diocese for the coming year.
e) Reports of Special Committees appointed at previous conventions or by the President.
f) Action on resolutions reported by the Committee on Resolutions.
g) Report of the Standing Committee.
h) Reports of such other officers, boards and committees of Convention as requested by the President or ordered by the Convention.
i) Additional ballots as needed.
j) Prayer.

Section 3 - The Business of Convention

Rule 3.1. All elections shall be conducted in accordance with Canon VII and these Rules.

Rule 3.2. All Special Committees shall be appointed by the President, unless otherwise ordered.

Rule 3.3. The reports of all Committees shall be in writing, and shall be received in course without motion for acceptance. They shall be included in the Journal of Convention, unless otherwise ordered. If recommending or requiring any action or expression of opinion by the Convention, they shall be accompanied by a resolution, or resolutions, for the consideration of Convention.

Rule 3.4. The prescribed Order of Business shall not be departed from, nor shall any Rule of Order be suspended, unless by a vote of two-thirds (2/3rds) of the members present.

Rule 3.5. No Order of Business shall be changed or rescinded except by vote of Convention.

Rule 3.6. An Alternate Delegate may not vote or have voice in Convention, unless and until certified by the Committee on Credentials as a substitute for a Delegate.

Rule 3.7. Following the close of Convention, the President of Convention, the Chair of Convention, and the Secretary of Convention are authorized to certify the minutes of the Convention for publication.

Rule 3.8. The courtesy of seat and voice shall be granted to Deanery Presidents, Chairs of Diocesan Committees and Commissions, and representatives of special projects for the purpose of explaining their work and responding to questions.

Section 4 - Parliamentary Procedure

Rule 4.1. No principal motion, amendment thereto, or substitute therefor, shall be acted upon by the Convention until duly seconded and submitted in writing. No amendment or substitute shall be finally adopted until the same be read to the house.

Rule 4.2. When a question is before the Convention, no motion, except as hereinafter provided, shall be received, but to lay on the table, to move the previous question, to limit debate, to postpone to a certain time, to commit, to amend or to postpone indefinitely, which motions shall have precedence in the order named.

Rule 4.3. All amendments shall be considered in the order in which they are received. When a proposed amendment is under consideration, a motion to amend the same may be made; no further amendment to such second amendment shall be in order.

Rule 4.4. A motion to lay on the table shall always be decided without debate.

Rule 4.5. A motion to adjourn shall always be in order, when no member is speaking.

Rule 4.6. The person who has made a motion or moved a resolution may withdraw the same, without the consent of the seconder, at any time before the decision or amendment, in which case it shall not be entered upon the minutes.

Rule 4.7. If a question under debate contains several distinct propositions, the same shall be divided, at the request of any member, and a vote taken separately on each division thereof.

Rule 4.8. The votes shall be taken by ayes and nays. On any single question each member of Convention shall have one vote. No vote shall be taken by Orders unless so prescribed by the Constitution and Canons.

Rule 4.9. Any member whose character or motives may have been attacked or questioned in debate shall have the right to speak to a question of personal privilege.

Rule 4.10. A question that has been decided shall not be reconsidered during the same session except when...
significant circumstances can be adduced to support reconsideration. No question shall be reconsidered more than once. In a motion to reconsider a resolution or motion previously adopted, the reconsideration of said action shall be preceded by the reading by the Secretary of the resolution as recorded in the minutes of the Convention.

**Rule 4.11.** All questions of order shall be determined in the first instance by the Chair, but any member may appeal from any decision of the Chair; and on such appeal no member shall speak more than once without leave of the Convention.

**Rule 4.12.** During all debates the Chair shall call alternately upon those wishing to speak for and against the question, so long as there are those both pro and con who wish to speak.

**Rule 4.13.** After having spoken to it, the proponent of a motion may respond to questions of clarification from the floor before debate begins.

**Rule 4.14.** Prior to any matter coming before the Convention, the Committee on Dispatch of Business may introduce resolutions limiting the time allotted for its consideration and debate.

**Rule 4.15.** In all Special Rules governing debate of any motion before the Convention, if any member of Convention requires non-simultaneous translation, the allotted time for the member to speak to the motion shall be doubled to allow time to hear the translation, and the total time for debate shall be increased accordingly.

**Rule 4.16.** A motion to caucus will always be in order, even after debate on a question has terminated. The motion is not debatable. Should it be carried by a majority, the Chair will set the time allotted for the caucus.

**Rule 4.17.** Any task force or temporary committee scheduled to make its final report at a particular Convention shall be discharged automatically and cease to exist at the adjournment of that Convention, whether having reported or not, unless the Convention votes to extend it to a later Convention. An extension shall be in order only if it sets a new schedule for the final report.

**Rule 4.18.** In circumstances not covered by these Rules, the rules contained in the current edition of Robert's Rules of Order, Newly Revised shall apply.

**Section 5 - Nominations**

**Rule 5.1.** Under the proper order of business, the Committee on Nominations shall propose two or more names, if possible, otherwise only the number required for a specific office. Nominations may be made from the floor at that time. No seconds are required. In placing a name in nomination, the following are required: 1) the name and position held by the person being nominated; 2) prior consent given by the individual to be placed in nomination; and 3) biographical material prepared and distributed.

**Rule 5.2.** Upon completion of nominations, the Committee on Elections shall print and furnish the Convention with sufficient ballots containing the names of all persons nominated for each office requiring an election. The clergy and lay ballots shall be distinguished by paper of different colors, identified with the name of the office; except that if automated vote-counting equipment is employed and the manufacturer does not supply ballots of different colors, then paper of the same color may be used, provided that the name of the order is printed on each ballot using a font of 24 points or greater.

**Rule 5.3.** The Secretary shall provide the registrars or tellers with a voting list, in the Order for which they are registrars or tellers, corrected to show those entitled to vote. The registrars or tellers shall provide ballots to voters only after checking the names of the voters on the voting list.

**Rule 5.4.** If the number of names nominated does not exceed the number required for each office, the ballot for that office may, by unanimous consent, be cast by the Secretary.

**Section 6 – Voting**

**Rule 6.1.** When multiple positions in the same office are to be filled at one time, all nominees for that office shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled.
Rule 6.2. When one or more vacancies for unexpired terms are to be filled by election, all nominees for the same office, whether for a full term or for a vacancy, shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled, including vacancies; except that when the number of nominees does not exceed the number of positions to be filled, each Member of Convention shall be allowed to cast only as many votes for that office as there are full terms to be filled. The full term(s) shall be filled first, as specified in the Canons of the Diocese, and vacancies shall be filled second, in order of precedence.

Rule 6.3. When the Constitution or Canons prescribe that alternates are to be elected in addition to the regular holders of an office, all nominees shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes as there are regular positions to be filled, not including alternates. The regular positions shall be filled first, as specified in the Canons of the Diocese, and the alternates shall be filled second, in order of precedence. Among the alternates, the order of precedence shall be determined by the total number of votes received in both lay and clergy orders combined.

Rule 6.4. On any ballot after the first ballot, each Member of Convention shall be allowed to cast as many votes for each office as allowed on the first ballot, reduced by the number of positions filled on previous ballots.

Rule 6.5. When each Member of Convention casts more than one vote for an office, a majority shall be deemed to be the number of votes that is more than half of the ballots cast.

Rule 6.6. In casting multiple votes for the same office, no Member of Convention shall be permitted to cast more than one vote for the same person.

Section 7 - Conduct of Elections

Rule 7.1. The polls shall be opened in a convenient place, at an hour and for a period fixed by the Convention. When the time for voting expires, the Chair of the Committee on Elections shall declare the polls closed and the tellers shall proceed to count the vote.

Rule 7.2. Each voter shall vote by making a check mark or a cross opposite the name of the nominee for each position to be filled, on a single ballot for the appropriate office; except that if automated vote-counting equipment is employed, the mark shall be as specified by the manufacturer.

Rule 7.3. In tallying, the following ballots shall not be counted:

a) if two or more ballots are folded together, unless the extra ballot or ballots are entirely blank;

b) if more than the specified number of persons receive votes on any one ballot.

The reason for not tallying shall be endorsed on the reverse side of any such ballot by the teller. Such uncounted ballots shall be included in the appropriate envelope for the vote and office concerned.

Rule 7.4. Any doubtful ballot shall be referred to the Chair before tallying it, and the Chair’s decision shall be final.

Rule 7.5. The Secretary shall provide each set of tellers with a tally sheet or sheets, properly headed and numbered. Each tally sheet shall have the name of each person for whom votes are to be cast, and all votes shall be registered only on that tally sheet. The tellers shall be the only persons to record the votes on the tally sheets. If done by any other person, the votes shall be void.

Rule 7.6. The Committee on Elections may, with the consent of the President and Secretary, employ automated vote-counting equipment to canvass the ballots. No voting machine or electronic voting system shall be employed which does not use individual physical ballots marked personally by the members of Convention. The Secretary shall provide the tellers with vote result forms in lieu of tally sheets, and the tellers shall transcribe the results displayed or printed by the equipment to the vote result forms. At least three tellers shall observe and verify the transcription of each result. If the equipment provides a printed result, it shall be attached to the vote result form.

Rule 7.7. Immediately after canvassing the ballots, the tellers shall place them in separate envelopes for each order and shall endorse on the outside of each envelope the following:
a) whether they were ballots of the Clerical or Lay Order;
b) the number of counted ballots inside, and if the vote did not result in an election;
c) whether it is the first or other ballot for the office;
d) the number of any ballots not tallied.

Rule 7.8. Each envelope shall be signed by the several tellers and delivered to the Secretary. In separate envelopes, the tellers shall place the voting lists of the two Orders, properly endorsed, with the number of the ballot for which they were used. The envelopes shall remain unsealed until the close of that day’s proceedings. It shall be the duty of the Secretary to provide suitable envelopes for these purposes and to see that they are returned with the ballots properly endorsed and sealed, and to keep them unopened, except as provided in Rule 7.9.

Rule 7.9. If the accuracy of the canvass by the tellers in any election should be questioned, the same may be recanvassed on written request of two clerics and two lay persons, delivered to the Bishop no later than thirty days after the adjournment of Convention. Upon such request the ballots shall be recanvassed in the presence of the Bishop, the Standing Committee and the Secretary of Convention, as soon as may be convenient, either before or after adjournment of Convention. Their findings shall be final.

Rule 7.10. After the expiration of the time for requesting a recanvass, the Secretary may order the destruction of the ballots, provided that there is no request for a recanvass still pending.

Consent Calendar for the 172nd Convention of the Diocese of California
Adopted by the Committee on Dispatch of Business October 4th, 2021

The Committee on Dispatch of Business moves the unanimous adoption of the following Consent Calendar as the first item of business following the Report of the Committee on Dispatch of Business:

1. The Consent Calendar shall consist of the adoption of the following:
   a) The Agenda of the 172nd Convention of the Diocese of California, as published
   b) Special Order #2, Report of the Committee on Resolutions
   c) Special Order #3, Report of the Committee on Canons
   d) Special Order #4, Budget & Financial Resolutions
   e) Special Order #5, Committee Reports
   f) Special Order #6, Reconsideration
   g) New Rule of Order 4.15 - Accommodating Members who do not speak English as a Primary Language
   h) Correction to Rule 3.8 - Change “Departments” to “Diocesan Committees”
   i) New Rules of Order 1.9 & 4.17 - Task Forces and Temporary Committees
   j) Resolution A - Amend Canon 16.06 - Commission on Church Architecture and Furnishings
   k) Resolution B: Amend Canon 3.06 - Official Youth Presence
   l) Resolution C: Amendment to Article XI of the Constitution - Replace “Diocesan Council” with “Executive Council” (second reading)
   m) Resolution #4: Racial Justice & Reconciliation Memorial to General Convention
   n) Remove Bay Area Seafarer’s Service as a Diocesan Institution

2. Provided that, if any member requests that any of the above matters be removed from the Consent Calendar, the

Special Order #1:
Special Orders

President shall order that matter removed and placed in the Agenda at a suitable time.

3. And provided that, after the President has announced the adoption of this Special Order, any such requests for removal of matters from the Consent Calendar shall be out of order.

Special Order #2: Committee on Resolutions
The Committee on Dispatch of Business moves that the Report of the Committee on Resolutions be governed by the following Special Order:

1. The Committee shall have five minutes to file with the Convention those resolutions which have been considered by the Deaneries (Rule 1.3), and received any amendments thereto.

2. Opportunity then shall be given for members of Convention to seek 2/3 consent of the House for consideration of other resolutions. Debate on a motion to consider an additional resolution shall be limited to five minutes, during which time no speaker shall be allowed more than two minutes. Such debate shall be confined to the advisability of considering an additional resolution and not go into the merits of the resolution.

3. These resolutions, together with any amendments, shall be referred to the Committee on Resolutions or other Special Committees for subsequent hearing and report to the House.

4. When the Committee reports, in accordance with Rule 1.4, three minutes shall be provided for presentation of each resolution.

5. Debate on each resolution shall be limited to fifteen minutes, during which time no speaker shall be allowed more than two minutes, unless the House by 2/3 majority resolves to extend the time.

6. Within the time allotted, no motion to limit debate shall be in order while anyone still wishes to speak. At the conclusion of the time period, votes shall be taken on all pending motions.

The Committee also reminds all members that any amendments to resolutions or additional resolutions of any kind must be submitted in writing to the Secretary of Convention by email to secretary@diocal.org, since Convention meets this year electronically, before action can be taken on them (Rule 4.1).

Special Order #3: Committee on Canons
The Committee on Dispatch of Business moves that the consideration of the Report of the Committee on Canons be governed by the following Special Order:

1. Five minutes shall be provided for presentation of the Report and questions of clarification.

2. Ten minutes shall be allotted for debate on any amendments to the Constitution and Canons.

3. Within the times allowed, two minutes shall be allotted to present an amendment, and five minutes allotted for debate on each amendment, during which time no speaker shall be allowed more than two minutes.

4. The House, by 2/3 majority, may vote to extend the time for debate. No motion to lay on the table, to recommit, or otherwise to terminate debate shall be in order while anyone still wishes to speak. At the conclusion of each established time period, votes shall be taken on all pending motions.

Special Order #4: Budget & Financial Resolutions
The Committee on Dispatch of Business moves that consideration of the budget and other financial resolutions be governed by the following Special Order:

1. Following the report of the Treasurer and the Committee on Personnel Practices, a single motion shall be considered for the adoption of

   a. The Proposed Assessment Formula,
   b. The Proposed Salary Resolution, and
   c. The Proposed Budget.

2. Debate on the budget & financial resolutions shall not exceed five minutes.

3. Debate on any amendments from the floor, during the consideration of the budget & financial resolutions shall be
limited to five minutes each. No speaker shall be allowed more than two minutes.

4. No motion to limit debate shall be in order during the allotted time period, while a person still wishes to speak. At the end of each established time period, a vote will be taken on all pending motions, pertaining to that period, unless the House by 2/3 majority, resolves to extend debate.

**Special Order #5: Committee Reports (Excluding Canons and Resolutions)**
The Committee on Dispatch of Business moves that except as otherwise provided the reports from any regular or special committees of Convention, be governed by the following Special Order:

1. Five minutes shall be provided for the presentation of each resolution from such a committee, and five minutes for response to questions of clarification.

2. Debate on each resolution shall be limited to five minutes unless the House by 2/3 majority shall extend the time. At the conclusion of the allotted time votes shall be taken on all pending motions.

3. Within the time for debate no speaker shall be allowed more than two minutes, and no motion to limit debate shall be in order while anyone still wishes to speak.

**Special Order #6: Reconsideration**
The Committee on Dispatch of Business moves that Reconsideration of a Question be governed by the following Special Order:

1. When the motion to Reconsider is debatable, debate on the motion to Reconsider shall be limited to five minutes, during which time no speaker shall be allowed more than one minute, unless the House by 2/3 majority resolves to extend the time.

2. When the motion to Reconsider has been carried, the question being reconsidered shall be taken up immediately, or at another time determined by the Chair, subject to appeal.

3. When the motion to Reconsider has been carried, and it is applied to a resolution originally governed by Special Order #2, debate shall be limited to ten minutes, during which time no speaker shall be allowed more than two minutes, unless the House by 2/3 majority resolves to extend the time.

4. Within the time allotted, no motion to limit debate shall be in order while anyone still wishes to speak. At the conclusion of the time period, votes shall be taken on all pending motions.
Special Rules of Order

Proposed by the Committee on Dispatch of Business on October 12th, 2021

Rules for the Convention Convening Electronically

The Convention will comply with the Constitution and Canons of The Episcopal Church and the Diocese of California, the Rules of Order of Convention, and the latest revision (12th edition) of Robert Rules of Order Newly Revised, with the following adaptations for an electronic meeting:

S1 - Orientations
S1.1 The Committee on the Dispatch of Business will provide orientations before and during Convention for all voting members to become acquainted with the electronic methods of discharging their parliamentary duties during the business of Convention, including but not limited to:
   a) Voting on motions and resolutions.
   b) Queuing for debate in accordance with Rule 4 of the Rules of Order.
   c) Seeking recognition to raise objections, points of order, personal privilege, or inquiry.
   d) Voting in elections.
   e) Submitting amendments for resolutions to the Secretary.

S2 - Registration
S2.1 All members of Convention are required to register electronically as present by means approved by the Committee on Dispatch of Business and the Committee on Credentials prior to being considered seated for Convention.

S3 - Credentials
S3.1 The Committee on Credentials shall furnish to the Secretary by electronic means the information necessary to confirm that a quorum is registered and present for the convening of Convention as required by Canon IV.

S3.2 Alternate delegates may be appointed delegates through email or other electronic communication made to the Committee on Credentials by the alternate’s Vicar, Rector, or Priest-in-Charge. Such appointments shall name the delegate being replaced.

S4 - Votes
S4.1 No voice votes shall be taken at this Convention. All votes shall be conducted by electronic means.

S4.2 When a motion is on the floor, no member moves to debate the motion, and the President believes the motion to be non-controversial, the President may call for unanimous consent. If no member of Convention objects, the President may then deem the motion passed unanimously.

S4.3 When, in accordance with the rules, debate on any motion concludes and the motion is ready for a vote, the President shall direct members to immediately vote electronically “yes” or “no”. The President, with assistance from the Secretary and Tellers as needed, shall monitor the voting returns and declare when voting on the motion is complete.

S4.4 The outcome of votes will be displayed for all members to see immediately following a vote and before the President declares the outcome.

S4.5 In the event of insufficient response to declare the conclusion or outcome of any vote or due to technical problems during a vote, the President may declare a revote, the postponement of the vote, or a recess until a time certain to resolve technical problems.

S5 - Amendments
S5.1 Amendments to floor motions may be submitted verbally to the Convention for consideration, but the President may ask the Secretary to post the amendment in writing electronically before proceeding with debate and a decision.

S5.2 Amendments to calendared resolutions must be submitted by electronic means directly to the Secretary prior to debate to be posted electronically for Convention’s consideration. The Secretary shall announce the means of submitting amendments to resolutions as part of the Orientations outlined in Special Order Rule S1.1.

S6 - Elections
S6.1 Each ballot for elections will be conducted by
Special Rules of Order

S6.2 Each ballot during this Convention will be furnished electronically to all duly seated members of Convention at the time of voting. The Committee on Elections may include an example ballot in the Convention and orientation materials provided to all members prior to Convention.

S6.3 At the direction of the President, the Secretary will declare that the voting for the election is open, and members of Convention will have 5 minutes to complete the ballot by electronic means. The Secretary will declare when voting is closed.

S6.4 The Tellers will monitor and certify the tabulation and results of each ballot and report any irregularities to the Secretary and President.

S6.5 If the Tellers and Secretary agree that irregularities have raised significant concerns about a completed election ballot’s legitimacy, the President may rule the ballot invalid and call for a revote.

S6.6 Following the report of the Tellers certifying a completed vote and tabulation, the results of each ballot will be displayed for every member of Convention. The Secretary shall then announce the outcome of the vote to the Convention and any election.

S6.7 Second ballots shall be prepared and tabulated under the supervision of the Secretary and Tellers in accordance with Canon VII. Before declaring the vote open, the Secretary shall explain the second ballot to Convention while it is suitably displayed before all voting members.

S6.8 A full report on the tabulation of each ballot, all eligible voters participating in the ballot, and a separate tabulation of votes by orders, shall be sent electronically to both the Secretary and the Tellers of the Convention for final certification of the election. The Secretary will ensure that signed, printed copies of these reports are marked, sealed, and retained at the Diocesan Office for 30 days following Convention in accordance with Rules 7.9 and 7.10.
Resolution A: Amend Canon 16.06

Resolved. That Canon XVI, Section 16.06 of the Canons of the Diocese of California be deleted in its entirety:

Sec. 16.06. Commission on Church Architecture and Furnishings:
The Commission on Church Architecture and Furnishings shall include two Clerics and four lay members, three of whom shall be architects or engineers skilled in church design. These members shall be appointed by the Bishop at each Annual Convention. In addition, the Bishop and any Bishops Coadjutor or Suffragan, the Chief Financial Officer, and the Chancellor shall be, ex officio, members of the Commission on Church Architecture and Furnishings. The Commission on Church Architecture and Furnishings shall have the following functions:

(a) At the request of the Bishop, it shall advise about site selection for mission buildings;
(b) It shall review and approve the plans of any mission or Aided Parish for any work of improvement, repair or remodeling. No mission or Aided Parish shall commence the work to build, remodel, furnish or decorate a church, chapel or other parish or mission structure until the plans for such work have been so reviewed and approved;
(c) At the request of any parish, it shall review and give its advice about site selection, or any building, remodeling, furnishing or decorating project contemplated by the parish.

Explanation:
The Committee on Governance, at the request of Abbott Bailey, then Canon to the Ordinary, conducted a review of all diocesan committees to identify any committees that are no longer functioning as originally envisioned, as well as any overlap or redundancies in responsibilities and operations among the committees that remain active and essential to the Diocese. The Commission on Church Architecture and Furnishings is a Diocesan Organization created by Canon 16.06. There is no record of any membership on the Commission or meetings held by the Commission in the past 10 years. The Governance Committee concluded that the Commission no longer meets a diocesan need and recommended that it should be discontinued.

Submitted by:
The Committee on Governance: Contact: The Rev. Pamela J. Jester, Chair, Delegate from All Saints, San Leandro, pamela.jester@gmail.com; or Richard Patenaude, Chair of the Executive Council, Delegate from Holy Cross, Castro Valley, patnod@me.com.
Canon Changes

Resolution B: Amend Canon 3.06

Submitted for review by the Committee on Constitution and Canons

Resolved, that Canon III.3.06 of the Canons of the Diocese of California be amended as follows:

(deletions in **bold strikethrough text** and insertions in **bold italic text**), and that these amendments take effect immediately upon adoption:

Sec. 3.01. Certification.

...The certificate of the election of Delegates and alternates shall be in the form prepared and distributed by the Secretary of Convention.

Sec. 3.06. Official Youth Presence.

In addition to Lay Delegates, up to twelve youth (two youth from each Deanery) who are each Deanery shall elect or appoint up to five students enrolled in high school or an equivalent program and one alternate as duly authorized representatives to the Convention, known as the Official Youth Presence. They shall have seat and voice in a designated section on the floor of the Convention and make a report to Convention. The Diocese shall coordinate annual formation and training for the Official Youth Presence. Each Deanery shall elect or appoint two authorized youth representatives and an alternate. Deanery certifications shall be forwarded in writing to the Secretary of the Convention at least 30 days prior to the date of Convention. Youth representatives shall be certified at the same time and in the same manner required in Sec. 3.01 above.

Explanation:

These five representatives (plus one alternate) from each Deanery will be part of a Diocesan Youth Council, who will meet during the year and make an annual report to Convention as the Official Youth Presence. By increasing youth presence in our church governance and at the Diocesan Convention we all benefit from more representative and inclusive voices. Youth bring their current perspectives and experiences in the church along with their wisdom and dreams for the church. In addition to their valuable contributions in ministry and leadership of today’s church, youth representation at the Convention and in the Deaneries provides opportunities to develop cross-congregational relationships and gain knowledge as they grow into increasing responsibility for leadership in the church.

Submitted by:
Michael P. Barham - vicar@holymfamilyhmb.org
Vicar, Holy Family, Half Moon Bay and Good Shepherd, Belmont

Endorsed by:
The Rev. AnnaMarie Hoos - Associate Rector, Church of the Epiphany, San Carlos
Rebekah Hays Estera - Children and Youth Leader, Sts. Elizabeth and Andrew, South San Francisco and San Bruno
Resolution C: Constitution, Article XI

This amendment will need to be passed by the 172nd Convention to come into effect.

Resolved, That Article XI of the Constitution of the Diocese of California be amended as follows:

Article XI. Forfeiture of Privileges.

Sec. 11.1.
Whenever any parish in union with the Convention shall have persistently disregarded or refused to conform to any of the Canons of The Episcopal Church or of the Diocese, the Bishop shall give due notice of such violation to such parish. If, after receipt of the notice by the parish, the parish shall have failed in a timely manner to cure the violation described in the notice, and the Bishop is of the opinion that the parish may be liable to suspension of its privilege of representation in the Convention, or to the dissolution of its parochial relationship with the Diocese, the Bishop shall so advise the Convention. Thereupon, by a concurrent two-thirds vote of the clerical and lay orders, voting separately, the Convention may proceed to suspend the representation of such parish in the Convention or wholly dissolve the parochial relationship of the parish with the Diocese.

Sec. 11.2.
Whenever, in the judgment of the Bishop, the status of any mission should be changed or the mission dissolved, the Bishop, after consultation with the vicar and the Bishop’s committee, and with the concurrence of the Bishop and Council Executive Council of the Diocese (“Diocesan Council”), may take such action and report the same to the next Convention.

Explanation:
The Special Convention of 2008 amended the Constitution and Canons to replace the former Diocesan Council (formally known as Bishop and Council of the Diocese) with the new Executive Council of the Diocese. Apparently, Article XI of the Constitution was overlooked at that time. This proposed amendment simply corrects that oversight without making any substantive change in practice.

Having passed the 171st Convention, this amendment will need to be passed by this convention to become effective.

Submitted by: The Rev. Br. Richard Edward Helmer, Secretary of the Convention - secretary@diocal.org
Remove Seafarer’s Service as a Diocesan Institution

Resolution to Remove Bay Area Seafarer’s Service as a Diocesan Institution

Whereas, the Bay Area Seafarer’s Service became a Diocesan Institution of the Diocese of California in 1962, faithfully serving mariners in the Port of Oakland; and

Whereas, in 2011, the Bay Area Seafarer’s Service merged into and became part of the Seaman’s Church Institute of New York and New Jersey under a charter issued by the State of New York and under the ecclesiastical supervision of the Bishops of New York, Newark, and New Jersey; and

Whereas, as a result, the Bay Area Seafarer’s Service is no longer eligible for recognition as a Diocesan Institution of the Diocese of California; therefore be it

Resolved, that the Convention gratefully recognizes that the Bay Area Seafarer’s Service has completed its work and status as a Diocesan Institution; and be it further

Resolved, that the Secretary shall remove its name from the list of institutions in the Convention Journal.

Submitted by:
The Rt. Rev. Dr. Marc Handley Andrus, Bishop, and The Standing Committee
FINANCE AND BUDGET

Treasurer’s Report to Convention

The Diocese of California, with input and oversight from the Executive Council and its Finance Committee, has focused on ensuring the financial affairs of the Diocese to support the mission of the Diocese while responding to the coronavirus pandemic. The Diocese and most of its congregations and institutions received forgivable Paycheck Protection Programs (PPP) loans to cover payroll and benefits. In addition, the Diocese has received written and verbal gift commitments for the Resurrection Fund from generous individuals to allow the Diocese to offer assessment relief in 2021 and 2022.

As a result, the Diocese and many of its congregations will end this calendar year in better than anticipated financial condition. Most congregations have remained current in reimbursements to the Diocese for payroll and benefits and payments under the Diocesan line of credit program for capital improvements.

The Finance Committee, the Committee on Program & Budget, and Executive Council, have worked with Diocesan staff to develop a conservative budget for approval for 2022 calendar year, following a similar conservation of financial resources in 2021. We understand the need to continue to focus our efforts to budget conservatively and ensure a solid financial footing to support our mission. Over the course of this past year, the Finance Committee has provided advice and guidance to the Bishop, the Executive Council and Diocese organizations on matters relating to property, fixed assets and financial resources within the Diocese.

The audit report for the most recent fiscal year reflects the external review conducted annually by the accounting firm of Hood & Strong. A copy of our audited financial statements and the independent auditors’ report are made available on the website of the Diocese. The 2020 audit has not been released by our auditors pending receipt of the audited financial statements of our investment manager, but we do not anticipate any material changes to the results described below.

Financial Results for Calendar Year 2020

The financial books and records of the Diocesan Corporation are composed of five segregated funds:

1. the Operating Fund
2. the Custodial Fund
3. the Endowment Fund
4. the Deferred Gifts Fund
5. the Expanding Horizons Campaign Fund (a fund first established in 2016)

The Diocesan Corporation experienced an increase in total net assets of approximately $5.0 million during 2020 primarily due to unrealized market gains in our endowment portfolio and more modest returns on the net assets of the custodial and capital campaign funds.

The operating fund of the Diocese reported a 2020 deficit of $488,000 compared to a deficit in 2019 of $184,000 largely due to an increase in doubtful accounts (unpaid balances owed the Diocese) and depreciation expense. The Diocese did benefit from gifts received (Resurrection Fund, primarily). The primary sources of revenue for the operating fund are parish and mission assessments, gifts, fee income, and the annual income distribution from the Endowment Fund.

The Diocesan endowment funds are managed by the Domestic and Foreign Missionary Society of the Protestant Episcopal Church (“DFMS”), which manages the endowment fund of The Episcopal Church with which the diocesan endowment is co-invested.

The Diocese provides two important resources to Diocese churches and organizations within the Diocese:

1. It provides financial support for organizations seeking assistance for capital improvements through a Diocese line of credit. As of the close of 2020, the Diocese had outstanding loans to various parishes, missions and Diocesan organizations of approximately $1.9 million.

2. The Diocese continues to provide both payroll and personnel benefits services to churches and
organizations within the Diocese, a service that is offered in very few other Episcopal dioceses. At the end of 2020 the Diocese had receivables of approximately $1.8 million for payroll and benefit advances under this program, consistent with prior year outstanding balances.

2021 Forecast and 2022 Budget
The operating fund is currently expected to have a slight surplus for the 2021 year thanks to conservative budgeting, generous gifts, continued focus on expenses and funding of assessment relief by the Resurrection Fund.

The Program & Budget Committee, Finance Committee, and Executive Council are recommending for your approval a 2022 operating fund budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2022 budget is included in the Convention materials. The 2022 budget approved earlier this year assumed a cost of living increase for salaries of 3.2%, consistent with the Consumer Price Index prepared by the Bureau of Labor Statistics representing the San Francisco Bay Area and in keeping with prior years’ practice. The actual percentage increase of 3.2% as of June 30 is submitted to Convention for approval as the recommended COLA for 2022 salaries.

Financial Policies and Procedures
The Finance Committee of the Executive Council holds monthly meetings to review the financial affairs of the Diocese. Its monthly discussions include a review of the year-to-date operating financials, the aging of receivables from the parishes and missions, and the line of credit loan available to parishes and other Diocesan institutions. A summary of these meetings is then presented at each month’s Executive Council meeting. Three other committees of the Executive Council also have significant involvement in the financial affairs of the Diocese:

- The Program and Budget Committee initially evaluates the recommended operating budget for the coming year, which is then reviewed by the Finance Committee and the Executive Council. Subsequently, the budget is reviewed by deaneries before submission to Diocesan Convention. Members of this year’s Program and Budget Committee in addition to myself were Brad Barber, Birgit Eschmann, Aidan Jobe Sea, Rev. Chip Larrimore, Marj Leeds, Jim McConnell, Bruce Morrow, Richard Patenaude, and Eleanor Prugh.
- The Investment Committee has oversight responsibility for the investments of the Endowment Fund.
- The Audit Committee is charged with the responsibility of ensuring that the financial affairs of the Diocese are audited by an independent auditor and that appropriate accounting policies and internal controls are established and followed.

Corporation Sole
The assets of the Corporation Sole except for its real estate holdings were transferred to the Diocesan Corporation in December 2009. A separate report on the financial position of the Corporation Sole follows this report. There was no activity in the Corporation Sole in 2020.

Closing
Our Diocese, its institutions and our congregations continue to face the challenges of the pandemic and the ongoing need to build the Beloved Community. Our committees governing financial aspects of our Diocese are mindful of our responsibilities to ensure financial resources are available and fixed assets are protected to support the Diocese mission.

I wish to express my thanks to Rev. Michele Racusin, Sarah Crawford, Jim Forsyth, and all the staff at Diocesan House for their hard work and assistance over the past year. In addition, I’d like to thank the members of the Finance Committee and Committee on Program & Budget for their dedicated service.

Blessings,

Lane T. Ringlee, Treasurer

September 20, 2021
## Summary of the Financial Position of the Diocesan Corporation

### The Episcopal Church in the Diocese of California

#### Statement of Financial Position

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 7,231,503</td>
<td>$ 4,302,005</td>
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<tr>
<td>Receivables, net</td>
<td>11,008,424</td>
<td>13,143,948</td>
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<tr>
<td>Investments</td>
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<td>Notes receivable</td>
<td>1,882,919</td>
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<td>Notes receivable held for investment, net</td>
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<tr>
<td>Equity interests in real property</td>
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<td>3,381,449</td>
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<td>Property and equipment, net</td>
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<td>4,228,179</td>
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<tr>
<td><strong>Total assets</strong></td>
<td><strong>$ 71,367,864</strong></td>
<td><strong>$ 66,296,842</strong></td>
</tr>
</tbody>
</table>

| **Liabilities and Net Assets** |       |       |
|**Liabilities:** |       |       |
| Accounts payable and accrued expenses | $ 5,130,249 | $ 4,759,084 |
| Deferred revenue     | 34,535    | 34,744   |
| Line of credit       | 1,882,919 | 1,551,993 |
| Paycheck Protection Program Loan | 472,594 |       |
| Funds held in trusts for beneficiaries | 11,270,883 | 12,402,241 |
| **Total liabilities** | **$ 18,791,180** | **$ 18,748,062** |

| **Net Assets:** |       |       |
| Without Donor Restrictions | 5,772,920 | 6,260,989 |
| With Donor Restrictions: |       |       |
| Restricted for Time or Purpose | 28,369,052 | 25,350,326 |
| Restricted in Perpetuity | 18,434,712 | 15,937,465 |
| **Total With Donor Restrictions** | **46,803,764** | **41,287,791** |

| **Total net assets** | **$ 52,576,684** | **$ 47,548,780** |
| **Total liabilities and net assets** | **$ 71,367,864** | **$ 66,296,842** |
## Actual vs. Budget Income Statement at September 2021

### Year to Date Budget to Actual at September 2021

<table>
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<tr>
<th>Sources of Funds for Ministry</th>
<th>YTD September 2021</th>
<th>YTD Budget September 2021</th>
<th>Variance</th>
<th>Dollars</th>
<th>Percent</th>
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<td>$2,630,333</td>
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<td>Less: Reserve</td>
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<td>Resurrection Fund - Assessment Relief</td>
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<td>Fee Income</td>
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<td>Endowment</td>
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<td>Bishop's Discretionary – Christy Fund</td>
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<td>$93,750</td>
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<tr>
<td>Planned Giving Fees</td>
<td>$38,750</td>
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<td>Endowment Administration Fees</td>
<td>$51,555</td>
<td>$39,000</td>
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<td>Benefit Administration Fees</td>
<td>$95,555</td>
<td>$146,250</td>
<td>$50,695</td>
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<td>Payroll Services Fees</td>
<td>$55,157</td>
<td>$56,250</td>
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<td>Event Fees - Youth &amp; Young Adult</td>
<td>$1,500</td>
<td>$1,500</td>
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<tr>
<td>Total</td>
<td>$2,641,498</td>
<td>$631,500</td>
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<td>Interest Income</td>
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<td><strong>Total Sources of Funds for Ministry</strong></td>
<td><strong>$2,873,609</strong></td>
<td><strong>$3,237,458</strong></td>
<td><strong>$363,849</strong></td>
<td><strong>-11%</strong></td>
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</table>

### Funds Used for Ministry

<table>
<thead>
<tr>
<th>Episcopal Ministry</th>
<th>YTD September 2021</th>
<th>YTD Budget September 2021</th>
<th>Variance</th>
<th>Dollars</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and Benefits</td>
<td>$290,120</td>
<td>$300,494</td>
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<tr>
<td>Archdeacon Ministry</td>
<td>$6,235</td>
<td>$12,750</td>
<td>$6,515</td>
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<tr>
<td>School for Deacons</td>
<td>$11,250</td>
<td>$12,000</td>
<td>$7,500</td>
<td>-62%</td>
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<tr>
<td>Commission on Ministry</td>
<td>$3,300</td>
<td>$12,000</td>
<td>$8,700</td>
<td>-73%</td>
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<tr>
<td>Executive Council</td>
<td>$3,300</td>
<td>$7,500</td>
<td>$4,200</td>
<td>-56%</td>
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<tr>
<td>Deaneries</td>
<td>$11,250</td>
<td>$12,000</td>
<td>$7,500</td>
<td>-62%</td>
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<tr>
<td>Clergy Conference</td>
<td>$5</td>
<td>$6,750</td>
<td>$1,750</td>
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<tr>
<td>Standing Committee</td>
<td>$3</td>
<td>$3,000</td>
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<td>Ordination Process Support</td>
<td>$232</td>
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<td>$2,768</td>
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<tr>
<td>Ecumenical &amp; Interreligious Affairs</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$0</td>
<td>0%</td>
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<tr>
<td>Accruals for Future Ministries/Events</td>
<td>$7,500</td>
<td>$7,500</td>
<td>-</td>
<td>0%</td>
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<tr>
<td>Bishop's IX election fund</td>
<td>$18,750</td>
<td>$18,750</td>
<td>-</td>
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<tr>
<td>Travel–General Convention</td>
<td>$18,750</td>
<td>$18,750</td>
<td>-</td>
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<tr>
<td>Travel–House of Bishops</td>
<td>$500</td>
<td>$2,500</td>
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<tr>
<td>Travel–Lambeth</td>
<td>$1,500</td>
<td>$1,500</td>
<td>-</td>
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<tr>
<td>Bishop's Travel &amp; Entertainment</td>
<td>$5,998</td>
<td>$7,500</td>
<td>$1,502</td>
<td>-20%</td>
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<tr>
<td>Diocesan Events &amp; Hospitality</td>
<td>$4,376</td>
<td>$15,000</td>
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<tr>
<td>Episcopal Residence R&amp;M</td>
<td>$18,750</td>
<td>$22,500</td>
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<td><strong>Total Episcopal Ministry</strong></td>
<td>$423,962</td>
<td>$461,744</td>
<td>$43,782</td>
<td>-9%</td>
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</table>

<table>
<thead>
<tr>
<th>Congregational Ministry</th>
<th>YTD September 2021</th>
<th>YTD Budget September 2021</th>
<th>Variance</th>
<th>Dollars</th>
<th>Percent</th>
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<tbody>
<tr>
<td>Salary and Benefits</td>
<td>$243,387</td>
<td>$384,198</td>
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<td>Mission Support</td>
<td>$181,510</td>
<td>$240,000</td>
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<td>Program Support</td>
<td>$21,692</td>
<td>$27,375</td>
<td>$5,683</td>
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<td>Clergy Wellness</td>
<td>$2,700</td>
<td>$1,500</td>
<td>$1,200</td>
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<tr>
<td>Transitions and ministry evaluation</td>
<td>$1,500</td>
<td>$1,500</td>
<td>-</td>
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<tr>
<td>Travel</td>
<td>$3,953</td>
<td>$9,000</td>
<td>$5,047</td>
<td>-56%</td>
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<tr>
<td><strong>Total Congregational Ministry</strong></td>
<td><strong>$453,242</strong></td>
<td><strong>$663,573</strong></td>
<td><strong>$210,331</strong></td>
<td><strong>-32%</strong></td>
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# FINANCE AND BUDGET

## YTD Actual vs. Budget

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Year 1 Actual</th>
<th>Year 2 Budget</th>
<th>Year 1 vs. Year 2</th>
<th>% Difference</th>
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<tbody>
<tr>
<td><strong>Faith Formation</strong></td>
<td></td>
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<tr>
<td>Salary and Benefits</td>
<td>$115,027</td>
<td>$110,176</td>
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<tr>
<td>Program Support</td>
<td>$32,817</td>
<td>$33,375</td>
<td>($558)</td>
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<td>Beloved Community training</td>
<td>$3,750</td>
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<td>-100%</td>
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<tr>
<td>Travel</td>
<td>$1,125</td>
<td>($1,125)</td>
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<td>-100%</td>
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<tr>
<td><strong>Total Faith Formation</strong></td>
<td>$147,844</td>
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<tr>
<td><strong>Youth and Family Ministry</strong></td>
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<td>Salary and Benefits</td>
<td>$70,858</td>
<td>$77,489</td>
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<td>Program Support</td>
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<td>$20,625</td>
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<td><strong>Total Youth and Family Ministry</strong></td>
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<tr>
<td><strong>Camps and Campus Ministry</strong></td>
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<tr>
<td>Program Support</td>
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<td></td>
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<tr>
<td>Stipend - Campus Chaplains</td>
<td>$61,282</td>
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<td>Camp Ministry</td>
<td>$48,000</td>
<td>$36,000</td>
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<td>33%</td>
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<tr>
<td>St Dorothy Rest Camp Support</td>
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<td>$750</td>
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<td><strong>Total Camp and Campus Ministry</strong></td>
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<td>$100,500</td>
<td>$11,782</td>
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<tr>
<td><strong>Communications Ministry</strong></td>
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<tr>
<td>Salary and Benefits</td>
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<td>$165,990</td>
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<td>Program Support</td>
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<tr>
<td>Diocesan Convention</td>
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<td>Communications program expense</td>
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<tr>
<td><strong>Total Communications Ministry</strong></td>
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<td><strong>Support to the Wider Church</strong></td>
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<tr>
<td>The Episcopal Church</td>
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<td>$435,000</td>
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<td>Province VIII</td>
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<td>$9,000</td>
<td>$3,000</td>
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<td>$444,000</td>
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<tr>
<td><strong>Multicultural Commissions Ministry</strong></td>
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</tr>
<tr>
<td>Program Support</td>
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<td></td>
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<tr>
<td>Afro-Anglican Commission</td>
<td>$4,875</td>
<td>($4,875)</td>
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<tr>
<td>Asian Commission</td>
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<td>-100%</td>
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<tr>
<td>Latino Ministry</td>
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<td>-100%</td>
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<tr>
<td>Indigenous Ministries</td>
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<td>-100%</td>
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<td><strong>Total Multicultural Commissions Ministry</strong></td>
<td>$ -</td>
<td>$17,625</td>
<td>($17,625)</td>
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<tr>
<td><strong>Justice, Peace, and Integrity of Creation Ministry</strong></td>
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<td></td>
</tr>
<tr>
<td>Program Support</td>
<td></td>
<td></td>
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<tr>
<td>LGBTQ Ministry</td>
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<td>Peace, Justice, &amp; Hunger Commission</td>
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<tr>
<td>Disaster Ministries</td>
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<td>Police Chaplaincy-Marin</td>
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<td>$625</td>
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<tr>
<td>Sojourn Chaplaincy at SF General</td>
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<td>($15,000)</td>
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<td>-100%</td>
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<tr>
<td>Commission on Creation Care</td>
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<td>Global Companions Commission</td>
<td>$2,625</td>
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<td>Women's Ministries</td>
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<tr>
<td><strong>Total Justice, Peace, and Integrity of Creation Ministry</strong></td>
<td>$5,125</td>
<td>$27,000</td>
<td>($21,875)</td>
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</table>
## YTD Actual vs. Budget

<table>
<thead>
<tr>
<th>Planned Giving and Stewardship Ministries</th>
<th>$141,369</th>
<th>$146,004</th>
<th>$(4,635)</th>
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<tbody>
<tr>
<td>Salary and Benefits</td>
<td>$</td>
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<td></td>
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<td>Program Support</td>
<td>$4,053</td>
<td>$11,118</td>
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<tr>
<td>Total Giving and Stewardship Ministries</td>
<td>$145,422</td>
<td>$157,122</td>
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</table>

<table>
<thead>
<tr>
<th>Treasurer Office Ministry</th>
<th>$402,574</th>
<th>$362,303</th>
<th>$40,271</th>
<th>11%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and Benefits</td>
<td>$</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Program Support</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Financial Statement Audit</td>
<td>$52,000</td>
<td>$47,250</td>
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<td>Bank Fees</td>
<td>$17,913</td>
<td>$15,000</td>
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<td>Payroll Fees</td>
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<td>$86,250</td>
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<td>Total Treasurer Office Ministry</td>
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<table>
<thead>
<tr>
<th>Administrative Ministry</th>
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<tbody>
<tr>
<td>Salary and Benefits</td>
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</tr>
<tr>
<td>Program Support</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Medical premiums retired clergy &amp; lay</td>
<td>$16,624</td>
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<td>Diocesan House maintenance</td>
<td>$15,713</td>
<td>$24,000</td>
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<td>Chancellor’s retainer</td>
<td>$74,561</td>
<td>$69,525</td>
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<td>Computer equipment</td>
<td>$4,750</td>
<td>$3,000</td>
<td>$1,750</td>
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<td>IT support</td>
<td>$58,810</td>
<td>$52,500</td>
<td>$6,310</td>
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<td>Computer software &amp; subscriptions</td>
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<td>$24,882</td>
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<td>Property &amp; liability insurance</td>
<td>$55,056</td>
<td>$67,500</td>
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<td>Outside services</td>
<td>$19,195</td>
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<td>Hearst Avenue</td>
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<tr>
<td>Real Estate Expense-Brentwood</td>
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<td>Telephone</td>
<td>$8,134</td>
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<td>Utilities</td>
<td>$4,958</td>
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<td>$(5,542)</td>
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<tr>
<td>Depreciation expense</td>
<td>$41,250</td>
<td>$41,250</td>
<td>-</td>
<td>0%</td>
</tr>
<tr>
<td>Total Funds Used for Ministry</td>
<td>$358,426</td>
<td>$388,782</td>
<td>$(30,356)</td>
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</table>

<table>
<thead>
<tr>
<th>Total Funds Used for Ministry</th>
<th>$2,915,118</th>
<th>$3,235,804</th>
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<tbody>
<tr>
<td></td>
<td>$(41,509)</td>
<td>$1,655</td>
<td>$(43,164)</td>
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</table>
Report on the Corporation Sole

In May 2008 the Special Convention of the Diocese adopted governance revisions stipulating that the Corporation Sole be merged or otherwise incorporated into the Diocesan Corporation to the extent feasible by January 1, 2011. However, the Convention resolution also provided that if such a merger or other incorporation would result in a loss of assets to the combined entity, the Corporation Sole shall continue to survive to the extent necessary to preserve its assets.

As previously reported to Convention, a conclusion was reached that the assets and liabilities of the Corporation Sole could be transferred to the Diocesan Corporation without significant costs except for the real property holdings. Transfers of real property in California are subject to significant real estate transfer taxes; religious and nonprofit entities are not exempt from these transfer taxes. In December 2009 the assets of the Corporation Sole other than its real estate properties were transferred to the Diocesan Corporation.

The balance sheet of the Corporation Sole as of December 31, 2020 (shown in the following pages) reflects the 32 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,

Lane T. Ringlee, Treasurer

August 20, 2021
Summary of the Financial Position of the Corporation Sole

The Episcopal Bishop of California (A Corporation Sole)

Statement of Financial Position

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>19,525,115</td>
<td>19,525,115</td>
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<tr>
<td><strong>Total assets</strong></td>
<td>$19,525,115</td>
<td>$19,525,115</td>
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<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liabilities</td>
<td>$</td>
<td>-</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>$19,525,115</td>
<td>$19,525,115</td>
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</tbody>
</table>
## FINANCE AND BUDGET

### 2022 Proposed Diocesan Budget

#### Sources of Funds for Ministry

<table>
<thead>
<tr>
<th>Source of Funds for Ministry</th>
<th>YTD July 2021</th>
<th>Approved Budget 2021</th>
<th>Proposed Budget 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessments</td>
<td>$1,843,335</td>
<td>$3,507,111</td>
<td>$3,500,000</td>
</tr>
<tr>
<td>Less: Reserve</td>
<td>$3,507,111</td>
<td>($285,000)</td>
<td>($350,000)</td>
</tr>
<tr>
<td></td>
<td>$1,843,335</td>
<td>$3,222,111</td>
<td>$3,150,000</td>
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<tr>
<td>Resurrection Fund - Assessment Relief</td>
<td>$4,959</td>
<td>$250,000</td>
<td>$250,000</td>
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<tr>
<td>Fee Income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Endowment</td>
<td>$237,791</td>
<td>$340,000</td>
<td>$534,000</td>
</tr>
<tr>
<td>Bishop’s Discretionary - Christy Fund</td>
<td>$72,917</td>
<td>$125,000</td>
<td>$125,000</td>
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<tr>
<td>Planned Giving Fees</td>
<td>$30,917</td>
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<td>$53,000</td>
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<td>Endowment Administration Fees</td>
<td>$40,098</td>
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<td>$60,000</td>
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<tr>
<td>Benefit Administration Fees</td>
<td>$96,081</td>
<td>$195,000</td>
<td>$195,000</td>
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<tr>
<td>Payroll Services Fees</td>
<td>$42,371</td>
<td>$75,000</td>
<td>$75,000</td>
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<tr>
<td>Event Fees - Youth &amp; Young Adult</td>
<td>$520,175</td>
<td>$842,000</td>
<td>$1,044,000</td>
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<tr>
<td>Youth &amp; Young Adult</td>
<td>($359)</td>
<td>$2,500</td>
<td>$2,500</td>
</tr>
</tbody>
</table>

**Total Sources of Funds for Ministry:**

| Total Sources of Funds for Ministry | $2,368,110 | $4,316,611 | $4,446,500 |

#### Funds Used for Ministry

##### Episcopate Ministry

- **Salary and Benefits** $231,175
- **Archdeacon Ministry** $4,060
- **School for Deacons** $20,417
- **Commission on Ministry** $3,300
- **Executive Council** $10,000
- **Deaneries** $10,209
- **Clergy Conference** $5
- **Standing Committee** $232
- **Ordination Process Support** $232
- **Ecumenical & Interreligious Affairs** $232

**Accruals for Future Ministries/Events**

- **Bishop's election fund** $5,833
- **Interim Sabbatical** $14,583
- **Travel—General Convention** $150
- **Travel—House of Bishops** $1,167
- **Travel—Lambeth** $3,936
- **Diocesan Events & Hospitality** $3,713
- **Episcopal Residence R&M** $47,224

**Assessment Reserve** $346,004

**Total Episcopate Ministry** $615,659

##### Congregational Ministry

- **Salary and Benefits** $181,014
- **Mission Support** $173,129
- **Program Support** $19,692
- **Freshman Start** $2,700
- **Living Stones** $2,700
- **Congregational Development** $2,700
- **Clergy Wellness** $2,700
- **Transitions and ministry evaluation** $2,700
- **Anti-racism training** $2,700
- **Travel** $2,700

**Total Congregational Ministry** $884,764

return to table of contents
# 2022 Proposed Diocesan Budget

## FINANCE AND BUDGET

### Faith Formation

<table>
<thead>
<tr>
<th>Category</th>
<th>2022 Proposed Diocesan Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and Benefits</td>
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<tr>
<td>Program Support</td>
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<tr>
<td>Beloved Community training</td>
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</tr>
<tr>
<td>Christian formation/Diocese-wide training events</td>
<td>$5,000</td>
</tr>
<tr>
<td>Stewardship and ministry development - TENS</td>
<td>$-</td>
</tr>
<tr>
<td>Anti-racism training</td>
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<tr>
<td>Episcopal Resource Center support</td>
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<tr>
<td>Education for Ministry (EFM)</td>
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<tr>
<td>Adult curriculum development</td>
<td>$-</td>
</tr>
<tr>
<td>Supplies</td>
<td>$-</td>
</tr>
<tr>
<td>Chaplains</td>
<td>$25,000</td>
</tr>
<tr>
<td>Specialized lay training scholarships</td>
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<tr>
<td>Travel</td>
<td>$1,500</td>
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<tr>
<td><strong>Total Faith Formation</strong></td>
<td><strong>$99,842</strong></td>
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### Youth and Family Ministry

<table>
<thead>
<tr>
<th>Category</th>
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</thead>
<tbody>
<tr>
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<tr>
<td>Program Support</td>
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<tr>
<td>Diocesan youth events</td>
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<tr>
<td>Youth communications/curriculum</td>
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<tr>
<td>Supplies</td>
<td>$-</td>
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<tr>
<td>Whole &amp; Healthy Church</td>
<td>$-</td>
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<tr>
<td>Mission trips and pilgrimages</td>
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<tr>
<td>Travel</td>
<td>$239</td>
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<tr>
<td><strong>Total Youth and Family Ministry</strong></td>
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### Camps and Campus Ministry

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<thead>
<tr>
<th>Category</th>
<th>2022 Proposed Diocesan Budget</th>
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<tbody>
<tr>
<td>Program Support</td>
<td>$48,417</td>
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<tr>
<td>Stipend - Campus Chaplains</td>
<td>$83,000</td>
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<tr>
<td>Camp Ministry</td>
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<tr>
<td>St Dorothy Rest Camp Support</td>
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<tr>
<td><strong>Total Camp and Campus Ministry</strong></td>
<td><strong>$99,417</strong></td>
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### Communications Ministry

<table>
<thead>
<tr>
<th>Category</th>
<th>2022 Proposed Diocesan Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and Benefits</td>
<td>$131,834</td>
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<tr>
<td>Program Support</td>
<td>$420</td>
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<tr>
<td>Diocesan Convention</td>
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<tr>
<td>Communications program expense</td>
<td>$13,000</td>
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<tr>
<td>Website and other technology expense</td>
<td>$14,000</td>
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<tr>
<td>Travel</td>
<td>$5,000</td>
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<tr>
<td><strong>Total Communications Ministry</strong></td>
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</table>

### Support to the Wider Church

<table>
<thead>
<tr>
<th>Category</th>
<th>2022 Proposed Diocesan Budget</th>
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</thead>
<tbody>
<tr>
<td>The Episcopal Church</td>
<td>$342,349</td>
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<tr>
<td>Province VIII</td>
<td>$12,000</td>
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<tr>
<td><strong>Total Support to the Wider Church</strong></td>
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### Multicultural Commissions Ministry

<table>
<thead>
<tr>
<th>Category</th>
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</thead>
<tbody>
<tr>
<td>Program Support</td>
<td>$6,500</td>
</tr>
<tr>
<td>Afro-Anglican Commission</td>
<td>$10,000</td>
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<tr>
<td>Asian Commission</td>
<td>$5,000</td>
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<tr>
<td>Indigenous Ministries</td>
<td>$2,000</td>
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<tr>
<td><strong>Total Multicultural Commissions Ministry</strong></td>
<td><strong>$23,500</strong></td>
</tr>
</tbody>
</table>
# FINANCE AND BUDGET

## 2022 Proposed Diocesan Budget

### Justice, Peace, and Integrity of Creation Ministry

**Program Support**
- Oasis/LGBTQ+ Ministry $1,000
- Peace, Justice, & Hunger Commission $4,000
- Disaster Ministries $1,000
- Police Chaplaincy-Marin $2,500
- Sojourn Chaplaincy at SF General $20,000
- Commission on Creation Care $2,000
- Global Companions Commission $2,500
- Women’s Ministries $3,000

**Total Justice, Peace, and Integrity of Creation Ministry** $2,900

### Planned Giving and Stewardship Ministries

**Salary and Benefits** $141,575
**Program Support** $2,967
- Software $2,500
- Stewardship and ministry development - TENS $3,500
- Design and Publications $1,000
- Coffee Hour Presentations $5,000
- Bishop Society $2,000
- Convention Breakfast $400
- Professional Journals $3,600
- Local Travel $512
- Travel - Conferences $5,000

**Total Giving and Stewardship Ministries** $145,054

### Treasurer Office Ministry

**Salary and Benefits** $316,792
**Program Support**
- Financial Statement Audit $44,500
- Bank Fees $13,293
- Payroll Fees $60,396
- Continuing Ed and License Renewal $671
- Travel $24

**Total Treasurer Office Ministry** $435,676

### Administrative Ministry

**Salary and Benefits** $5,167
**Program Support**
- Medical premiums retired clergy & lay $12,468
- Diocesan House maintenance $13,503
- Chancellor’s retainer $55,694
- Computer equipment $4,750
- IT support $50,410
- Computer software & subscriptions $19,933
- Property & liability insurance $35,827
- Outside services $17,272
- Postage & delivery $6,160
- Printing & reproduction $218
- Hearst Avenue $15,000
- Real Estate Expense-Brentwood $23,334
- Office supplies $3,005
- Telephone $7,056
- Utilities $4,751
- Depreciation expense $32,083

**Total Administrative Ministry** $286,444

**Funds Used for Ministry**

- $2,355,886
- $4,314,405
- $4,440,597

<table>
<thead>
<tr>
<th>$2,355,886</th>
<th>$4,314,405</th>
<th>$4,440,597</th>
</tr>
</thead>
<tbody>
<tr>
<td>12,224</td>
<td>2,206</td>
<td>5,803</td>
</tr>
</tbody>
</table>

**Table of Contents**
5.0% assessment on the first $84,028 of a parish or mission’s operating income for 2020 as defined on Line A of the 2020 parochial report

17.0% assessment on all such income above $84,028, provided that:

No parish or mission shall have an increase over 2021 initial assessment (before appeals) of more than 50% or $22,485, whichever is less.
**2022 Proposed Salary Resolution and Mandatory Minimum Compensation**

*Resolved,* That effective January 1, 2022, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 3.2% as reflected in the 2022 Mandatory Minimum Salary Schedule shown below.

*Resolved,* That Years of Experience be defined as Credited Service with The Church Pension Fund.

<table>
<thead>
<tr>
<th>Congregation Classification</th>
<th>Experience 0-4 Years</th>
<th>Experience 5-9 Years</th>
<th>Experience 10+ Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>84,028</td>
<td>88,695</td>
<td>93,362</td>
</tr>
<tr>
<td>B</td>
<td>86,828</td>
<td>91,964</td>
<td>97,096</td>
</tr>
<tr>
<td>C</td>
<td>89,660</td>
<td>95,229</td>
<td>100,831</td>
</tr>
<tr>
<td>D</td>
<td>96,350</td>
<td>104,058</td>
<td>111,767</td>
</tr>
<tr>
<td>E</td>
<td>102,701</td>
<td>112,035</td>
<td>121,466</td>
</tr>
</tbody>
</table>

*Resolved,*

1. That any deviation below these minimums may be permitted by the Bishop for serious cause, with the Bishop using the Executive Council as a council of advice.
2. When a rectory is provided, cash compensation may be 30% below the minimum figures to parallel Church Pension Fund’s requirement that cash compensation be grossed up by 30% for pension assessment purposes when housing is provided.
3. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric’s base compensation as a portion of total compensation (7.65% of base compensation). This amount is included in the schedule above.
4. The Convention strongly urges all churches, whenever possible, to increase the clergy and lay staff compensation by 3.2% for 2022 to accommodate for inflation.
5. That the minimum transportation allowance be $0.56/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2022.
6. That associate clergy minimums are based on the cleric’s years of service at two grade levels below actual congregation classification.
2021 Congregational Grade Structure

2022 Congregational Grade Structure

<table>
<thead>
<tr>
<th>Number of Pledging Units</th>
<th>Points</th>
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<tbody>
<tr>
<td>0 - 100</td>
<td>3</td>
</tr>
<tr>
<td>101 - 200</td>
<td>6</td>
</tr>
<tr>
<td>201 - 300</td>
<td>9</td>
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<tr>
<td>301 - 400</td>
<td>12</td>
</tr>
<tr>
<td>401 - Above</td>
<td>20</td>
</tr>
</tbody>
</table>

Average Weekly Attendance at Sunday Services

<table>
<thead>
<tr>
<th>Average Weekly Attendance at Sunday Services</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 100</td>
<td>3</td>
</tr>
<tr>
<td>101 - 200</td>
<td>6</td>
</tr>
<tr>
<td>201 - 300</td>
<td>9</td>
</tr>
<tr>
<td>301 - 500</td>
<td>12</td>
</tr>
<tr>
<td>501 - Above</td>
<td>20</td>
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</tbody>
</table>

Normal Operating Income (Line A of Parochial Report)

<table>
<thead>
<tr>
<th>Normal Operating Income</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 93,363 - $ 179,198</td>
<td>4</td>
</tr>
<tr>
<td>$ 179,199 - $ 358,113</td>
<td>8</td>
</tr>
<tr>
<td>$ 358,114 - $ 716,795</td>
<td>12</td>
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<tr>
<td>$ 716,796 - Above</td>
<td>20</td>
</tr>
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</table>

Add the points from each of the categories to determine congressional salary grade.

<table>
<thead>
<tr>
<th>Points</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>0 - 10</td>
<td>A</td>
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<tr>
<td>11 - 20</td>
<td>B</td>
</tr>
<tr>
<td>21 - 30</td>
<td>C</td>
</tr>
<tr>
<td>31 - 40</td>
<td>D</td>
</tr>
<tr>
<td>41 - Above</td>
<td>E</td>
</tr>
</tbody>
</table>

Schedule adjusted to reflect cost of living increases since passage of salary standards resolution in 1999

Resolution as passed at the 1999 Diocesan Convention:

Resolved: That the proposed salary standards for clergy in the Diocese of California, as reflected in the joint report of the Personnel Practices Committee and the Clergy Compensation Task Force, are approved and shall be effective on a voluntary basis for the years 2000 to 2004, and shall become mandatory for 2005 and later years.
2021 Clergy Compensation Report

The following clergy compensation report is published by the Episcopal Diocese of California pursuant to Diocesan Canon 13.05, in the Diocese’s capacity as the ecclesiastical governing body.

Canon 13.05 was adopted by the 2018 Convention and reads as follows:

Each Annual Convention of the Diocese of California shall receive a Report on Clergy Compensation, listing for each congregation:

- the average Sunday attendance,
- Normal Operating Income,
- the years of ordained experience of each stipendiary cleric,
- and total pension-assessable compensation of each stipendiary cleric for the previous year.

The Report shall indicate whether each stipendiary cleric works:

- part-time and is not eligible for medical benefits,
- part-time and is eligible for medical benefits,
- or full-time.

It shall indicate whether housing is provided or not.

Congregations and clergy shall not be identified by name or city in the Report.

Readers of the report should bear the following in mind:

- Congregational data is as reported in the 2020 parochial reports filed in spring 2021.
- Net Operating Income does not include mission subsidies provided by the Diocese.
- Three congregations are not represented due to recent retirements which removed their priest from the report or due to being served by retired clergy no longer receiving pension contributions.
- Clergy data is as reported by CPG at August 26, 2021. Date of last salary increase is as reported to CPG by the congregation. Some congregations may not be current in their reporting.
- The report includes deacons with stipendiary church employment.
- FTBE stands for full time employment, defined by diocesan canon as scheduled to work 30 or more hours per week; medical and dental insurance to be paid by the employer.
- PTBE stands for Part Time Benefits Eligible (scheduled to work 20 to 29 hours per week). The employer has the option to pay for medical and dental insurance; the employee has the option to pay for medical and dental insurance if the employer does not.
- PTNE stands for Part Time Not Eligible (scheduled to work less than 20 hours per week); the employer may not provide medical and dental insurance. However, all clergy who are canonically resident in the diocese may participate in the diocesan medical and dental plans at their own expense regardless of employment status, so clergy who are PTNE may purchase diocesan medical and dental insurance just as may PTBE clergy.
- Total Assessable Compensation is the sum of base salary, cash housing allowance and utilities paid if provided, employer contributions to a qualified and/or non-qualified plan if provided, other taxable payments such as bonuses, and the value of employer provided housing. The value of employer-provided housing is defined as 30% of the sum of base salary and any of the following if paid: cash housing allowance, utilities, employer contributions to a qualified and/ or non-qualified plan, and other taxable payments. The number shown is the clergyperson’s total pension assessable compensation on which the employer pays an 18% pension contribution to the Church Pension Fund’s defined benefit pension plan for clergy. TAC does not include severance payments, medical, dental, or other employee benefits paid by the employer, or the pension assessment paid by the employer. Detailed information regarding clergy compensation and the defined benefit clergy retirement plan is available at cpg.org in the clergy retirement section and in A Guide to Clergy Benefits, a 47-page booklet also available at cpg.org.
## 2021 Clergy Compensation Report

<table>
<thead>
<tr>
<th>NOI</th>
<th>ASA</th>
<th>Credited Service</th>
<th>Last Salary Increase</th>
<th>Benefit Eligibility</th>
<th>Housing Provided</th>
<th>Assessable Compensation</th>
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</thead>
<tbody>
<tr>
<td>$6,958,924</td>
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<tr>
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<td>01/01/2021</td>
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<td>9.95</td>
<td>01/01/2021</td>
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<td>$141,622</td>
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<tr>
<td>$561,803</td>
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<td>01/01/2019</td>
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<tr>
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List of Nominees

STANDING COMMITTEE
Elect: 2 — one lay member and one clergy member, four-year terms, term begins at end of Convention

LAY
Sean McConnell

CLERGY
Rev. Carolyn Bolton
Rev. Jane McDougle
Rev. Stacey Grossman

EXECUTIVE COUNCIL
Elect: 2 — at least 1 must be lay. Three-year terms, term begins January 1, 2021

LAY
Peter Fairfield (Nominee from the Floor)

CLERGY
Rev. David Erickson
Rev. Kirsten Spalding
Rev. Shane Scott-Hamblen

SECRETARY OF THE CONVENTION
Elect: 1 (lay or clergy order) for a one year term.

Rev. Br. Richard Edward Helmer

TREASURER OF THE DIOCESE
Elect: 1 (lay or clergy order) for a one year term.

Lane Ringlee

NOTE: Click on nominee name to be linked directly to entry.
Standing Committee — Lay

Sean McConnell
St. Francis of Assisi
Novato
Marin Deanery

Interests:
Improving community interaction and building up the social determinants of health. Community development and organizing. American roots music, guitar.

Professional associations:
Past: Member, Board of Directors of Episcopal Communicators; Chair, Episcopal Church’s Standing Commission on Communications & Information Technology Present: Member, Americana Music Association; Member, Board of Directors, Ritter Center in San Rafael

Summary of activities within my congregation / diocese:
Past: Program Producer, GraceCom, the Communications Ministry of Grace Cathedral; Editor, Pacific Church News; Working Group Head for Communications, DioCal. Present: Altar Guild, Streaming Media Director, Junior Warden at St. Francis of Assisi, Novato

Major activities beyond diocese:
Past: Director of Technology for the House of Deputies of The Episcopal Church. Present: Senior Director, Engagement, Episcopal Relief & Development; Co-creator and Lead Instructor, Called To Transformation; Asset-Based Community Development (ABCD) Consultant

In my opinion the major issues facing the church today are:
For years, the church has suffered the effects of our consumer culture. We have been living like clients and consumers, expecting everything to be done for us. Liturgy has become performance and ministry is about doing for others, not partnering with them. This has made an impact on our clergy. Far too many are called to do for congregations and not partner with them. At the current stage of the pandemic, folks are tired. The creative leadership required to minister through the pandemic has exhausted people and resources. We need to develop citizen leadership in church and community.

Why are you running for this position?
I have been blessed to work in church-wide ministry for more than a dozen years. I feel that this provides me with a great number of relationships and resources that could benefit the Diocese of California. I work closely with members of the Presiding Bishop’s staff and with diocesan bishops and other church leaders. I also have a long history of work and ministry in the Diocese of California. It would be a blessing to offer my gifts for our diocesan good and I would be honored to serve as a member of the Standing Committee.

Nominated by Warren Wong
St. James, San Francisco
Rev. Carolyn Bolton
St. Paul’s, Oakland
Alameda Deanery

Interests:
My greatest joy is spending time with my grandkids and my four-year-old little Bischon. They bring joy to my life. I also love camping, dancing, music, shopping, and walking. I have a passion for working with seniors and marginalized members of our community. Born and raised in Oakland, I am a season ticket holder for the A’s and I attend as many games as possible, where I get to enjoy a polish dog and share my sunflower seeds.

Summary of activities within my congregation / diocese:
I’m a member of the Peace and Justice Commission of the Diocese. I served as Archdeacon of the diocese for three and a half years. Once I completed that service, I was appointed as Archdeacon Emeritus by the Bishop. I have served as the deacon at St. Paul’s Oakland since 2010 and I coordinate The Pantry of Hope which gives out food to seniors, homeless, and individuals in need to make it through the month. We serve 75 families twice a month. I also work with the youth of the parish i.e. Acolytes, youth services and activities. I also had the opportunity to serve on the Commission of Ministry.

Major activities beyond diocese:
I serve on the Alameda County Health Commission, member of The Union of Black Episcopalians. I served on the Sacred Place Board for five years; member of the Association of Episcopal Deacons; President of Soroptimist of Oakland, a civic service group that works to advocate for the best for women and girls.

In my opinion the major issues facing the church today are:
• Fading membership and Youth. • People are losing faith in the church. • The believe that there’s no reason to attend church or even think there’s a God. • How do we bring back these individuals? • We need to build communities and love.

Why are you running for this position?
I feel it’s time to step up into a role within the larger church to build communities. I feel called to bring the gifts, talents, and experiences with which God has blessed me to help in the work we must do together to meet and overcome the challenges we share each and every day with many fresh eyes and diverse opinions. In my time as a deacon of the church, I’ve had the opportunity to meet a beautiful collection of God’s people every day. It has greatly improved my deep listening and creative thinking skills which I would bring to the Committee’s ministry. I want to continue learning about the church’s governance structure and be a firm advocate for deacons to be represented, heard, and respected throughout the entire church.

Nominated by Travis Stevens
Santiago St James, Oakland
Rev. Jane McDougle
Holy Innocents
San Francisco
San Francisco Deanery

**Interests:**
As you may have noticed: I am passionate that we all prepare for any disaster. I am convinced that the best and most enjoyable way to do this is to prepare with our congregations and our neighbors. We can have trainings, workshops, and, yes, my friends, parties! That way, when the big one happens, we will already have the resilient webs of connection that will enable us to bounce back, together. My personal interests additionally include spending time with my family, singing, playing the piano (quite well), the cello (very badly, but hopefully), cooking and gardening.

**Summary of activities within my congregation / diocese:**
- Vicar of Holy Innocents, San Francisco, since 2013
- Member of the Diocesan Disaster and Response Committee since 2013, Coordinator since 2015
- Member of the Diocesan Covid-19 Task Force
- Vice-president for Clergy, San Francisco Deanery, 2018-2020

**Major activities beyond diocese:**
- Neighborhood Empowerment Network (NEN)
- Neighborhood Emergency Response Team (NERT)
- Resilient Noe Valley (EmpowerSF.org)
- SF Community Agencies Responding to Disaster (SFCARD)
- SF Volunteer Organizations Assisting in Disasters (SFVOAD)

**In my opinion the major issues facing the church today are:**
Our fear that as a church we are dying. If we believe that, we will indeed die. Who wants to join a sinking ship? Our challenge is to remember and rejoice in all that the Episcopal Church has to offer today’s world:

- our inclusive welcome
- the beauty of our worship
- our lack of dogma, and willingness to wrestle with scripture
- our commitment to see Christ in all persons
- our caring for our planet

We will need the courage to try new things, and let others go. So be it. With God on our side, who can be against us?

**Why are you running for this position?**
Living through this pandemic has been challenging for us all, especially those in leadership positions in our congregations and the diocese. I run for this position knowing that I can respond to new situations, problems or crisis with steady calmness, clarity, and even a sense of humor when it can be helpful. I would welcome the opportunity to be engaged at a deeper level with intricacies of the well-being of this diocese. I offer myself to serve with prayerfulness, openness of heart, eyes, and ears, along with energy, creativity, and compassion.

_Nominated by Sarah Lawton
St. John the Evangelist, San Francisco_
Standing Committee — Clergy

Rev. Stacey Grossman
Marin Deanery

**Interests:**
I am a native Californian and have also lived in Hong Kong, Paris, and New York City. I live under monastic vows made in 2006. While I have traveled extensively, Yosemite and the River of Mercy remain my favorite place in the world. Rowing is my “church outside the church” and I am happy to serve on our Diversity/Equity/Inclusion Committee to begin to open up rowing to all people. I hope to revive our team for developmentally disabled adults which I coached for four years. I’m a lifelong contemplative photographer. Dazzle, my Coronavirus rescue Corgi, herds me wherever I go.

**Professional associations:**

**Summary of activities within my congregation / diocese:**
Priest for 24 years including 15 years as Rector of Nativity, San Rafael. I have also served four Interim/PIC positions in our diocese (St. Francis, San Francisco, St. Timothy’s, Danville, St. Luke’s, San Francisco and St. Francis of Assisi, Novato.) •Standing Committee 2005-2009, President 2007-8. •Convener, Women’s Clericus, 2005-2013 •Instructor, Pastoral Theology, CDSP, Spring 2009 •Intake Officer for Clergy Misconduct Complaints, 2004-2008 •Co-leader for program for new clergy, (which became Fresh Start) 2002-2009 •Assessment Appeals Committee, 1998-2005 and Chair, 2001-2004 •Convener and significant author of Called to Right Relationship, Safe church policies for the Diocese of California, 2008.

**Major activities beyond diocese:**

In my opinion the major issues facing the church today are:
The Pandemic. Black Lives Matter. The #MeToo movement. Global warming. We are in the middle of the most extraordinary confluence of events of our lifetimes which have changed the church’s future. Our need to lead our congregations into agility and flexibility for change has never been greater. Our focus these days needs to begin with our congregations, our people – lay and ordained - and those seeking to join us in being followers of Jesus. “Think globally, act locally” is the church’s Achilles heel; we need to do more acting globally AND locally – our corporate life depends upon it!

Why are you running for this position?
My previous service on Standing Committee and as its President was the best ministry of my life. All lay-clergy distinction disappeared, and we served as one body: as the bishop’s council of advice and as a source of authority and inspiration for our diocese, alongside our Bishop and Convention. I would like to lend my experience, respect, and great love for our diocese by offering myself for service. I admire the current Standing Committee’s current foci and if elected, aspire to be a helpful contributor.

Nominated by The Rev. Stacey Grossman
Executive Council — Lay

Peter Fairfield
Saint Aidan’s
San Francisco
San Francisco Deanery

Interests:
My life has been devoted to the perfection of the photographic black & white image on silver gelation paper. I take pride in the craft and joy in the art.

Professional associations:
American Society of Media Photographers

Summary of activities within my congregation / diocese:
I have worked on all annual fundraisers for nine years and have had overall responsibility for one of them. I have served several terms on the vestry and have served as associate warden. I have represented my congregation to the diocesan convention and have served as convention timekeeper numerous times. For the last five years I have served as the treasurer for the Deanery of San Francisco.

Major activities beyond diocese:
I have, for many years, been printing black & white prints for museums such as The Oakland Museum, SFMOMA and the De Young as well as prints for sale in galleries worldwide.

In my opinion the major issues facing the church today are:
The major issues facing the church are those that face our nation as a whole: Racial and Wealth Inequality. We are called to build the Beloved Community.

Why are you running for this position?
I am running for the Executive Council because, after a period of discernment, I believe that I am called to do so.

Nominee from the Floor
Rev. David Erickson
St. Mary the Virgin
San Francisco
San Francisco Deanery

Interests:
I enjoy reading, exercise, and spending time with my family.

Summary of activities within my congregation / diocese:
As a rector, I see my role as inspiring, inviting, incorporating, empowering, and supporting peoples journey on the Jesus Way of Life.

Major activities beyond diocese:

In my opinion the major issues facing the church today are:
The church institution is challenged, both chronically and acutely, in how to faithfully follow the love and grace of Jesus Christ in our individual and corporate lives. The major issue is how we will be a people who engage those challenges, from climate change and racism to being a faithful employee, parent, partner, and friend, as disciples of Jesus Christ. How do we faithfully follow this call, not yesterday, but today.

Why are you running for this position?
I understand the Diocese to be the smallest "unit" of the Episcopal Church. As such, I seek to live out my ordination vow and my baptism to serve on this level.

Nominated by The Rev. David Erickson
St. Mary the Virgin, San Francisco
The 172nd Convention of the Episcopal Diocese of California

**Executive Council — Clergy**

**Rev. Kirsten Spalding**  
Church of the Nativity  
San Rafael  
Marin Deanery

**Interests:**  
My spiritual path is the way of relationships—with God, family and neighbors near and far. I am committed to racial and social justice, environmentalism and sustainability. I write a weekly blog on topics of spiritual growth, living into our baptismal covenant and experiences of God’s grace in our lives. I love preaching, cooking and backpacking.

**Professional associations:**  
• Rector, Church of the Nativity  
• Program Director, Ceres Investor Network on Climate and Sustainability  
• Member The Episcopal Church Executive Council Committee on Corporate Social Responsibility  
• Chair, Board of Directors, The Street Chaplaincy

**Summary of activities within my congregation / diocese:**  
At Nativity, we are focused on spiritual growth for our members, outreach to our neighbors, sustainability for our church, joyful worship, pastoral care, Christian formation and fellowship. We have area ministries with St. Paul’s and Redeemer—outreach activities; formation, prayer and discipleship groups; seasonal shared worship and fellowship. We are currently building affordable housing for clergy on our property and creating a memorial garden around our outdoor altar. Our primary outreach activities include The Street Chaplaincy, Health in Harmony, Sanctuary Forest, SF-Marin Foodbank, Marin Humane Society and Ritter Center.

**Major activities beyond diocese:**  
For the Church Pension Group, I am a regular speaker on the Insights and Ideas forums. As Program Director for Ceres Investor Network, I manage a network of 200 institutional investors. We work with our members to advance sustainable investment practices, engage with corporate leaders, and advocate for key policy and regulatory solutions to accelerate the transition to a net zero emissions economy. Our global collaborations include Climate Action 100+, The Investor Agenda, the Paris Aligned Investment Initiative, and the Net Zero Asset Managers initiative.

**In my opinion the major issues facing the church today are:**  
The long term sustainability of our church depends on our support for the spiritual growth of members and neighbors through relevant formation programs, powerful worship experiences and embodied spiritual practices that include service, prayer and contemplation. Our work on racial justice and climate change is critical. Here in the Bay Area, we must focus on the housing crisis, poverty and violence.

**Why are you running for this position?**  
My congregation is now in growth mode with a capital campaign launching and many new projects on the horizon. We are financially stable and not facing internal conflicts. We have strong partnerships with our sister congregations in Marin and with local community organizations. It feels like a good time for me to contribute some of my time and energy to the wonderful work of the Diocese.

_Nominated by The Rev. Kirsten Spalding_  
Episcopal Church of the Nativity, San Rafael

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Rev. Shane Scott-Hamblen
St Ambrose, Foster City
Peninsula Deanery

Interests:
Music performance, calligraphy, liturgy, handyman projects, travel, languages, historical research, reading, film.

Professional associations:
American Guild of Organists, Interim Ministry Network, volunteer fire chaplain, honorary canon.

Summary of activities within my congregation / diocese:
Interim Rector of St Ambrose’s, Foster City - liturgical, spiritual direction, chair of parish committees, becoming an expert amateur on hybrid online liturgy.

Major activities beyond diocese:
Professor of Church Music, Liturgy, and Church History at The General Theological Seminary. Served on various committees both in the US, Europe, and in the Church of England: Standing Committee; chair of Liturgical Commission; chair of Resolution Committee; Examining Chaplain; Standing Committee; Budget & Finance Committee; Diocesan Council; Area Dean.

In my opinion the major issues facing the church today are:
To be a church that not only welcomes everyone but a church that can live up to a claim “To Not Judge”. As society becomes more secular with each generation, we need to find a way to be relevant, non-judgmental, and welcoming without losing our uniqueness.

Why are you running for this position?
I want to be of use and help make an intelligent and compassionate difference.

Nominated by The Rev. Stacey Grossman
**Secretary of the Convention**

**Richard Edward Helmer**  
Our Saviour, Mill Valley  
Marin Deanery

**Interests:**  
family, classical piano, religious life, web programming.

**Professional associations:**  
Professed member of the Brotherhood of Saint Gregory.

**Summary of activities**

within my congregation / diocese:  
Rector, Church of Our Saviour, Mill Valley (2006-present);  
Assistant Secretary to Diocesan Convention (2018-present);  
Appointed to the Diocesan Committee on Governance (2018-present); Standing Committee President (2012-2013); Standing Committee Secretary (2010-2012); President of the Marin Deanery (2009); Vicar, Christ Church – Sei Ko Kai, San Francisco (2002-2006); Secretary to Marin Deanery and Asian Ministries Commission in DioCal (2003-2008)

Major activities beyond diocese:  

In my opinion the major issues facing the church today are:  
- Ongoing renewal of our shared prayer and sacramental life;  
- Being a healing presence in a world ravaged by pandemic, climate crisis, inequality, and the siren song of authoritarianism;  
- Providing sanctuary for our members, for the marginalized, and for the communities we serve;  
- Envisioning and building a reconciled Church that has shed institutional structures of racism, elitism, and insularity;  
- Managing institutional decline and overcoming fear with a hopeful, faith-filled vision for the future of the Church and a transformed world.

**Why are you running for this position?**  
It has been a privilege to serve a second year as Secretary of the Convention. I would be honored to serve again alongside the inspired leadership of this Diocese in the coming year, bringing “out of our treasure what is new and what is old” (Matthew 13:52-53) to serve as Christ’s eyes, ears, voice, and hands in a world in need.

Nominated by Emily Hopkins  
St. Paul’s, Walnut Creek

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Treasurer of the Diocese

Lane Ringlee
St. Stephen’s, Orinda
Contra Costa Deanery

Interests:
My interests outside of the church have included leadership positions within Boy Scouts (backpacking trips, orienteering, and other activities), coaching soccer, and participating in the William & Mary Parent and Family Council. I was also the Treasurer of a local lacrosse club (501(c)(3)). In addition, I am an avid cyclist and enjoy reading history, particularly the American Civil War and Revolutionary War and European history.

Professional associations:
I have a professional involvement with the National Association of Corporate Directors and Corporate Boardmember as an invited conference speaker. I have also spoken before professional conferences sponsored by Equilar and CHRO Leadership. In addition, I have authored research that has been published by the Harvard Law School Forum on Corporate Governance and Risk and Compliance Magazine, in addition to other professional publications.

Summary of activities within my congregation / diocese:
I served as Treasurer of the Diocese since October 2020, member of the Finance Committee since 2019 and as member of the Executive Council from 2017-2019 including as Chair and Vice-Chair. I have served in a variety of capacities as St. Stephen’s of Orinda, including the Discernment Committee, usher, Outreach, finance team for weekly collection/offering accounting, and hospitality.

Major activities beyond diocese:
I have served or participated in Boy Scouts, William & Mary Parent and Family Council, and youth athletic organizations as noted above. For my consulting firm, I am currently on a second term on our operating leadership committee and serve as the financial matters partner.

In my opinion the major issues facing the church today are: We are facing a longer-term dilemma of expanding/maintaining our spiritual formation and strengthening our parishes and missions, with the challenges of declining average Sunday attendance and stretched endowments. The onset of the pandemic has made this more difficult. We need to ensure we continue to invest in and protect our facilities, particularly in light of climate change impact on our geography. We are in a position of needing to maintain and expand the creative use of our financial and fixed asset resources. In addition, we must continually ensure our clergy are properly compensated thru a comprehensive pay and benefits program.

Why are you running for this position?
I believe I can bring my understanding and background in financial and governance matters to benefit the Diocese and deepen my involvement with The Episcopal Church. I understand the need to listen carefully and collaborate while effectively addressing confidential and difficult matters. I hope to be able to provide trusted advice to the Diocese on financial matters.

Nominated by Brad Barber
St. Stephen’s, Orinda

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Nominal Payments to Nonstipendiary Deacons

The Committee on Resolutions intends to advise no further action on this resolution by Convention.

Resolved, That the 172nd Convention of the Diocese of California declares it to be the policy of this diocese that all active vocational deacons shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund;

Resolved, That this Convention requests that all congregations or organizations in the Diocese of California served by nonstipendiary vocational deacons pay such deacons a nominal honorarium of at least twenty-five dollars ($25) per month during fiscal year 2022 and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and

Resolved, That beginning in fiscal year 2023, every congregation or organization served by a nonstipendiary vocational deacon, excepting deacons listed as retired in the parochial report, shall pay such deacon a nominal honorarium of at least twenty-five dollars ($25) per month and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%).

Explanation
Vocational deacons in the Diocese of California usually serve in their parish and diocesan positions as volunteer clergy without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church. One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical and emotional health and financial points of view. The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. These resources are not available to deacons who are not enrolled in the Church Pension Fund. At recent conferences, representatives of the Church Pension Fund have stated that if deacons were paid a nominal amount, the deacons would be eligible for these services. This resolution asks that congregations make such a nominal payment of $25 per month to vocational deacons, as well as a payment of 18% ($4.50) to the Church Pension Fund, to enable them to participate in the programs and services available through the Church Pension Fund.

The resolution is not in any way intended to suggest that the proposed payments adequately compensate deacons for the work they do. The whole point is to give deacons access to Church Pension Fund resources. Payments must be nominal to preserve deacons’ volunteer status and avoid having California and local minimum wage laws applied to them. Although the suggested amount is a minimum, it is recommended that congregations not pay more than $35 per month plus pension without first consulting with the Chancellor.

This resolution would not apply to deacons whose work for the church already provides for a stipend and contributions to the pension fund.

This resolution is similar to resolutions passed by the Dioceses of Vermont and New York.

Submitted by
The Rev. Jon Owens

Endorsed by
The Ven. Cn. Nina Pickerrell
The Ven. Dorothy Jones
The Rev. Walter Ramsey
The Rev. Jennifer Nelson
The Rev. Jim Goss
The Rev. Phyllis Mannoogian
The Rev. Nancy Pennekamp
The Rev. Ari Wolfe
Rebekah Hays Estera
The Rev. Kate Salinaro
The Rev. Margaret Deeths
The Rev. Margaret Mary Staller
Adding Mary Oliver to Lesser Feasts and Fasts

The Committee on Resolutions intends to advise no further action on this resolution by Convention.

Resolved, That the 172nd Convention of the Diocese of California recognizes the poetic treasures and prophetic witness of Mary Jane Oliver, Episcopalian, American poet and lover of all of God’s Creation, whose poetry is frequently used in Episcopal services throughout the Episcopal Church and whose feast day is locally commemorated by institutions of the diocese; and

Resolved, That this Convention submits the following resolution to the 80th General Convention of The Episcopal Church to add Mary Oliver to the calendar of Lesser Feasts and Fasts:

Resolved, the House of Deputies concurring, That this 80th General Convention recognize Mary Jane Oliver, Poet, and her legacy of word which magnifies our place in the family of God’s creation, and as a Servant of God by adding her to the calendar of Lesser Feasts and Fasts (or such other calendar as may be adopted for the use of The Episcopal Church) with the following text and propers:

Mary Jane Oliver, Poet.

Date of commemoration: January 17

Collects

I  God of dirt, we thank thee for the life and written word of Mary Jane Oliver, a bride married to amazement. We give thee thanks for her prolific writing that has opened our hearts to the whimsy and wonder of thy creation and unveiled the improbable beauty present in all thy works. Give us gentleness and grace to see this world through her eyes that we may believe again in kindness, mischief, and singing, to the glory of thy Name, through Jesus Christ, who with thee and the Holy Ghost liveth and reigneth, one God, for ever and ever. Amen.

II  God of dirt, we thank you for the life and written word of Mary Jane Oliver, a bride married to amazement. We give you thanks for her prolific writing that has opened our hearts to the whimsy and wonder of your creation and unveiled the improbable beauty present in all your works. Give us gentleness and grace to see this world through her eyes that we may believe again in kindness, mischief, and singing, to the glory of your Name, through Jesus Christ, who with you and the Holy Spirit lives and reigns, one God, for ever and ever. Amen.

Lessons and Psalm

Romans 8:18-27
Matthew 6:25-34
Psalm 104:10-24

Explanation:
It is the normal expectation of Lesser Feasts and Fasts that at least two generations will have passed before someone is included on the calendar. In proposing this resolution, we are proposing to waive that requirement in the case of this individual, recognizing that she is already very widely commemorated within the Episcopal Church:

St. John’s, Tallahassee, Florida, has used her poetry for theological exploration and stewardship. Her work has been the focus of Mindful Poetry at Christ Episcopal Church, Anacortes, Washington, and inspired the devotional artwork of iconographer Kelly Latimore, whose depiction of Mary Oliver is prominently displayed in the sanctuary at All Saints Episcopal Church, San Leandro, California. In addition to frequent use of her poetry in liturgies, a Lenten devotional entitled The Poetry of Lent: A Lenten Companion to Mary Oliver’s Devotions has been used in congregations throughout The Episcopal Church including All Saints, San Leandro; St. John’s, Cold Springs Harbor, New York; Holy Trinity, Southbridge, Massachusetts; Christ Church, Raleigh, North Carolina; St. Anne’s, Woodstock, Illinois; and St. George’s, Fredericksburg, Virginia; to name a few.

Inclusion of Mary Oliver would help further The Episcopal Church’s commitment to a diverse representation in the church calendar. Mary Oliver was partnered for over forty years to American photographer Molly Malone Cook and would be one of a small number of openly identifying...
Adding Mary Oliver to Lesser Feasts and Fasts

LGBT persons recognized in Lesser Feasts and Fasts. She was also a survivor of sexual abuse, having spoken publicly about being sexually abused by her father. She overcame great pain and challenges in her life and emerged a beacon of hope and a voice of wonder for the church and world. Recognition of her life witness will be one more step in the path of redemption, healing, and transformation for women, LGBT persons, and survivors of sexual abuse.

Local commemoration for Mary Jane Oliver have already been celebrated by institutions in the Diocese of California on the date her passing, January 17. Mary Oliver’s feast day is commemorated locally by All Saints Episcopal Church, San Leandro, and her feast day is observed by the Communion of the Mystic Rose, a monastic order sponsored by the Episcopal Diocese of California and led by the Rev. Br. Brendan E. Williams, and well as throughout the Holy Hikes network of more than 20 hiking ministries. Oliver was a faithful Episcopalian, and her legacy of word magnifies our place in the family of God’s creation. The following biographical testimony, published upon her death on Episcopal Café, witnesses to her spiritual legacy: The Life of Mary Oliver, [https://www.episcopalcafe.com/pultizer-prize-winning-poet-mary-oliver-dies-at-83/](https://www.episcopalcafe.com/pultizer-prize-winning-poet-mary-oliver-dies-at-83/).

This resolution was patterned after passed resolutions by the Diocese of Vermont and New York.

Submitted by:
The Rev. Justin R. Cannon, Rector, All Saints, San Leandro and Director, Holy Hikes

Endorsed by:
The Rev. Michael P. Barham, Vicar, Holy Family, Half Moon Bay, Good Shepherd, Belmont
The Rev. Pam Jester, Deacon, All Saints, San Leandro
The Rev. Pamela Cranston, Pastoral Associate, Holy Cross Episcopal Church, Castro Valley
The Rev. Ron Culmer, Rector, St. Clare’s, Pleasanton
The Rev. Mark Spaulding, Rector, Holy Cross, Castro Valley
The Rev. Ari Wolfe, Deacon, St. Columba’s, Inverness
Thomas LaFrance, Lay Associate Rector & Delegate, All Saints, San Leandro
David Crosson, Delegate, St. Mary the Virgin, San Francisco
Carbon Sequestration - Creates an Internal Carbon Offset Program

The Committee on Resolutions intends to submit this resolution for Convention’s consideration.

Resolved, That the 172nd Convention of the Diocese of California affirms its Farm Church Ministry and exploration into sustainable agricultural practices including regenerative farming and permaculture; and

Resolved, That this convention submits the following resolution to the 80th General Convention of The Episcopal Church:

Resolved, the House of _________ concurring, That the 80th General Convention of The Episcopal Church affirms General Convention resolution A014 (2018) as well as Executive Council resolutions MB 024 and MW 042, and be it further

Resolved, That this General Convention direct the Executive Council of The Episcopal Church’s Economic Justice Loan Committee, in consultation with the Task Force on Care of Creation & Environmental Racism, to evaluate, create, and implement a positive investment strategy that will fund methods of capturing and storing greenhouse gases through sustainable nature based, land management solutions such as afforestation and regenerative agricultural practices, and be it further

Resolved, That this environmental stewardship response will create a pilot churchwide carbon offset policy with duly investigated, responsible, and ethical partners.

Financial Impact:
Per the Task Force on Care of Creation & Environmental Racism, TEC was to set aside funds for the Offset Project or approximately 3,500 tons of carbon dioxide equivalent (CO2e) per year at a rate of $20/ton CO2e would be equal to $70,000 per year.

Explanation:
In 2018, the 79th General Convention passed resolution A014 – Create a Pilot Carbon Offset Program calling for all of the Episcopal Church Center travel be assessed and addressed with a carbon offset program. These were to include socially responsible practices including social, political, economic, and ecological implications of generating carbon credits. Our proposal, DioCal resolution #3 – Carbon Sequestration: Creates an Internal Offset Program, is targeted to meet this requirement.

Carbon Sequestration is a natural or artificial process by which carbon dioxide is removed from the atmosphere and held in solid or liquid form. In January 2021, the Executive Council created our initial policy in resolution MB 024 - Carbon Capture & Storage (see text on page 3) and spoke to this again in June 2021 through MW 042 Churchwide ambition to safeguard creation and steward finances by reducing greenhouse gas emissions (see text on page 4).

We are directing Executive Council’s Economic Justice Loan Committee (EJLC) to evaluate, create, and implement a positive investment strategy emphasizing sustainable nature-based solutions such as afforestation and regenerative agricultural practices like Regenerative Farming Practices.

Currently, $7 million of The Episcopal Church’s assets are for economic justice initiatives around the globe and in the United States. The EJLC administers this $7 million in TEC endowment funds as a loan portfolio. The funds in the portfolio are used on a revolving basis to provide loans, indirectly, to organizations, institutions and individuals that may not qualify in the regular credit markets but have worthy community economic justice development programs and projects. The principal, upon repayment to TEC, is reloaned by TEC to others. All the loans pay interest, and that interest income is used to support TEC’s program budget.

The 77th General Convention passed resolution B019 - Support Israeli-Palestinian Peace creating a positive investment policy which was implemented by the EJLC and continues to this day, so this body is familiar with exploring and implementing a positive investment strategy.

We anticipate that the EJLC will provide loans to afforestation and regenerative agricultural entities that are creating carbon offset credits or could even explore co-investing in partnerships. Instead of achieving a rate of return, the monies lend or invested will be our set aside figure outlined in Financial Impact. In the end, a positive investment strategy means we are investing our carbon offset

RESOLUTION 3
Carbon Sequestration - Creates an Internal Carbon Offset Program

funds and regenerative farming entities and ensure their operations continues to sustained carbon offsets into the future. Therefore, we urge your support for this resolution.

Contact:
Warren Wong, St. James, SF - wjwstjames@gmail.com

Submitted by:
Warren Wong, Delegate, St. James, San Francisco
Economic Justice Loan Committee 2013-21 (chair 2015-18)
Committee on Corporate Social Responsibility 2001-09
Emily Hopkins, St. Paul’s, Walnut Creek
The Rev. Jane Stratford – Farm Church Missioner & Vicar
- St. Anna’s, Antioch

Endorsed by:
Peter Sergienko, Care of Creation Coordinator – Province VIII of TEC

Resources:
• General Convention 2018: Resolution A014 Create a Pilot Carbon Offset Program
• Joint Standing Committee on Mission Beyond The Episcopal Church:
  • Resolution MB024 - Carbon Capture & Storage
  • Joint Standing Committee on Mission Within The Episcopal Church:
  • Resolution MW042 - Churchwide Ambition to Safeguard Creation and Steward Finances by Reducing Greenhouse Gas Emissions
  • Task Force on Care of Creation & Environmental Racism Report; GC 2022 Resolution A087 Net Carbon Neutrality by 2030
  • Regenerative Farming video shows how carbon credits are created

A014 Create a Pilot Carbon Offset Program

Resolved, That the 79th General Convention recognizes the reality of human-caused climate change through continued reliance on fossil fuel-based transportation; and be it further

Resolved, That because travel done on behalf of The Jesus Movement contributes to this problem, we recognize the need to develop a comprehensive strategy to reduce, and ultimately eliminate this carbon footprint; and be it further

Resolved, That, as a first step in the process, by offsetting the impact of the travel done on behalf of The Jesus Movement, the Church witnesses to its care for God’s creation; and be it further

Resolved, That the General Convention direct the Executive Council to draft a policy in 2018 requiring the use of socially responsible Carbon Offsets with particular attention to the social, political, economic, and ecological implications of carbon-credit generating programs by the Episcopal Church Center, and that such a program be tested and piloted as during the triennium for the work of The Episcopal Church including the travel of its staff, standing commissions and interim bodies; and be it further

Resolved, That a plan for a broader offset program for all church travel be presented for consideration at the 80th General Convention; and be it further

Resolved, That $25,000 be allocated for the pilot carbon offset program.

MB 024 Carbon Capture & Storage

Executive Council of The Episcopal Church passed January 25, 2021

Resolution text

Resolved, That the Executive Council recognizes that the profound concern for the welfare of peoples around the world and the environments in which they live that are threatened by climate change as the effects of global warming; and be it further

Resolved, That the Executive Council recognizes
• the urgent need to reduce greenhouse gas emissions across all sectors,
• the significant challenge in achieving this goal,
• the global voice of the Paris Climate Agreement,
• and scientific research from the Intergovernmental Panel on Climate Change (IPCC), the American Association for the Advancement of Science (AAAS), and others; and be it further

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**Carbon Sequestration - Creates an Internal Carbon Offset Program**

*Resolved,* That the Executive Council supports methods of permanently capturing and storing greenhouse gases, including nature-based solutions (tree-planting, preservation of unique ecosystems such as prairies, bogs, estuaries, and mangrove stands); Carbon Capture and Storage (also called Carbon Capture, Utilization and Storage); and direct air capture technologies under the following conditions:

- Carbon removal must be paired with aggressive emission reductions.
- Carbon removal should not supplant other efforts to address climate change.
- Carbon removal must be permanent and, where appropriate, include long-term monitoring to detect leakage; and be it further

*Resolved,* That The Episcopal Church supports appropriate research and testing to avoid unintended consequences from these technologies and other climate change mitigation efforts; and be it further

*Resolved,* That, in agreement with numerous Church policies, we urge that the costs of carbon capture and other climate change mitigation efforts should not fall disproportionately on poor, minority, and indigenous communities; and be it further

*Resolved,* That the Office of Government Relations is directed to advocate for policies that support the research, development, and implementation of carbon capture methods in conjunction with other climate change solutions.

**MW 042 Church-wide ambition to safeguard creation and steward finances by reducing greenhouse gas emissions**

Executive Council of The Episcopal Church passed June 28, 2021

Resolution text

*Resolved,* That the Executive Council, meeting virtually from June 25 through June 28, 2021, acts in accordance with GC resolutions passed since 2009 including 2018-A018 – which calls on The Episcopal Church to “set an example in the spirit of the Paris Climate Accord to live lightly and gently on God’s good earth” – by supporting and urging all Episcopal congregations/ministries, dioceses, and entities to reduce their greenhouse gas emissions with the goal of 50% reduction by 2030 and achieving net zero emissions by 2050.

*Resolved,* that the Executive Council of the Episcopal Church encourage and equip individual members and their households to strive for the same goals.

*Resolved,* That the Executive Council of the Episcopal Church directs the Department of Reconciliation, Justice and Creation Care, the Office of Government Relations, and other departments and partners as appropriate to continue implementing the Covenant for Care of Creation and supplement it with a plan and resources to support the achievement of these emissions reduction targets – including dramatically increased access to and use of energy audits, the Carbon Tracker, clean and renewable energy sources, offsets and other strategies – and present that plan for consideration by Executive Council at its October 2021 meeting.

*Resolved,* That The Episcopal Church supports methods of permanently capturing and storing greenhouse gases, including nature-based solutions (tree-planting, preservation of unique ecosystems such as prairies, bogs, estuaries, and mangrove stands); Carbon Capture and Storage (also called Carbon Capture, Utilization and Storage); and direct air capture technologies under the following conditions:

- Carbon removal must be paired with aggressive emission reductions.
- Carbon removal should not supplant other efforts to address climate change.
- Carbon removal must be permanent and, where appropriate, include long-term monitoring to detect leakage; and be it further

*Resolved,* That, in agreement with numerous Church policies, we urge that the costs of carbon capture and other climate change mitigation efforts should not fall disproportionately on poor, minority, and indigenous communities; and be it further

*Resolved,* That the Office of Government Relations is directed to advocate for policies that support the research, development, and implementation of carbon capture methods in conjunction with other climate change solutions.

**MW 042 Church-wide ambition to safeguard creation and steward finances by reducing greenhouse gas emissions**

Executive Council of The Episcopal Church passed June 28, 2021

Resolution text

*Resolved,* That the Executive Council, meeting virtually from June 25 through June 28, 2021, acts in accordance with GC resolutions passed since 2009 including 2018-A018 – which calls on The Episcopal Church to “set an example in the spirit of the Paris Climate Accord to live lightly and gently on God’s good earth” – by supporting and urging all
The Committee on Resolutions recommends the Committee on Dispatch of Business place this resolution on the Consent Calendar.

Resolved, That the 172nd Convention of the Diocese of California affirms its Statement of Solidarity “with all who are oppressed, we deplore the hatred and violence shown historically and in the present to Indigenous people, African Americans, African Caribbean, Asian and Asian Americans, LatinX, Pacific Islanders, and all other oppressed persons. We will continually seek to dismantle the racism that threatens us all as human being”, and supports this Racial Justice & Reconciliation statement;

Resolved, That the 172nd Convention of the Diocese of California proposes legislation on the following themes as a Memorial to the 80th General Convention of The Episcopal Church for its consideration:

- Commemoration of Bishop Barbara Clementine Harris;
- Celebration of Juneteenth as a Feast Day;
- Support for the Emmett Till Anti-Lynching Act;
- Support for national legislation fighting Voter Suppression;
- Calling for stronger Hate Crime legislation; and
- Advocacy for new transformative Asian American / Pacific Islander policies; and

Resolved, That this diocesan convention urges the deputation from the Diocese of California to the 80th General Convention to submit specific resolutions addressing these themes.

Explanation:
We are proposing the Memorial format for our diocesan convention addressing several Racial Justice & Reconciliation themes this year. Diocesan policy limits the maximum number of approved resolutions to five with an option for non-approved legislation requiring a 2/3 vote during the Day of Convention to hear, debate and vote on matters. Instead of having 10-12 resolutions this year, this will allow convention to direct the DioCal General Convention deputation to craft the text on 7–10 GC resolutions with the assistance from each author. The first four themes are legislation supported by the national Union of Black Episcopalians Annual Conference in July 2021.

In the legislative context, a memorial is comparable to a petition: a statement about a matter of importance that urges the General Convention to take action. (A memorial should present arguments for the proposed action and may provide evidence of widespread concern for the matter being memorialized.) Memorials are referred to a legislative committee to inform their deliberations. Although not a resolution itself, a memorial informs committees as they perfect legislation. Memorials to General Convention have often been the catalyst for major initiatives or changes in the mission and ministry of The Episcopal Church.

Sources:
171st Diocesan Convention Resolution #3: Emmett Till Anti-Lynching Act (October 17, 2020)
171st Diocesan Convention Resolution #6: Recognition of Juneteenth as a Diocesan Feast Day & Holiday (October 17, 2020)
The Episcopal Church Executive Council Resolution MB 025 Hate Crimes Against Asian & Pacific Islanders (April 16, 2021);

Submitted by:
Warren Wong, delegate – St. James, San Francisco - wjwstjames@gmail.com

Endorsed by:
Afro-Anglican Commission of the Diocese of California
Asian/Pacific Islander (API) Commission for the Diocese of California
DioCal’s GC Deputation to the 80th General Convention Northern California/Vivian Traylor Chapter of the Union of Black Episcopalians
Addressing Voter Suppression

The Committee on Resolutions intends to submit this resolution for Convention’s consideration.

Resolved, that the 172nd Convention of the Diocese of California recognizes the historic significance of the Voting Rights Act of 1965 as a landmark piece of federal legislation in the United States that prohibits racial discrimination in voting and was further strengthened by the 1975 amendment that explicitly bans any voting practice that had a discriminatory effect, regardless of whether the practice was enacted or operated for a discriminatory purpose:

Resolved, that this Convention supports and encourages reforms that would expand voter registration, increase voter eligibility, and make voting processes more accessible, including but not limited to automatic voter registration, same-day voter registration, procedures and countermeasures for responding to natural and man-made disasters that threaten voting access, expanded online voting registration, reduction of restrictions on eligibility to vote, easier voting by mail, no-excuse absentee voting, long-term mailing lists for absentee voters, convenient early voting by mail and in person, weekend voting, extended voting hours, adequate number of voting locations, and prohibition of the intimidation or outright displacement of voters and local voting officials;

Resolved, that this Convention calls for the elimination of all statewide Voter ID legislation that has been adopted since the 2013 Supreme Court decision (Shelby County v. Holder), which invalidated “preclearance” criteria requiring federal approval of certain new State voting rules which could be discriminatory in effect;

Resolved, that this Convention urges the Bishop, working with our General Convention Deputation at the 80th General Convention, and acting through resolution or other appropriate means, to support the passage of resolutions protecting voter rights; and

Resolved, that this Convention directs its Secretary to forward this resolution to the Governor of the State of California and our Diocesan state elected officials with the recommendation that the State of California enact legislation that will protect and expand voters’ rights as outlined in this resolution.

Contact:
Dr. Dorothy Tsuruta, drtsuruta@gmail.com

Submitted by:
The Rev. Mauricio Wilson, Rector, St. Paul’s Episcopal Church, Oakland and Western Regional Director, Union of Black Episcopalians (UBE); The Rev. Deacon Jennifer Nelson, St. Bartholomew’s, Livermore and St. Clare’s, Pleasanton and Co-Chair, Northern California/Vivian Traylor Chapter of the UBE; The Rev. Eric Metoyer, Rector, St. Francis, San Francisco and UBE member; and Ms. Brenda Paulin, St. Augustine, Oakland and UBE member.

Endorsed by:
Members of the Northern California/Vivian Traylor Chapter of the UBE (Ms. Jeanette Dinwiddie-Moore, co-chair; Ms. Michelle Mayfield-Baske, Secretary; Ms. Jeri Robinson, Treasurer; The Ven. Archdeacon Rev. Carolyn Bolton; Ms. Sandra Anderson; Ms. Mary Borders; The Rev. Deacon Alberta Buller; The Rev. James Dahlin; Diocese of California; Ms. Carlette Dorsey; Mr. Roy Faulk; Ms. Victoria Fussell; Ms. Carolyn Gaines; The Rev. Br. Richard Edward Helmer; Linda Joseph; Dr. Cassandra Joubert; The Rev. Chip Larrimore; Ms. Deborah Moses; Dr. Laura Natta; Mr. Jock Putney; Mr. Stephen Tiffenson; Dr. Dorothy Tsuruta; Ms. Barbara Vassell and Ms. Dianne Williams); the Afro Anglican Commission; the Alameda Deanery; the Peninsula Deastery; the Contra Costa Deanery; the Southern Alameda Deanery; the San Francisco Deanery

Explanation [1]
In the United States, elections are administered locally, and forms of voter suppression vary among jurisdictions. At the founding of the country, the right to vote in most states was limited to property-owning white males. Over time, the right to vote was formally granted to racial minorities, women, and youth. During the later 19th and early 20th centuries, Southern states passed Jim Crow laws to suppress poor and racial minority voters — such laws included poll taxes, literacy tests, and grandfather clauses. Most of these voter suppression tactics were made illegal after the enactment of the Voting Rights Act of 1965. In 2013, discriminatory voter ID laws arose following the Supreme Court’s decision to strike down Section 4 of the Voting Rights Act, which some argue amounts to voter suppression among African Americans.
In Texas, a voter ID law requiring a driver’s license, passport, military identification, or gun permit, was repeatedly found to be intentionally discriminatory. The state’s election laws could be put back under the control of the U.S. Department of Justice (DOJ). Under a previous Attorney General, Jeff Sessions, however, the DOJ expressed support for Texas’s ID law. Sessions was accused by Coretta Scott King in 1986 of trying to suppress the black vote. A similar ID law in North Dakota, which would have disenfranchised large numbers of Native Americans, was also overturned.

In Wisconsin, a federal judge found that the state’s restrictive voter ID law led to “real incidents of disenfranchisement, which undermine rather than enhance confidence in elections, particularly in minority communities”; and, given that there was no evidence of widespread voter impersonation in Wisconsin, found that the law was “a cure worse than the disease.” In addition to imposing strict voter ID requirements, the law cut back on early voting, required people to live in a ward for at least 28 days before voting, and prohibited emailing absentee ballots to voters.

Other controversial measures include shutting down Department of Motor Vehicles (DMV) offices in minority neighborhoods, making it more difficult for residents to obtain voter IDs; shutting down polling places in minority neighborhoods; systematically depriving precincts in minority neighborhoods of the resources they need to operate efficiently, such as poll workers and voting machines; and purging voters from the rolls shortly before an election.

Elsewhere, proposals have been made or adopted that appear designed to intimidate voters or voting officials, including, e.g., greatly increasing the number and power of “observers” at voting stations, and prohibiting the giving of food or water to those waiting in line to vote. Other proposals have even sought to give State voting officials or the legislature the power to overrule local officials and even voters themselves.

Often, voter fraud is cited as a justification for such laws even when the incidence of voter fraud is low. In Iowa, lawmakers passed a strict voter ID law with the potential to disenfranchise 260,000 voters. Out of 1.6 million votes cast in Iowa in 2016, there were only 10 allegations of voter fraud; none were cases of impersonation that a voter ID law could have prevented. Iowa Secretary of State Paul Pate, the architect of the bill, admitted, “We’ve not experienced widespread voter fraud in Iowa.”

In May 2017, President Donald Trump established the Presidential Advisory Commission on Election Integrity, purportedly for the purpose of preventing voter fraud. Critics have suggested its true purpose was voter suppression. The commission was led by Kansas secretary of state Kris Kobach, a staunch advocate of strict voter ID laws and a proponent of the Crosscheck system. Crosscheck is a national database designed to check for voters who are registered in more than one state by comparing names and dates of birth. Researchers at Stanford University, the University of Pennsylvania, Harvard University, and Microsoft found that for every legitimate instance of double registration it finds, Crosscheck’s algorithm returns approximately 200 false positives. Kobach has been repeatedly sued by the American Civil Liberties Union (ACLU) for trying to restrict voting rights in Kansas.

Sabbatical Leave Policy for Clergy

The Committee on Resolutions intends to submit this resolution for Convention’s consideration.

Resolved, That the 172nd Convention of the Diocese of California approves this Sabbatical Leave Policy proposed by the Executive Council as directed by resolution of the 171st Convention of the Diocese of California;

Resolved, That the Diocese shall provide up to three months of Sabbatical Leave of religious and professional advancement for Intentional Interim Rectors in the amount of 3 weeks for each year worked in the Diocese, prorated for partial years and less than full time work;

Resolved, That the Sabbatical Leave for Intentional Interim Rectors will reflect compensation and standard benefits received while serving as an Intentional Interim Rector;

Resolved, That each congregation, while it employs an Intentional Interim Rector, shall contribute, on a prorated basis, funding to the Diocesan sabbatical reserve for the Interim. The contribution rate shall be set annually in the schedule of clergy mandatory minimum compensation as reviewed and approved by the Convention;

Resolved, That this policy will be effective January 1, 2022, with those persons serving as Intentional Interim Rectors from that date forward and being credited for time in such position from that date forward;

Resolved, That Intentional Interim Rectors will become eligible to apply for taking sabbatical leave after completing a minimum of four calendar years’ interim ministry in the Diocese following January 1, 2022;

Resolved, That requests and plans for sabbatical leave by Intentional Interim Rectors will be approved by the Bishop, the Ecclesiastical Authority in the Bishop’s stead, or their designee;

Resolved, That this Convention urges the Transition Minister to continue to maintain language in all Letters of Agreement Templates (e.g., for Rectors, Vicars, Associate Rectors, Interim Rectors, Interim Vicars, Chaplains, and Priests in Charge) that defines Sabbatical Leave, funding of leaves, and conditions for granting a leave and to assure these templates are available on the Diocesan website; and

Resolved, That this Convention urges the Chief Financial Officer to provide training that includes best practices for planning and preparing for the financial aspects of clergy sabbaticals.

Explanation:
Congregations should be accruing for sabbatical leaves as part of best practices in caring for our clergy.

The Sabbatical Task Force sponsored a resolution titled “Sabbatical Leave Policy for Clergy” at the 171st Convention of the Diocese of California. The resolution passed Convention, directing the Executive Council to take certain actions related to clergy sabbaticals. The Executive Council formed the Sabbatical Working Group who proposed details of an Intentional Interim Rector Sabbatical Policy. This proposal was based on the standard Sabbatical Leave clause found in the Rector letter of agreement template. The outline of this proposal was approved in principle by the Executive Council, and the resolution in its current form was fully approved at the September 21st meeting of Executive Council, immediately prior to the Convention.

This proposal was considered in the 2022 budgeting process with a line item added to the Diocesan budget and an account established to receive contributions to build the Sabbatical Reserve Fund. After significant deliberation, the Sabbatical Working Group of Executive Council, in ongoing consultation with members of the Finance Committee, determined that the most sustainable approach to funding would rely on receiving prorated contributions from congregations when employing Intentional Interim Rectors.

This resolution formalizes that work and urges the standardization of sabbatical practices in letter of agreement templates for other clergy. This work taken together forms the sabbatical policy for the Diocese.
Sabbatical Leave Policy for Clergy

FAQs

Why does this resolution focus in detail on Intentional Interim Rectors?

Intentional Interim Rectors, because they are following a call to serve their ordained ministry solely as interims, have no recourse to accrue sabbatical leave time except through the Diocese. As the resolution notes, all congregations are urged to include sabbatical leave policies for other clergy in their budget planning and Letters of Agreement.

Would Intentional Interim Rectors be able to draw accrued monies from the Sabbatical Fund for other uses, such as vacation time?

No. Monies in the Sabbatical Leave Fund will only be available for use to compensate an eligible Intentional Interim Rector while taking approved Sabbatical Leave time under a plan approved in advance by the Bishop.

Would compensation during Sabbatical Leave be counted as income?

Yes. Compensation from the Sabbatical Leave Fund received during Sabbatical Leave would be considered income for tax and pension benefit purposes.

See examples of how the Sabbatical Leave Fund accrual is calculated here.

Submitted by:
Executive Council
Contact: Marj Leeds, m-mleeds@comcast.net

Endorsed by:
The Southern Alameda Deanery

Reference
171st Convention’s resolution “Sabbatical Leave Policy for Clergy” (2020)

How much would this policy cost parishes that call Intentional Interim Rectors?

To fund compensation and benefits during an Intentional Interim Rector’s Sabbatical Leave, an accrual to the Sabbatical Leave Fund of 5.8% (or 3/52) of total salary and benefits would become part of the compensation package provided by the parish during the Interim’s service. This formula would be set in the annual clergy salary resolution reviewed and approved by each Convention.

The accrual, like other benefits, would be paid to the Diocese by the parish as part of the regular payroll for the Intentional Interim. (This parallels the sabbatical accrual for a tenured Rector where the amount is not paid to the Diocese, but kept as a reserve in the parish’s funds.) The resulting accumulation of the accruals and withdrawals for Sabbatical Leave for each Intentional Interim would be tracked separately in the fund over time.

Would this cost be mandatory for parishes that call an Intentional Interim Rector?

Yes. The formula for this cost would be included in the mandatory minimum compensation schedule reviewed and adopted each year by the Convention.

When would Intentional Interim Rectors be able to apply for funded Sabbatical Leave?

After having served in interim ministry in the Diocese for four calendar years following January 1, 2022.
RESOLUTION 6

Sabbatical Leave Policy for Clergy

RESOLUTION OF THE 171st CONVENTION

SABBATICAL LEAVE POLICY FOR CLERGY

Resolved, That the 171st Convention of the Diocese of California directs the Executive Council of the Diocese to prepare and propose to the 172nd Convention a Sabbatical Leave Policy using the findings contained in the Report of the Sabbatical Task Force and in consultation with members of the Sabbatical Task Force;

Resolved, That the proposed Sabbatical Leave Policy shall establish standards and procedures for administering and financing sabbaticals for all paid clergy employed by the Diocese, its congregations and constituent organizations, including sabbatical compensation for Intentional Interim Clergy and model language for letters of agreement between paid clergy and their employers;

Resolved, That the Executive Council, acting as the Board of Directors of the Diocese and with the concurrence of the Bishop, Chancellor and Chief Financial Officer, shall establish a Sabbatical Fund or other suitable financial accounting instrument to receive funds donated or allocated for the purpose of compensating Intentional Interim Clergy;

Resolved, That the proposed Sabbatical Leave Policy shall establish eligibility requirements for compensation from the fund established for Intentional Interim Clergy and shall ensure that the fund is financed and maintained in a sound and prudent manner; and

Resolved, That the Committee on Program and Budget and the Executive Council shall add a line item to the budget for 2022 allocating a reasonable amount for contribution to the fund established for the compensation of Intentional Interim Clergy.
Standardized Templates for Key Common Personnel and Administrative

The Committee on Resolutions intends to refer this resolution to Executive Council for further study and action.

Resolved, That the 172nd Convention of the Episcopal Diocese of California, in accord with the Diocese of California’s commitment to Collaboration and Transparent and Accountable Leadership, requests Executive Committee to establish a program to provide standardized templates, or the functional equivalent, for certain documents commonly needed by parishes and missions;

Resolved, That such documents, or equivalents, shall include (1) Church Employee/Personnel Manual for parishes and missions, specifying at least the minimum requirements required by law and policies of this Diocese and The Episcopal Church for employment practices; (2) a template for Real Estate Equity Share Agreements between clergy and parishes and missions; (3) a template for a Facility Use and Rental Policy Agreement; and (4) such other documents as Executive Council shall direct;

Resolved, That the program shall further provide for the regular and ongoing maintenance and update of all such documents, as necessary, and for the training of parishes and missions in their use;

Resolved, That except to the extent that Executive Council shall determine the implementation of this resolution to be infeasible in whole or in part, this Convention requests that it be implemented as quickly as possible; and

Resolved, That Executive Council shall report its progress in implementing this Resolution to the 173rd Convention of the Episcopal Diocese of California.

Explanation:
An employee manual is a tool of Transparent Leadership, one of the foundational tenets of The Beloved Community. It sets clear expectations for employees, and provides clear, accessible information. It usually addresses the organization mission and values, clarifies expectations, offers support, outlines benefits, the processes for requesting vacation sick leave, or other time off, and describes disciplinary processes.

It enables policies to be clearly and consistently interpreted, applied, and communicated. It equips clergy members and managers with information needed to answer questions and make decisions and ensure answers and actions are consistent with policies. It saves time. When questions arise, the manager doesn’t have to investigate past practices, understand what others do, etc. It helps to ensure fairness between and among employees. Consistent compliance with policies provides a better workplace for employees. It reduces confusion and misunderstandings about practices and expectations.

The other two templates are frequently needed by parishes and also lend themselves to centralized development. “Collaboration to build the Beloved Community is sharing resources among congregations and working with external agencies that provide services we do not or cannot.”

Shared housing/equity agreements are complex agreements often developed by vestries who are inexperienced with them and who may only create one every 5-20 (or more) years. There have been numerous examples of subsequent misunderstandings and difficulties that have arisen with these due to the lack of experience with them and the haste in which they are created during hiring.

Another common need is for a parish facilities and rental agreement.

Collaboration is good stewardship. Requiring each parish to retain separate legal counsel to create and re-create these handbooks and documents is inefficient and expensive.

An Employee/Personnel Handbook is one of the basic tools that is part of being a good employer. Employees deserve to have transparency and clarity about vacation time, sick and maternity/paternity leave, and other policies. This clarity also benefits clergy who may not be sure what is best or even common practice. Employers and employees should be able to consult the Handbook to answer their questions and know that there is consistency in application of policies. For a Handbook to be useful, it is not enough to create it, but it must be updated, and those changes need to be communicated in a timely manner to parishes.
Standardized Templates for Key Common Personnel and Administrative

Equity Share agreements for housing between parishes and clergy are common but not uniform and have sometimes resulted in unnecessary disagreements and conflict after the fact.

Facility Use and Rental agreements are common to most, if not all, parishes. Individual parishes may fill in their own pricing structure and make simple modifications as needed, but it doesn’t make sense for each parish to hire legal assistance to re-create the same basic template.

This resolution will benefit clergy, lay leaders, employees, as well as parishes in that there will be more direction and uniformity from church to church and an overall saving in costs as well as paid and volunteer time. Today, many congregations are repeating the same work to develop the same documents and processes. Centralizing these common efforts allow congregants and Vestries to focus more time and money on the work of the Church and less on duplicating work required to run the Church.

Submitted By:
The Rev. Beth Phillips, Rector, Christ Church Portola Valley and Woodside, motherbeth@ccpvw.org
The Rev. Iain Stanford, Rector, St. Peter’s Redwood City

Endorsed by:
The Rev. Michael P. Barham, Vicar Holy Family Episcopal Church, Half Moon Bay and Good Shepherd, Belmont
The Rev. Todd Bryant, Rector, St. Timothy’s Episcopal Church, Danville
The Rev. Jeff Dodge, Rector, St. Anne’s Episcopal Church, Fremont
The Rev. Melanie Donahoe, Rector, Church of the Epiphany, San Carlos
The Rev. Stacey Grossman, Priest in Charge, St. Francis of Assisi, Novato
The Rev. Dede Jameson, Deacon, Christ Church Portola Valley
The Rev. Rob Voyle, Interim, Trinity Church, Menlo Park
The Rev. Lori Walton, St. James, Fremont
The Rev. Jane McDougle, Vicar Holy Innocents, San Francisco
The Vestry of Trinity Menlo Park

The Rev. Dr. Stephen Hassett, Rector, St. Stephen’s Orinda
Vestry: Betsy Biern, Senior Warden
       John Donnelly, Junior Warden
       Roy Elliott, Treasurer
       Dan Swander, Finance Committee Chair
       Maria Hjelm, Vestry and Stewardship Chair
       Jan Spieth, Vestry and Parish Life Chair
Affirming Non-Binary and Transgender Identities

The Committee on Resolutions intends to submit this resolution for Convention’s consideration.

Resolved, That the 172nd Convention of the Diocese of California calls upon the Diocese and all its institutions and congregations to fully embrace, respect and uphold transgender and nonbinary people in all facets of its life, particularly by facilitating access to health care and insurance for employees that wholly affirm the gender identities of nonbinary as well as binary-identified people; respecting and using individuals’ pronouns including “they/them”; avoiding using exclusionary binary language; and supporting nonbinary and/or transgender youth and their families;

Resolved, That this Convention directs the Secretary of the Convention to write to the Church Pension Group (CPG) and the Episcopal Church Medical Trust (ECMT) calling upon them to change internal systems and actively work with healthcare and other benefits providers with which they contract to cease perpetuating harmful and discriminatory practices that force choosing only male or female as a condition of obtaining healthcare and retirement benefits for gender-diverse employees; and

Resolved, That this Convention hereby creates a Trans and Nonbinary Task Force charged with presenting to the 173rd Convention of the Diocese of California a final report that includes a set of guidelines for Diocesan institutions and congregations to assess their practices, to educate lay and ordained employees and congregations, and to develop plans to become more fully welcoming and inclusive of trans and nonbinary people; that this Task Force shall consist of no fewer than 7 and no more than 11 members, with preference given to those who are nonbinary, trans, and/or gender-diverse or who have personal and/or professional experience with the trans and nonbinary communities; with the Task Force Chair and half the other members to be appointed by the Bishop and the remainder to be appointed by the Chair of Executive Council.

Explanation:
For well over a decade, the Diocese of California and The Episcopal Church (via General Convention resolutions 2009-D032, 2012-D002, 2012-D019, 2018-A284, and 2018-C022) have made public commitments to support transgender people, both those who are binary (male or female) and who are nonbinary (neither male nor female) identified. Nevertheless, trans and especially nonbinary people continue to encounter a range of barriers from church forms to liturgical language that assume only binary gender identities, to lack of access to all-gender restrooms.

Further, the Episcopal Church Medical Trust and the Church Pension Group, which administer employment benefits for The Episcopal Church, still require employees to declare their gender as “M” or “F,” even when these options are inappropriate or unnecessary, especially for gender-diverse Californians recognized with an “X” on their state issued IDs. This pattern of misgendering—that is, using pronouns (e.g., he, she, him, her, they, them), salutations (e.g., Mr., Ms., Mx., sir, madam) and gender markers (male, female, nonbinary) that do not align with an individual’s gender identity—causes harm and falls short of our Baptismal Covenant commitment to respect the dignity of every human being. a Handbook to be useful, it is not enough to create it, but it must be updated, and those changes need to be communicated in a timely manner to parishes.

Submitted by:
The Rev. Cameron Partridge (he/him), Rector, St. Aidan’s Episcopal Church, San Francisco - rector@staidansf.org; The Very Rev. Malcolm C. Young (he/him), Dean of Grace Cathedral; The Rev. Iain Stanford (he/him), Rector, St. Peter’s Episcopal Church, Redwood City; The Rev. Dr. Vicki Gray, Deacon (she/her).

Endorsed by:
Jack Fagan (he/him), Canon Director of Operations, Grace Cathedral; dc (they/them), Associate Director of Facilities, Grace Cathedral; Jeffrey Hookom (he/him), former Canon Precentor, Grace Cathedral; St. Aidan’s Episcopal Church, San Francisco. The Peninsula Deanery The Southern Alameda Deanery The Contra Costa Deanery The San Francisco Deanery
The Committee on Resolutions intends to submit this resolution for Convention’s consideration.

**Resolved,** That the 172nd Convention of the Diocese of California recognizes that despite repeated efforts at racial justice and racial reconciliation initiatives, the Diocese of California does not provide formal discernment events, workshops, or materials focused on the specific cultural and linguistic needs of Latine/Hispanic Spanish speaking Communities;

**Resolved,** That this Convention requests the Office of Vocations to sponsor a Day of Discernment for the Latine/Hispanic Communities of the Diocese to be held concurrently with all planned Days of Discernment; and

**Resolved,** That this Convention requests the Office of Vocations create a design team composed of Latine/Hispanic lay leaders and clergy to develop and conduct the Day of Discernment for Latine/Hispanic Communities.

**Explanation:**
The terms Latino, Latinx, Latine, Hispano and Hispanic, are often used interchangeably to describe a group which makes up about 39 percent of the population in California. Members of this population differ in terms of which of these designations they use to self identify. The choice for self-identification is based on regions, context, history, political perspective, personal preference, and other variables. This process, one of self-determination and is another indication of the beautiful diversity and self-agency of this vibrant Community. For the purposes of this resolution and the accompanying explanation the term Latine/Hispanic will be used when referring to this Community within the Episcopal Church.

Latine/Hispanic Spanish speakers hav were present in the geographical region that became the state of California before the state formally existed. They have contributed vastly to the economic, social, and political structures that are the bedrock of the State of California. Despite their contributions and presence in the area, they have been treated as second class citizens and experienced segregation, racial discrimination, xenophobia, and linguistic discrimination.

In the Diocese of California there are four Latine/Hispanic congregations with Spanish as the primary language. Two of these congregations with Spanish as the primary language are missions. The other two congregations with Spanish as the primary language are specialized ministries. There are only two vicars serving the four Latine/Hispanic congregations with Spanish as the primary language. One vicar serves full-time and the other vicar serves part-time.

The leadership of The Episcopal Church has made numerous documented calls for racial reconciliation. The Diocese of California seeks to be a leader in the pursuit of racial reconciliation as evidenced by the passage of the Support for the Emmett Till Anti-Lynching Act Resolution at the 171st Diocese of California Convention.

The Diocese recognizes the importance of enriching personal practice of discernment, and the importance of congregants being able to be part of a local discernment committee, expand their expertise, explore the call to holy orders, learn tools for spiritual development that are grounded in the baptismal covenant, and explore spiritual paradigms that help to frame their daily lives and current and future vocations. Culturally and linguistically informed discernment opportunities are critical for the spiritual development of Spanish speaking Latine/Hispanic members of the Diocese.

There is opportunity for the Diocese of California to play a critical part in racial reconciliation through strengthening its support of Spanish speaking congregations in the Episcopal church, specifically in the area of formal and informal discernment for ministry for those who desire to take part in lay ministry or want to pursue ordained ministry. It is imperative that the Diocese create a Spanish language Latine/Hispanic centered Day of Discernment to be held concurrently with the current English language Day of Discernment to assure equity, racial justice, access and opportunity for Spanish speaking Latine/Hispanic Communities to be fully supported in their efforts to live out the baptismal covenant and to develop and strengthen their various spiritual and vocational gifts.
RESOLUTION 9

Spanish Language-Latine/Hispanic Centered Day of Discernment

Submitted by:
Contact: The Rev. Liz Muñoz
Vicar of Santiago/St. James Church, Oakland
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Melissa Ridlon
Member, School of Deacons Board of Trustees
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Padre Javier Torres
Vicar of Holy Trinity/La Santisima Trinidad
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Endorsed by:
Pamela Stevens
Consultant to Office of Transition Ministry
El Buen Pastor & Guadalupe Specialized Ministries

Manuel Morales Gonzales
Music Director & Liturgical Leader for El Buen Pastor and
Guadalupe Specialized Ministries

The Alameda Deanery
The Peninsula Deanery
The Southern Alameda Deanery
The Contra Costa Deanery
The San Francisco Deanery
Disability Sensitivity and Anti-Ableism Training

The Committee on Resolutions intends to advise no further action on this resolution by Convention.

Resolved, That the 172nd Convention of the Diocese of California directs the Task Force on Disability and Deaf Access, coordinating with diocesan training staff to the extent requested by the Bishop, to develop a training program on disability sensitivity and anti-ableism, with the intent that when complete it shall be provided and periodically required for all Diocesan and congregational hiring personnel; and

Resolved, That this Convention requests that its diocesan deputation submit a similar resolution calling on The Episcopal Church, at its 80th General Convention, and by resolution or otherwise, to promptly develop and make available effective, comprehensive, and Church-wide anti-ableism and disability sensitivity training programs.

Explanation:
The Episcopal Church has for decades made commitments to welcome and include disabled and Deaf people (via General Convention 2018-D097, 2018-D090, 2015-D043, 2009-D032 and 1985-A087). Notwithstanding these commitments, disabled and Deaf people are one part of the Beloved Community who continue to be excluded in 2021 from many aspects of congregational life and discriminated against and/or rejected in hiring, promotion, postulancy, Holy Orders, and ordination.

The Church of England has created an exemplary model for equity, inclusion, and welcoming disabled and Deaf people in all aspects of Church life.

The 171st Convention of the Diocese of California established the Task Force on Disability and Deaf Access, which is working to create a Best Practices Guide for voluntary physical and programmatic accessibility improvements in diocesan congregations and institutions. Nonetheless, permanent reduction in discrimination requires us to confront internal and unconscious biases regarding disability and Deafness, learn about and understand systemic ableism and audism, and recognize the impact of bias, systemic ableism, and stereotypes within the employment and leadership of our Church.

Disabled and Deaf people make up roughly 20 percent of any population, per most counts prior to 2020. Additionally, as a result of the COVID-19 pandemic, tens of thousands of people have acquired a disability of one kind or another, meaning the percentage of disabled and Deaf people in America may now be higher than before.

In living into our Baptismal Covenant, and as we go about ensuring that our clergy and lay leaders reflect the body of the Church, it is imperative that we consciously and affirmatively address the lack of disabled and Deaf clergy and lay leaders and voices. Requiring periodic anti-ableism and disability sensitivity training for lay and clergy leaders will help to eliminate additional barriers for disabled and Deaf people who wish to answer a call to Holy Orders or otherwise serve in leadership roles within our diocese and our Church.

Submitted by:
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