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# THE EPISCOPAL DIOCESE OF CALIFORNIA

The 162<sup>nd</sup> Diocesan Convention  
October 21 & 22, 2011



Grace Cathedral  
San Francisco, California

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## Agenda of the 162<sup>nd</sup> Annual Convention of the Diocese of California

### Friday, October 21

### Location

#### ***ROOTED SPIRITUALITY***

4:00–7:00	Early Registration	<b>Cathedral Nave</b>
4:00	Informal Social Time: early registration, Gallery 1055 opening	<b>Plaza</b>
5:45	Dinner on the plaza	
7:00	Opening Eucharist	<b>Nave</b>

### Saturday, October 22

8:00–9:15	Registration (After 9:15, late registration is at entrance to Gresham Hall)	<b>Nave</b>
8:00	Coffee and Pastries	<b>Plaza</b>

#### ***CHURCH VITALITY***

9:00	Call to Order	<b>Gresham Hall</b>
9:05	Seating of Youth Delegates	
9:10	Morning Prayer	
9:20	Bishop’s Address	
9:50	Reflection on Church Vitality — table dyads	
10:00	Introduction of New Clergy & Guests	
10:05	Opening reports, Report of Committee on Dispatch of Business	
10:10	Report of Committee on Resolutions	
10:20	Report of Committee on Nominations	
10:30	First Ballot	
10:35	Break	
10:45	Breakout discussions on resolutions (35 min)	

#### ***EMBODIED JUSTICE***

11:30	Liturgy	<b>Gresham Hall</b>
11:35	Report of the Committee on the Bishop’s Address	
11:40	Report of the Anti-Racism Commission	
11:45	Action on First Resolution: Divestment	
12:00	Executive Council Report	
12:05	Standing Committee Report	
12:10	Report of the Deanery Coordinating Committee	
12:15	Planned Giving	
12:20	Margaret Wosser Award	
12:25	Lunch	
	Informal conversation	<b>Plaza</b>
	Discussion groups	<b>Wilsey</b>
	Presentations at info tables	<b>Chapter Room</b>

***INCLUSIVE COMMUNITY***

- 1:30 Liturgy
- 1:35 Action on Second Resolution: Campus Ministries
- 1:50 Results of First Ballot
- 1:55 Second Ballot
- 2:00 Companion Diocese Program
- 2:10 Latino Ministries
- 2:20 Report of Committee on Canons & Action on Amendments
- 2:30 Constitutional Amendments, General Convention
- 2:35 Haiti Music
- 2:40 Report of the Episcopal Youth
- 2:45 Courtesy Resolutions
- 2:50 Break

**Gresham Hall**

***TRANSPARENT & ACCOUNTABLE LEADERSHIP***

- 3:10 Liturgy
- 3:15 Personnel Practices Report & Action on Salary Resolution
- 3:25 Treasurer's Report & Action on Budget
- 3:35 Action on Third Resolution: Transparency in Bishop Consents
- 3:50 Deaneries in Action — recognition of programs
- 4:00 Results of the Second Ballot
- 4:05 Special Recognitions
- 4:10 Closing Prayer & Adjournment

**Gresham Hall**

## **Bishop's Appointments to Committees of Convention – 2011**

### **Committee on Credentials**

David Frangquist, Ex Officio, Chair  
Mary Louise Gotthold  
Denise Obando

### **Committee on the Dispatch of Business**

Salying Wong, Chair  
Michael Barlowe  
David Frangquist  
Sean McConnell  
Melissa Ridlon  
Matthew Burt

### **Committee on Elections**

Hailey McKeefry Delmas, Chair  
Gabriela Strand Bruce  
John Kirkley

### **Committee on Resolutions**

Jay Luther, Chair  
Carolyn Bolton  
John Chase  
Al Ferrando  
Mrs. E. J. Hilliard  
John Kirkley  
Mitch Lindeman  
Carol Luther  
Sean McConnell  
Vic Slen

### **Committee on Canons**

Christopher Hayes, Chair  
Margalynne Armstrong  
Sandy Boone  
Paul Burrows  
Robert Gieselmann  
M. Sylvia O. Vasquez

### **Committee on the Bishop's Address \***

Deborah White, Chair  
Michael Barlowe  
Brenda Paulin

### **Committee on Personnel Practices \***

Bruce O'Neill, Chair  
Michael Barlowe  
Bruce Bearden  
Eric Hinds  
Lauren Pifke  
Valerie Pinkert  
Jeannie Thomas

### **Commission on Ministry \***

#### ***Class of 2012***

Judith Dunlap  
Melissa Ridlon  
Kenneth Schmidt  
Craig Wirth

#### ***Class of 2013***

Vicky Gray  
John Gruenig  
Hailey McKeefry

#### ***Class of 2014***

Connie Lam  
Pamela Clare Magers  
Leonard Oakes  
Bertie Pearson  
Clinton Williams

#### ***Class of 2015***

Margaret Deeths  
Brian Barnes  
Stephen Hassett

\* Require confirmation by convention

## Elected Committee Members

### Standing Committee

#### *Class of 2011*

Ron Johnson, Vice Pres. & Secretary  
Nina Pickerrell

#### *Class of 2012*

Peggy Greene  
Bruce Smith

#### *Class of 2013*

David Ota, President  
Mary Vargas

#### *Class of 2014*

Sue Thompson  
Christopher Butler

### Committee on Governance

J. Peter Jensen, Chair  
David Frangquist  
Jill Honodel  
Lay Luther  
Melissa Ridlon  
Edwin Waite

### Committee on Program and Budget

Bob McCaskill, Treasurer & Chair  
Roulhac Austin, San Francisco  
Shelton Ensley, Finance Committee  
Gary Hunt, Contra Costa  
J. Peter Jensen, Peninsula  
Jay Luther, Marin  
Lauran Pifke, Southern Alameda  
Dianne Audrick Smith, Alameda

#### Consultant:

Jim Forsyth, Controller

### Committee on Nominations

Mauricio Wilson, Alameda, Co-Chair  
Rob Keim, Peninsula, Co-Chair  
Clinton Williams, Alameda  
Anne Cox Bailey, Contra Costa  
Mary Louise Gotthold, Contra Costa  
Lynn Oldham Robinett, Marin  
Eleanor Prugh, Marin  
Dan Callaghan, Peninsula  
Margaret Trezevant, San Francisco  
Mary Balmana, San Francisco  
Debra Low Skinner, Southern Alameda  
Scott Whitaker, Southern Alameda  
Sue Thompson, Standing Committee  
Melissa Ridlon, Executive Council

## **Executive Council**

### ***Bishop***

Marc Handley Andrus

### ***Class of 2011***

Roulhac Austin, Chair (San Francisco Deanery)

David Lui (Convention Rep.)

Dianne Audrick Smith (Convention Rep.)

Pamela Redding (Contra Costa Deanery)

Karen Swanson (Peninsula Deanery)

Bronwen Howes (Southern Alameda Deanery)

### ***Class of 2012***

J. Peter Jensen, Vice Chair (Convention Rep.)

Deborah White, Secretary (Alameda Deanery)

Lauran Pifke (Convention Rep.)

Jay Luther (Marin Deanery)

Don Millikin (Peninsula Deanery)

Richard Patenaude (Southern Alameda Deanery)

### ***Class of 2013***

Dana Colley Corsello (Convention Rep.)

Gary Hunt (Convention Rep.)

Brenda Paulin (Alameda Deanery)

Mary Jane Wood (Contra Costa Deanery)

Christopher Martin (Marin Deanery)

Gabriela Strand Bruce (San Francisco Deanery)

### ***Bishop's Appointees***

Dewitt Bowman

Melissa Ridlon

Jay Watan

Donald White

### ***Ex-officio, Non-voting Members***

David Frangquist (Secretary of Convention)

Christopher Hayes (Chancellor)

Bruce Smith (Standing Committee Rep.)

Bob McCaskill (Treasurer)

### ***Recording Secretary***

Mary Louise Gotthold





**MINUTES**  
**162<sup>ND</sup> CONVENTION OF THE**  
**EPISCOPAL DIOCESE OF CALIFORNIA**  
**Friday, October 21 and Saturday October 22, 2011**  
**Grace Cathedral**  
**San Francisco, California**

**CONVENTION EUCHARIST**

The 162<sup>nd</sup> Convention of the Diocese of California began with the Convention Eucharist at 7:00 p.m. on Friday, October 21, 2011, in the nave of Grace Cathedral. Bishop Marc Andrus presided. The homily was given by The Very Rev. Mark Richardson, Dean of the Church Divinity School of the Pacific.

**SATURDAY**

The business meeting of the 162<sup>nd</sup> Convention was called to order by the President of the Convention, Bishop Marc Andrus, at 9:00 a.m. on Saturday, October 22, 2011, in Gresham Hall.

The President officially acknowledged and welcomed the first class of Youth Representatives to the Convention: Ryan Mahoney from Contra Costa, Louise Newlin from San Francisco, Claire McKeefry from Peninsula, Joshua Culmer from Southern Alameda, and Corissa Redmond from Alameda.

Morning Prayer was led by Brenda Paulin and Matthew Burt.

**BISHOP'S ADDRESS**

At the conclusion of Morning Prayer, Bishop Marc gave his address to the Convention:

The Diocese of California – A Place of Possibility and a Time for Renewal

Sister Maurus Allen, a Roman Catholic Benedictine was forty when the message from the great-souled Pope, John XXIII, arrived. Addressed to all the religious communities of the Roman Catholic Church, the message said in essence, “This is a moment of renewal, a time for you to look to the spirit and teaching of your orders’ founders, and a time to look at the needs of the world around you and to discern how your particular gifts can meet these needs in new and creative ways, true to your particular history and central values.”

The Pope’s words lit up in Sister Maurus’ heart, in her imagination. She became one of the first women Benedictines in the world to take advanced degrees in theology, in order to become a teacher for what she and her sisters believed would be the first women to be ordained in the Roman Catholic Church. Her studies took her in directions she had not imagined, and she became a prominent voice in the interfaith conversation between Buddhists and Christians. And forty years after the Pope’s hopeful call for renewal, Sister Maurus had become a wise, loving spiritual director, with numbers of Episcopal women clergy coming to her, and one Episcopal bishop.

When I had been nominated in the Episcopal election process here, in our diocese, part of my discernment was talking all this over with Sister Maurus. She was of two minds about my nomination here. On the one hand, she frankly said she didn't want me to leave Alabama because of the racial reconciliation and ecological work we were engaged in. But she also said this, "California is the place of the greatest possibility. You must pay attention to this."

I recently read about an inspiring, hopeful group of Roman Catholic sisters, from many different orders, located all over the United States who have made an alliance over their commitment to the care of God's creation, the earth and all that lives on it. These Roman Catholic religious call themselves Green Sisters. Even in the scholarly article I was reading, the energy in the Green Sisters movement was palpable. How, I wondered, did these disparate religious communities, tied by their steady decline as much as by their denominational allegiance, gain this energy?

The author of the article had a similar question behind her research – what were the historical roots of the Green Sisters movement? Later in the article I learned this about the origins of the Green Sisters: the same summons from John XXIII that so inspired Sister Maurus had also fired the imaginations of religious women all over the United States, indeed all over the world. From a small initial group at the inception of Vatican II, the Green Sisters has grown to be a vital movement numbering in the thousands. The author of the article, who interviewed many of the Green Sisters, including those who read this summons from the Pope, recorded the excitement these women who had been living lives of such moving faithfulness, even in the face of increasing dissatisfaction over modes of religious life that had ossified in many aspects. They felt their hearts soar that the Holy Father was calling them to renewal. While many things for which those religious sisters hoped, such as ordination for women in the Roman Catholic Church have not yet come to pass, the Green Sisters was one hopeful outcome of hearing this call that has gained strength and depth over the intervening decades.

Sister Maurus died before we left Alabama to come to the Diocese of California, and I wish that I could tell her that after five years here, my belief in the rightness of her perception has only gotten stronger. What I believed from afar, from reading the profile for the bishop's election; from the interviews and the walkabouts; from reading books about California now and the Diocese of California in the past, I now have thousands of experiences to confirm what I then came to believe – **this is the place of greatest possibility, for many in the Bay Area, and perhaps for The Episcopal Church. And, listening to hundreds of you, clergy and lay alike, I have come to believe that as a diocese we are asking God to renew our spirit, to help us love and serve anew. This is a moment of hope for us as a body.**

### The Mission of the Church – To Serve

But why did the religious orders of the Roman Church reach the state where they needed such renewal? More to the point, why has The Episcopal Church reached the point where it needs renewal?

First, the world changed broadly speaking, and some institutions were in the advance guard of that change, and naturally some were not. In the past, generations of Episcopalians didn't need to actively carry the Gospel into its neighborhood– people steadily came to the Episcopal Church, overcoming what might have been for them unfamiliar liturgies and difficult hymns, just as they came to the Presbyterian Church, the Methodists, all the Main Line denominations and Roman

Catholicism. We no longer have a flow of people into churches, and as a denomination we have not adjusted our behavior to move from a receiving mode to a more active mode of engagement.

Many of us have also come to believe some stories that help keep us inside our churches. First, we believe that most people outside the church are spiritual but not religious. Secondly, if the unchurched should wish to move into a religion, it is not Christianity that they want. We believe there is a negative perception of Christianity.

While both of these narratives may be true for some, they are certainly not true for all. There are many people who yearn for something deeper, more meaningful than vague spirituality. They want to be in touch with wisdom, and practices that open up their hearts and their minds. Many people are searching for communities that go deeper than social clubs organized around a shared activity or interest. And more and more people are isolated in the extreme as their job searches stretch out beyond months to years, and they face crushing debt, and no longer know how to support their families. Feelings of guilt and shame, not earned or deserved but real nevertheless, push people into deeper isolation. They are longing for community, for communion and it is highly unlikely that they will find the warmth of our parish and mission communities if we don't reach out to them. In the midst of need, and a world with greater isolation, I believe that many people are searching as well for Christian communities, not just any religious community. Perhaps they are confused and put off by messages of intolerance in the mouths of professed Christians, but how will those distortions ever be dispelled if we are not willing to be God's partners in doing so?

**I believe that in each of you is a treasure store of stories of faith that have transforming, saving power through the grace of God.** It is in part by remembering and sharing those stories that we become partners with God in working the miracle of life out of death. In the Diocese of California we have been learning more and more about how to tell our stories, using the method of Public Narrative that made its way into The Episcopal Church at the last General Convention. I was one of the people who received training in teaching Public Narrative and served as a group facilitator at the General Convention. I worked with a group whose members all came from the same diocese. Their most senior member didn't cotton to Public Narrative, grumbled through the first session and never came back again. I was worried that this negative response would sour the whole group, but no, instead, out of these old and young, conservative and progressive, lay and ordained, men and women deputies came the most surprising, affecting, powerful stories of Christ active in their lives and in their communities. **The same is true for each of us – not only is there a saving story in you, there are as many saving stories in you as are needed for the saving of your circle of life.**

And I think it is important to remember that as Episcopal Christians in the Bay Area we share many things with those who also live in the Bay Area but are not part of the Church. Think about the reasons you chose and choose to live here. A geography of stunning beauty, to which we feel a commitment of care; a place of unparalleled human diversity; a place of intellectual freedom and maximum personal creativity. All these values we share with so many others here. Even, then, in terms of secular life we have strong connections with our neighbors outside the Church, connections that rest on the deep foundation of what all life shares. If we reference these many points of connection, and are courageous enough to share our stories of Christian hope and transformation, we will find new partners in God's miracle of the renewing of the Church.

Let's invite God's renewing Spirit into our midst. A practical call, as Christ is always incarnating. So, we are not waiting for renewal as a supernatural miracle, but rather taking to heart the truth of what Desmond Tutu said in Grace Cathedral last winter: **God still works miracles, but as always, God wants human partners to work miracles.**

In light of our world where people are in spiritual and material need, and a world wherein the path to Christian community is harder to find – I have a call for our diocese. What we have before us, in this place of possibilities – is a year of opportunity. What are we to do, as a diocese, in the face of deep human need around us – for spiritual and material nurture? In our renewal, I call us to pray and to learn.

I am delighted to say that this call comes from me as your bishop and from the gifted, committed team of staff at DioHouse, and from the lay and clergy leaders who make up the Executive Council and Standing Committee of the Diocese of California. It is encouraging beyond measure to have worked with these people and groups over the past year to the point where we can issue this call to renewal in the Diocese of California.

#### DioCal Church Growth and Renewal is Based in Prayer.

First, I want us to be grounded in prayer as we seek a new level of church growth and renewal. In the year ahead, I ask each congregation to focus prayer for mission. Providing a grounding for your church community and our diocese in prayer is essential. Sometimes I have slipped into a way of thinking that says, in the face of a friend's sickness, "Is there anything I can do other than just pray?" Of course, at one level I mean that driving someone to the doctor is in fact prayer, but at other times I am speaking from a place that is disconnected, unable to grasp that prayer is the foundation of all our thinking, believing and doing. Prayer is the first and essential thing we need for the renewal of the Church.

#### A Year of Learning that is Content Rich and Relational

Secondly, I have asked each congregation, through its rector or vicar and vestry or bishop's committee, to consider making a commitment to monthly learning opportunities for "best practices" that support church vitality. Diocesan staff will provide and/or facilitate monthly workshops that a congregational team can attend in person or on-line. There are two key aspects to our year of learning – it will be content rich and also relational.

Among the content that will be available is a diagnostic for mission effectiveness developed by Jim Forsyth and Michael Barlowe, which can help each congregation hold the camera a little outside of itself and take a picture of its current status, for example, the condition of buildings, stewardship, attendance, among other variables. We have been preparing for a time of enriched learning, and teams of your peers, lay people and clergy have been trained to consult with you and your congregation to do this essential diagnostic work.

Other best practice seminars will support our work and learning together in the areas of stewardship, telling our stories, and enriching our common life. Some of what we learn in our monthly seminars will come from people who have studied relevant subjects deeply and care about the Church and want to share what they know with us. A great deal of what we learn you will teach each other. That is, we are creating places, actual and virtual for you to say what it is you'd like to learn, and to share what you've learned that has worked well for you with each other. How can a pre-school function as a ministry of the congregation? How do you create the best Christmas pageant ever? How do we do year-round stewardship? How do we learn what

people in our neighborhoods need? How can we share our stories with people in the circles of our lives?

And so, our monthly seminars will be content rich, and relational – affording not only a sharing of best practices from subject matter experts but also an opportunity for you to share with one another.

### Church Growth and Vitality is an Invitation

I understand that churches may feel strained in terms of lay and clergy having the time to take this on – but I extend the invitation to each congregation. I’m asking you, the Diocese of California, to make commitments to renewal. I am asking you to form teams to learn and practice renewal. I’m asking your teams and your congregations to pray for the mission of your congregation and of your diocese. I’m asking your teams to share what they are learning with other congregational teams. I’m asking you to set goals for your congregations, things you’d like to see happen in your congregations, and some way of measuring the degree to which those goals have been met in a year.

### Hope for the Diocese Of California, and the Enduring Courage of the People for the Mission of God

**I believe in you, diocese of California.**

**I am asking you most of all to hope and to believe. Hope in the Word made flesh, Who remains with us, and calls us to a new future. Believe in your diocese as a place of greatest possibility, a place where God can call a beloved community into being.**

A quote from Nikos Kazantzakis, from the *Ascetic Exercises*, describes well the movement of renewal -- “Every person has a particular circle of things, of trees, of animals, of people, of ideas – and the aim is to save that circle. No one else can do that. And if one doesn’t save, one cannot be saved ....The value of this transient world is immense and immeasurable: it is from this world that God hangs on in order to reach us; it is in this world that God is nurtured and increased....

Where you are seated at this moment, you are in the particular circle of things, of trees, of animals, of people, of ideas of which Kazantzakis writes. But the circle as we see it here in this room, or in the supporting walls of our churches is incomplete, a dotted arc extends invisibly from where we are out into the wider world. And the circle that extends outwards from you is distinct from the one of the person sitting next to you, or from me. You alone can complete that circle.

I used to go early on Friday mornings to share Eucharist with the Franciscan sisters living on Cesar Chavez here in San Francisco. Several other folks would make up the group that gathered with the sisters, arriving by foot, bicycle, and car, taking their places in the small, intimate, and wholly beautiful space that is the sisters’ chapel. The practice of the sisters in sharing the bread and wine was for us all to stand around the Holy Table and for each person to pass the bread and wine to his or her neighbor, and on around the circle. It came to me one Friday that the words of administration, “This is my Body...This is my Blood,” take on a fullness of meaning as the circle of communicants is completed. But not even completed then, is it, only completing. Completing, Christ incarnating further into our world as I reach out beyond the circle of those able to gather at the table and fill in the circle that only I can fill in. Christ incarnating in thousands of circles of being, circles of loving. This is one way to envision the renewal of the Church.

I was thinking about a story of Jesus—a story you know and love. It is a story of Jesus meeting a woman at a well. His disciples were absent. He was alone. A magic conversation took place, filled with humor, truth and profundity, wonder and mystery. It could have ended with the Samaritan woman and Jesus joining hands and dancing around the well, sort of like the Christian church in Europe and the United States—celebrating its own joy and wonderful life together. Instead, the woman went to her village, to the circle of her life, and told them the story of her meeting with Jesus. The villagers were not in the circle of the disciples; they didn't know them, and they were off scene elsewhere. Only the Samaritan woman could complete the circle of her life. Only she could tell that story, the story of her meeting with Jesus.

My friends, stretch out your hands, at home, at work, at school, in your cycling, hiking, knitting, yoga groups—maybe all of the above at the same time. There lies the completion of your circles. They are waiting to hear your story—the story of our meeting with Jesus.

By God's grace, may we hear the call for renewal that God issues at this moment in this time for us, for the Diocese of California to become the place: the beloved community.

### **WELCOME OF BISHOP HOLMERUD**

The President welcomed Bishop Mark W. Holmerud of the Sierra Pacific Synod of the Evangelical Lutheran Church in America (ELCA) as a colleague, friend and distinguished guest of the Convention. Bishop Holmerud addressed the Convention and invited him to address the Convention. Bishop Holmerud expressed his appreciation of Bishop Marc as a colleague and his confidence that the Episcopal Church and ELCA are “committed to finding ways to create and deepen relationships in all levels of our live together, and that the Spirit will work through us.”

### **WELCOME OF NEW CLERGY**

The President then welcomed new clergy who were ordained or transferred to the Diocese of California during the past year. He invited them to come forward as their names were read and their pictures were displayed. Transfer of canonical residence: Horace Griffin and WonJae Hur. Received from the Church of England: Mathew Woodward. Ordained to the Priesthood: Sylvia Miller-Mutia, Darren Miner, Michael Lemaire, Thomas Jackson, Molly Haws, P Joshua Griffin and Ricardo Avila. Received as a priest: J. Cameron Ayers. Ordained to the Diaconate: John Trubina, Patricia Pearson and Justin Cannon. Bishop Marc also recognized clergy who had been called to new positions within the Diocese of California: John Kirkley, Kathy Crary, Whitney Roberson, Will Scott, Vanessa Glass, Robert Weldy, Beth Sherman, Bertie Pearson, Robert Gieselmann, Deborah Hawkins, Alan Gates, Salying Wong, Krista Fregoso, Sister Lynne Sharpe and Kurt Levensaler.

### **REPORT OF THE COMMITTEE ON CREDENTIALS**

The President recognized the Secretary of the Convention, Mr. David Frangquist, who gave the report of the Committee on Credentials.

Mr. Frangquist reported that a quorum was present. He stated that 59 churches were represented by clergy, and 66 churches were represented by lay delegates. He was also pleased to report that all congregations had filed their delegate certificates on time.

### **SECRETARY'S APPOINTMENTS**

Mr. Frangquist appointed the following Assistant Secretaries:

- Ms. Salying Wong, Chair of the Committee on Dispatch of Business;
- Ms. Mary Louise Gotthold, Registrar of Convention;
- The Rev. Hailey McKeefry Delmas, Chair of the Committee on Elections;
- Mr. Kenneth Letsch, Time Keeper.

### **BISHOP'S APPOINTMENTS**

The Bishop appointed Mr. Christopher Hayes to serve another year as Chancellor, and Mr. Sandy Boone to serve as Vice Chancellor.

### **COMMITTEE ON DISPATCH OF BUSINESS**

The Rev. Salying Wong, Chair of the Committee on Dispatch of Business, reported on various measures taken by the committee to expedite the work of the Convention, including the use of a "traffic light" system connected to a timer. Green means "go," yellow means less than one minute left, red means "stop." Speakers will be permitted to finish the current sentence or thought when the light turns red, but after that the microphone will be turned off.

Ms. Wong announced that the printed agenda was incorrect and that the break scheduled for 2:50 PM would be 20 minutes long rather than 40 minutes, and all times after that would be 20 minutes earlier than printed.

Ms. Wong then moved, on behalf of the Committee on Dispatch of Business, a single motion to adopt the Convention Agenda as printed on page G1 of the Convention Booklet (as modified), to adopt the Special Orders proposed by the Committee on Dispatch of Business as printed on pages G11 and G12, and to confirm the Bishop's appointments as listed on page G2. Hearing no objections to the motion, the President declared it approved.

There were no amendments to the Rules of Order.

### **REPORT OF THE COMMITTEE ON RESOLUTIONS**

The President called on Mr. Jay Luther to give the report of the Committee on Resolutions. On behalf of the committee, Mr. Luther filed three resolutions with the Convention: (1) "Boycott and Divestment from Israeli Settlements," (2) "Camus Ministries," and (3) "Transparency in Bishop Consents." He announced that there would be an opportunity to discuss the resolutions in breakout groups. The President announced that the resolutions would be considered at the times listed in the agenda.

The Rev. Kitty Lehman, St. Bede's Menlo Park, moved that the convention consider a fourth resolution, "Disapproval of Proposed Anglican Covenant."

The President stated that the rules require a two-thirds majority to consider the resolution. The motion to consider was approved on a voice vote. The President referred the resolution to the Committee on Resolutions and stated that it would be considered in the afternoon.

## **REPORT OF THE COMMITTEE ON NOMINATIONS**

The President called upon The Rev. Mauricio Wilson and The Rev. rob Keim, Co-Chairs of the Committee on Nominations, to give their report. Since the method of electing the committee was changed by the 161<sup>st</sup> Convention, they gave a brief report on the organization of the new committee.

The committee nominated the following people:

Standing Committee:

Clergy: Richard Helmer  
Jude Hill, SSF  
Mark Stanger

Lay: AnnaMarie Hoos  
Bruno Peguese  
Greer Ryall  
Mary Vargas

Executive Council: Debra Low-Skinner (clergy)  
Christine McSpadden (clergy)  
Sylvia Vasquez (clergy)  
Leslie Watson (lay)

Secretary of Convention: David Frangquist

Treasurer of the Diocese: Robert McCaskill

There were no nominations from the floor.

There being only one nominee for the required lay seat in Executive Council, one nominee for Secretary, and one nominee for Treasurer, the President ordered the Secretary to cast a unanimous ballot for those offices.

## **THE FIRST BALLOT**

The President called on The Rev. Hailey McKeefry Delmas, Chair of the Committee on Elections, to provide instructions for the first ballot. Following the instructions, the President declared the Convention to be in recess until 11:00, during which time members would vote and then move to breakout groups to discuss the resolutions.

(Recess)



The President called the convention back to order at 11:15. The Convention resumed with singing and prayer.

## **REPORT OF THE COMMITTEE ON THE BISHOP'S ADDRESS**

The President called on Ms. Deborah White, Chair of the Committee on the Bishop's Address, to present their report. On behalf of the committee, Ms. White moved the following resolution:

### **Response to Bishop's Address**

*Resolved*, That the 162<sup>nd</sup> Convention of the Diocese of California gratefully accepts the invitation of our Bishop to answer the call of God by committing ourselves to the renewal, vitality and growth of our diocese;

*Resolved*, That we will partner with God by living into the Beloved Community, believing in our diocese as a place of greatest possibility, grounding ourselves in hope and prayer, striving to learn, and embracing the power of our own faith stories; and

*Resolved*, That, recommitting ourselves to the mission of Jesus Christ, we pledge to serve, work with and learn from one another with joy, taking our place in the ever-expanding circles of Christ's incarnation and love.

Adopted unanimously on a voice vote.

## **REPORT ON ANTI-RACISM ACTIVITIES**

The President then called on The Rev. Mary Chan to present the report of the Anti-Racism Commission. Her remarks follow:

When I was assigned to share the report of the Anti-Racism Commission, in order to understand this committee, they sent me an email to talk about the topic, "How God is transforming the diocese through the ministry of anti-racism training.

Three years ago, when I was in my ordination process, after fulfilling all the courses, I was asked to take the anti-racism training as part of my requirement to be ordained. I could not see any racism going on in this place. Where can I take this course? What is it all about? Is it about reconciliation? Redemption? Is it the creation of the Beloved Community? I thought maybe this training will help me see the type of spirit and love that can transform opponents into friends. Maybe this training will be about miracles in the hearts of people.

The design is based in the belief that we will be making transformative anti-racism work an ongoing priority for our lives because we are living in a racist world. It is not enough to attend a one-time training. To continue to do this training is important or encouraged for all leaders, lay and ordained, in the Episcopal Church.

What have we been doing in 2010 and 2011? There are different models of anti-racism training: The first one is the traditional model, in which we have two-day events, usually falling on a Friday and Saturday. The second one repeats anti-racism training in a five-week small group curriculum based on the life cycle model. You can utilize this material any time in the year in a small group form.

To answer the question, “How is God Transforming the diocese through anti-racism training: we are continuing to offer all the values of the training throughout the whole year, make it accessible, and allow for broad participation. It is highly recommended for lay and other leaders for whom [the traditional format] is impossible or impractical.

## **ACTION ON RESOLUTION #1 – BOYCOTT OF AND DISINVESTMENT FROM ISRAELI SETTLEMENTS**

The following resolution was placed before the convention by the Committee on Resolutions:

*Resolved*, That the 162<sup>nd</sup> Convention of the Diocese of California urges Episcopalians of the Diocese of California to divest from all companies that enable the Israeli occupation of the West Bank and East Jerusalem and to boycott all products manufactured in Israeli settlements in the West Bank or East Jerusalem;

*Resolved*, That this convention urges Episcopalians of the Diocese of California, especially those who are members of the CalPERS, CalSTRS, and TIAA-CREF retirement systems, to support the ongoing grassroots efforts to get those organizations similarly to divest from companies that enable said occupation.

A delegate from All Soul’s moved to amend the resolution by inserting the following resolved clause at the beginning of the resolution:

*Resolved*, that the 162<sup>nd</sup> Convention of the Diocese of California recognizes the rights of the people of Israel and the people of Palestine to self-determination, to statehood, and to live safely and securely within defensible borders.

The vote was taken by a show of hands. The amendment passed.

A motion to table the resolution failed on a voice vote.

The vote on the resolution was taken by a show of hands. The resolution failed on a vote of 148 ayes and 171 nos.

## **REPORT OF THE EXECUTIVE COUNCIL**

The President called upon Ms. Roulhac Austin, chair of the Executive Council, to give her report.

I’ll begin with my favorite prophet, Ezekiel; he’s important to Executive Council this year. You’ll remember he dreamed about the dry bones being fully restored to life. In fact, God raised those bones into a whole army. Anyway, Ezekiel is also the prophet who tried to warn the complacent Israelites of impending doom: their exile 37 year into Babylon. Half the people denied there was a problem and the other half were paralyzed with fear and couldn’t see beyond the doom. None of the Israelites could or would listen. Back to Ezekiel in a second.

Executive Council has been diligent in its work this year, as we have in the past. We’ve worked hard to examine and understand our program priorities and closely monitored the budget. We won’t have a deficit and, in fact, we’ll have a small surplus. In years past, we’ve reported to you saying “we’ve done our work, see you at the next convention.” This is not the message this year, friends.

Lurking always in the background are the statistics. We are not 50,000 members as we told the Bishop when we called him in 2006; we're not 25,000. We are down to 8,500 Episcopalians on an average Sunday. We've been in steady decline for 15 years, losing 21 Episcopalians every single month for 15 years. Think about that for a second.. We all "knew it" on some level, but there just wasn't the urgency in the pews do anything about it. In my own parish, I can think of a dozen people who've left in as many months. We don't know why they left or where they went. Nobody seems to care!

Through an act of grace, Ezekiel's warning got through this time and pushed us to a tipping point: Lay people "get it" that we have to step up and do our part to stop this decline and grow our church. Executive Council is facilitating a largely lay driven effort to collaborate and grow horizontally, in the pews. This is new work to reshape our minds to want to change. Bishop Marc and his capable staff, our clergy and each one of us lay people have a vital role to play, if we're willing. People in the pews, we need to change our hearts, how we relate, how we welcome, whom we welcome. And we'll do it with the Bible, with prayer, with the Holy Spirit. Jesus is walking with us.

Since September, we've created a website [churchgrowthprogram.com](http://churchgrowthprogram.com), where we can share insights and seek encouragement and resources for growing our congregations.

Our Membership Growth team, led by Executive Council member and entrepreneur Gary Hunt, is developing the infrastructure for sharing our ministries that work. This team has already hosted 3 successful strategy events and another is scheduled next weekend. We will launch our own social network beginning in November and web-based programming begins in December with the DioHouse webinar.

The Revenue Growth team, led by another Executive Council member, the Rev. Dana Corsello, looks at paying for our passions. What are the best practices for raising money? How technology can enhance ministry. This team kicks off in November with a round table discussion between professional fundraisers on what they've learned in the field.

This sounds like a lot of work and it is. I'm Episcopalian too so I know our tradition of being great thinkers, but I'm pretty sure we don't think of ourselves as natural born evangelists. I feel safe to say we don't particularly seek out change; we're pretty comfortable with the way we've always done things.

But we can't not do this. We must face our discomfort and get moving. We will try new ideas, and we will share in each other's successes. We will try something else, and we will make mistakes, but we will forgive each other. Ezekiel won't let us off the hook and the Holy Spirit will give us the strength and courage to do this.

What do we ask of you? Be a part of and embrace sharing your passion for our faith! Here's how to start.

Take a church growth program card from your table so you'll know where to go on the web to opt-in and participate. During lunch, stop by the [Churchgrwothprogram.com](http://Churchgrwothprogram.com) table in the plaza and give us your email so we can keep you informed as new ideas bubble up and transform into action.

But let me remind you: this is all voluntary. You have to opt in. Hopefully, you're thinking to yourself right now, "How could I not?"

## **REPORT OF THE STANDING COMMITTEE**

The President called upon The Rev. David Ota, President of Standing Committee for his report.

It's an honor because we are elected by Convention. You entrust us by that. You can read my report for the details of our ministry this past year.

We have done our best to listen to each other, to the Bishop, and to the Spirit. And that is the first point I want to make: The Standing Committee wants to listen to the members of the diocese. The Standing Committee is able to serve when it understands the hopes and aspirations as well as the concerns of the members of the diocese. The second point is absolutely important. Because a Standing Committee, as a bishop's council of advice, has a privilege to be in conversation with the Bishop each month, it gives us the privileged opportunity to share directly with him those hopes, those aspirations, and those concerns.

As in any relationship where true communication occurs, there needs to be mutuality. Mutuality is based on trust. Perhaps our greatest achievement that enabled us to accomplish so much this year has been to rebuild the trust. I want to report that the Standing Committee is working collaboratively with the Bishop, his staff, and members of the diocese, especially Executive Council, the Subcommittee on the Bishop's Compensation and Housing, the Committee on Governance, and the Task Force on Diocesan Institutions. I want to thank Bishop Andrus for helping rebuild the trust.

The Standing Committee has listened to the Bishop regarding his concerns about the health of the diocese. We support his efforts to rebuild the vitality of the diocese by rebuilding the vitality of our congregations. We have advised him to communicate his intentions more widely, to adopt a more collaborative approach of working with others, and to be aware of the need for process.

Finally, as outgoing President of the Standing Committee I'm very happy that this day has come. I ask for your help in rebuilding the mutual trust on which our diocesan life is based. Listen to each other. Do not be afraid to share your hopes and concerns with the Standing Committee, the leadership in general, our Bishop, and with each other. When doing so, give one another the benefit of the doubt before jumping to conclusions. Let the spirit of God's love for you flow through your lives, the congregations, and this diocese. When you are able, offer your passion, your service, thanksgiving, and love to the glory of God the Savior.

## **REPORT OF THE DEANERY COORDINATING COMMITTEE**

The President announced that there was a new committee this year, The Deanery Coordinating Committee, and that he had appointed Melissa Ridlon to be its chair. He then called upon The Rev. Sue Thompson, a member of the committee, to give its report:

Our report is also in print, so I am offering your reflection based on public narrative perspective.

My work as a leader began long before I was elected president of the Peninsula deanery in 1989. I was a teacher working with 25 learning-disabled people and behavior-disordered students at an open campus high school in Atlanta, Georgia. I was attending a budget hearing for the coming school year.

The county's board of education sat up front on the dais in leather-covered executive chairs behind a table of dark wood, a microphone in front of each man. It looked like city council meetings we see on the news. The public had been invited to offer comments on the budget and the room was packed.

A well intentioned and rather earnest young mom made her way to the microphone and asked the following question: "In working through this proposed budget, I notice a lot of middle level management positions. Perhaps if you reduce the number of these positions, you would have more money to pay teachers and provide classroom supplies."

I remember the superintendent's response like it was yesterday. "Ma'am, those middle level management positions are held by career men. Teachers are temporary personnel." There was a gasp in the room. I submitted my resignation the next day.

That was one of the first times in my life that I acted like a leader, one of the first times I did what I felt was right, despite what others thought about my decision. Rather than continuing to do work for a system that routinely diminished my best effort and discounted my role as a teacher, I resigned from the system and found other ways to educate and support those special students.

When and where did you first step into leadership? What empowered you to step forward and claim your gifts and skills as a leader? Before you begin to claim otherwise, you are a leader. We are all leaders. We are here making decisions about the direction of this diocese, about its policies and programs and fundamental structure. Before the day is over, you will elect diocesan leaders and determine next year's budget. That is the work of leaders.

Effective leaders communicate with other leaders and with those they are leading. They share ideas, concerns, and successes. Effective leaders offer their best work to the groups so that the final product is better and stronger and more effective than the sum of all its parts. Leaders don't worry as much about credit as collaboration.

We established the DCC last Convention, and the [Deanery] presidents and vice presidents have worked together to share each other's experience, wisdom, and frustration. My invitation to you as leaders is to take an opportunity, wherever you can, to offer your gifts of leadership, and empower the other leaders in your deanery.

### **MARGARET WOSSER AWARD**

The Rev. Richard Schaper, Director of Planned Giving, announced that this year's award for the most progress in gift planning goes to The Bishop's Ranch. He noted that The Bishop's Ranch inaugurated its legacy circle in July with 44 members.

At 12:40 p.m. the President declared the Convention to be in recess for lunch until 1:30 p.m.

(Recess)

The President called the Convention back to order at 1:30 p.m. The afternoon began with singing and a reading from St. Luke's Gospel.

## **ACTION ON RESOLUTION #2 – CAMPUS MINISTRIES**

The following resolution was placed before the convention by the Committee on Resolutions:

*Resolved*, that the Discipleship Ministries Working Group be authorized to participate in the creation of a joint commission with the Episcopal chaplaincies and their ecumenical partners to grow and sustain campus ministry throughout the diocese;

*Resolved*, that the commission coordinate with diocesan officers for development and fundraising through the oversight of the Discipleship Ministries Working Group to incorporate already existing and new fund-raising events and programs and to have a viable means of long term sustainability;

*Resolved*, that the Episcopalian component of the commission be made up of at least the president/chair or a designated representative thereof from each Episcopal campus ministry group within the Diocese of California plus any others appointed by the Bishop or Executive Council.

The resolution passed on a voice vote.

## **RESULTS OF THE FIRST BALLOT**

The President called on the Secretary to read the results of the first ballot.

On the first ballot there were 115 votes in the clergy order, 58 needed to elect. There were 214 votes in the lay order, 108 needed to elect. On the first ballot an election requires a majority in both orders.

For the clergy member of the **Standing Committee**, there was no election. The results were: Richard Helmer, 47 clergy, 103 lay; Jude Hill, 34 clergy, 42 lay; Mark Stanger, 33 clergy, 54 lay.

For the lay members of the **Standing Committee**, Mary Vargas was elected with 63 clergy and 121 lay votes. There was no election for the second seat. The results were: AnnaMarie Hoos, 51 clergy, 92 lay; Bruno Peguese, 46 clergy, 71 lay; Greer Ryall, 31 clergy, 66 lay.

For **Executive Council**, there was no election. The results were: Debra Low-Skinner, 30 clergy, 81 lay; Christine McSpadden, 40 clergy, 51 lay; Sylvia Vasquez, 59 clergy, 79 lay.

## **THE SECOND BALLOT**

The Secretary instructed members to vote for three offices on the second ballot, Standing Committee in both orders and Executive Council, and to vote for only one person for each office.

Members were given a few minutes to mark their ballots and pass them to the tellers.

## **COMPANION DIOCESE**

The President called on the Rev. Sam Leite to report on the work with the companion diocese of Curitiba:

This afternoon I was invited to come here and be with you for sharing experience about companionship in California. We know we have had a relationship for four years. There's still a lot to learn from each other. Today I would like to share with you that two weeks ago I went to visit one of the Episcopal dioceses in Massachusetts because I received an invitation to a Brazilian festival. The date was October 12, a national holiday, the day when we celebrate Children's Day. In Massachusetts, the little town of Framingham has a large number of Brazilians. They made a decision to invest in a project for Brazilian descendants to want to learn Portuguese. They created classes for children between five and fourteen years old. It's a brand new project. The church didn't expect many people to come because that building was always closed and was in a fight by the Brazilians for the church of Americans.

Guess how many people they had for the first class. 120.

That was the first class the first week. For the festival the following weekend, they had the same doubts and fears. They had 500 people come to church. It was a pleasant surprise—kind of too much.

People left the festival asking members of the church to do another one next year. The person in charge, the deacon, said "Come, and let's do it together." They do believe if they keep doing it, the number will grow.

Now back to us. I left Massachusetts so inspired. I want to share the story of others. I always think the relationship between companion dioceses is a great opportunity to walk forward. It's a challenge for all of us. There are so many opportunities to grow as companion dioceses. Today I want to challenge you to see this relationship as a date.

I believe everybody here felt involved at least once. What happens when you fall in love? You want to enter the universe of the other person. You want to know about her or him. You want to know about his or her daily life. You want to know the name of the cologne. What are the things that make the other person happy? Soon you find yourself changed. The other person will also be different because of the presence and love.

Today I want to ask you, what do you know about the object of our affection? What do you know about the Diocese of Curitiba? If you don't know much, don't wait to find possibilities to support each other, to work together to transform the earth and grow together. Come and visit us upstairs, at the companionship table, and learn how we can work together.

## **LATINO/LATINA MINISTRIES**

The President called on the Rev. Javier Torres to report on Latino/Latina ministries. Fr. Torres spoke through an interpreter.

It is a crucial time in the world, and we are shaken by a wave of anxiety and unrest every time we open our newspapers. Yet we continue to strive to give all our energy to creative action, which in this case means evangelism. God is the one who is most present and decisive in everything we do in our lives. And because of that, we need to take into account practical efforts to find new ways towards evangelism and church vitality. For example, in our case every Saturday morning we have the opportunity to share sandwiches and coffee and water and soda with 100 day laborers gathering in Richmond and Berkeley. We do this because it gives us a chance to share the good news of church and gospel.

It is important that you know how difficult the situation is facing Latino families: deportation, separation from family, racism. Nevertheless, in that context, the Episcopal Church continues to grow in vitality within the Latino community. That invites us to pay greater attention to our service to Latinos. The Latino population in the United States has very special ways of relating to God, to express faith and spirituality, which must be respected as a gift from God. We have much to learn from the rest of you, and we also have much to offer.

In May of this year, the Latino Commission convened a planning retreat in Easton Hall at Berkeley attended by 20 people from different parts of the diocese, including clergy and laity, English and Spanish speakers. The theme of the meeting was taken from the Gospel of Luke: “Weren’t our hearts burning when we walked along the road.” The reflection and debate on this were rooted in the Latin American context and divided in four parts: evangelism, Christian education, administration and stewardship, and collaborative leadership. Our life together is an open project—incomplete—and we continue working on it every day.

The church evangelizes everywhere, all the time, never interrupting the path. Every day the church celebrates Eucharistic mystery, administers sacraments, proclaims word of life and word of God, committing itself to promoting justice and charity. This is how each person finds their path in life. The gospel is for everyone, not a particular group, so it is imperative to seek new ways of evangelism as a diocese. Investing in Latino ministry is essential to our success together.

Because images speak a thousand words, I would like to share with you a short video. [A video was shown.]

## **REPORT OF THE COMMITTEE ON CANONS**

The President called on the Rev. Sylvia Vasquez, a member of the Committee on Canons, to give their report.

The committee proposed that Canon 9.01(c) be amended to read as follows:

(c) Alameda: The Cities of Richmond and El Cerrito and all that part of Contra Costa County north and west of a straight line drawn from west of Crockett and Port Costa to the most easterly point of the city limits of the City of Richmond; all of Alameda County except that part included in the Deanery of Southern Alameda.

The committee reported that the effect of the amendment is to shift the boundary between the Alameda and Contra Costa deaneries and the amendment was proposed by the two deaneries jointly.

The amendment was adopted on a voice vote.

The committee proposed amendments to Canon 5.03(d), Canon 8.02(d), and Canon 16.01(d) to read as follows:

5.03(d) The Secretary shall cause minutes of the proceedings to be prepared, and, after they have been approved, recorded in written form, and shall preserve the journals and records, attest the public acts of Convention, and deliver to the incoming Secretary all books and papers relating to the Convention.



8.02(d) Regular and Executive Sessions; Minutes. The Executive Council may in its discretion meet in executive session for discussion of particular subjects, but shall take all decisions in regular session. It shall cause minutes of its proceedings to be prepared reflecting all decisions taken and, where deemed relevant and appropriate by the Executive Council, the related discussions. After they have been approved, the minutes shall be recorded in written form, and shall be open to inspection at any reasonable time by the Bishop, any member of the Executive Council or the Standing Committee, and any member of the Convention for a purpose reasonably related to such person's interest as a member of the Convention.

16.01(d) The Standing Committee may in its discretion meet in executive session for discussion of particular subjects, but shall take all decisions in regular session. It shall cause minutes of its proceedings to be prepared reflecting all decisions taken and, where deemed relevant and appropriate by the Standing Committee, the related discussions. After they have been approved, the minutes shall be recorded in written form, and shall be open to inspection at any reasonable time by the Bishop, any member of the Standing Committee or the Executive Council, and any member of the Convention for a purpose reasonably related to such person's interest as a member of the Convention.

The amendments were adopted on a voice vote.

## **CONSTITUTIONAL AMENDMENTS PROPOSED BY THE GENERAL CONVENTION**

The Secretary then read three proposed amendments to the Constitution of The Episcopal Church as required by the General Convention. The proposed amendments were to Article I, Section 4, changing the name of the Convocation of Episcopal Churches in Europe; Article II, Section 2, changing the process for consents to the election of bishops; and Article VIII, concerning the officiating of clergy from other denominations in communion with the Episcopal Church.

No other action was required by the 162<sup>nd</sup> Convention.

## **MUSIC PROGRAM IN HAITI**

The President then called on Mr. Matthew Burt to report on the effort by the Diocese of California to support the rebuilding of the music school of the Diocese of Haiti, which was destroyed by the earthquake. A video was shown, followed by Mr. Burt's remarks.

That was the director of the Holy Trinity School in Port O Prince, Haiti. You may recognize him from one of the seven performances of the school in our diocese this month. This video, which can be seen in the Chapter Room today is the trailer for a documentary by film maker Al Brown chronicling music education before and after last year's earthquake that destroyed both the school and concert hall. In spite of the enormous challenges that the children face, they brought us joy during their tour. This was a collaborative effort. Nearly 100 families hosted children and chaperones.

There were six wonderful concerts. The choir sang at an extraordinary Eucharist, and one member of that congregation told me, "To witness these young people who had lost home and school in the earthquake continue to achieve musical excellence brought me to tears." I

personally was overjoyed to see the faces of the teachers in St. Matthews as hundreds of students danced around the pews of the church.

What a gift these young visitors brought us in transforming our own children's experience of church and school through music. We offered them a place to sing and stay, but they have in return offered us more.

Through advance gifts and collections, we raised of \$60,000, well above our expenses.

We have received numerous requests for them to return, and we hope they will, perhaps as soon as the fall. We expect that we will play a key role in raising funds for the film and the larger effort to rebuild the music school. The \$15,000 you contributed in the 2012 budget will help make that possible.

## **REPORT FROM EPISCOPAL YOUTH**

The President then introduced Ms. Hannah Foote to give her perspective on the work of youth in the diocese.

My name is Hanna Foote. I'm a senior in high school, a member of Christ Church, Alameda.

I would like to share with you how youth ministry in The Diocese of California has shaped and molded me into the girl I am today. Participating in youth events has strengthened my faith and called me to lead as well as find unity with youth in the bay area.

First, I would like to tell you about how the many youth ministry events I've participated in have shaped me. My Diocesan journey began at the age of three. Four years later, I attended camp for the first time. The rest is history. I owe much to St. Dorothy's and the Bishop's Ranch as a steppingstone to many other youth ministry events. I've been a camper, and counselor at the Bishop's Ranch. I love them both dearly. Each camp holds an important place in my heart. Adding to my spiritual development, camp more than anything strengthens my faith. It gives me all I need to live out my life as an Episcopalian teen.

And Happening—I will be rector this year, which I'm excited about. Happening is a youth-run retreat for high school age youth. It's amazing.

Each of these events has different formats. The message is the same: call to God's table. It pulls people to leadership, but establishes a sense of unity through youth ministry. I've made best friends forever. I've created roots and bonds that will last a lifetime. The call to God's table is more than relationships. I plan to share these memories well into the rest of my life. The call to God's table is a call to experience, learn, and give back. Youth ministry taught me to be a Christian and how to give back my experiences. I want to thank you for your endless support of youth events. I'm grateful. I hope you will do even more. Youth events need to be strengthened and prioritized, letting other youth know the impact it has on the high school experience.

## **COURTESY RESOLUTION – ST. DOROTHY'S REST**

The President then recognized the Secretary, who moved the following resolution honoring St. Dorothy's Rest:

**Whereas, St. Dorothy's** is the oldest Camp in California, having been founded in 1901 by Nellie O. Lincoln and the Rev. James Otis Lincoln in memory of their eight-year-old daughter Dorothy Pitkin Lincoln; and

**Whereas,** St. Dorothy's has a long and distinguished history of service to critically ill children from the Bay Area; and

**Whereas,** St. Dorothy's currently partners with Lucile Packard Children's Hospital, California Pacific Medical Center and Children's Cancer Community to provide summer camp for children who are oncology patients and organ transplant patients at no charge to their families; and

**Whereas,** St. Dorothy's served 377 children in its 110<sup>th</sup> summer camp season, representing over fifty parishes in the Diocese of California; and

**Whereas,** St. Dorothy's serves over two thousand guests each year in its year-round retreat ministry, including many different diocesan groups and multi-denominational gatherings; and

**Whereas,** St. Dorothy's is celebrating its 110<sup>th</sup> anniversary of ministry in the name of the Great Healer, Jesus Christ; therefore be it

**Resolved,** That this 162<sup>nd</sup> Convention of The Diocese of California gives thanks and praise to God for **St. Dorothy's** and all its ministries; and be it further

**Resolved,** That this Convention calls upon God to bless St. Dorothy's with renewed and expanded resources and to prosper its work of healing, hospitality and rest.

Adopted unanimously.

#### **COURTESY RESOLUTION – KITTY LEHMAN**

The Secretary then moved the following resolution, offered by the Rev. David Ota, honoring the Rev. Katherine Lehman:

**Whereas, the Rev. Katherine “Kitty” Lehman** has announced her retirement as Rector of St. Bede’s Episcopal Church, Menlo Park, effective February 29, 2012; and

**Whereas,** she has served her entire ordained ministry in the Diocese of California with the people of St. Stephen’s, Orinda, St. Stephen’s, Belvedere, and St. Bede’s, Menlo Park; and

**Whereas,** she has been one of the pioneer women rectors in our diocese; and

**Whereas,** she has served the Diocese of California in numerous capacities: as a Member and President of the Standing Committee, as Deputy to General Convention and Co-Chair of the deputation for fifteen years, and as Co-Chair of the Marriage and Blessing Task Force; and

**Whereas,** she has served the wider church: as Co-Chair of the St. Margaret’s Chair Committee at the Church Divinity School of the Pacific in Berkeley, as a Member of the Credo Institute Board, as a Member of the Council of the College of Preachers at the

National Cathedral, and as a Member of the Advisory Council of the Associated Parishes for Liturgy and Mission; and

*Whereas*, she has added grace, insight and good humor to our diocesan deliberations at Diocesan Convention and at Clergy Conference; therefore be it

*Resolved*, That this 162<sup>nd</sup> Convention of The Diocese of California gives its heartfelt thanks to God for the ministry of **the Rev. Katherine “Kitty” Lehman** among us, and wishes her Godspeed and a joyful and fruitful retirement with her beloved Clay Lehman in the Diocese of West Texas.

Adopted unanimously.

The President then declared the Convention to be in recess until 3:10 p.m.

(Recess)

The President called the Convention back to order at 3:10 p.m. The Convention resumed with singing and a reading from St. Matthew’s Gospel in Cantonese.

## **RESULTS OF THE SECOND BALLOT**

The President called on the Secretary to read the results of the second ballot.

For the clergy member of the **Standing Committee**, Richard Helmer was elected.

For the second lay member of the **Standing Committee**, AnnaMarie Hoos was elected to fill out the unexpired term.

For **Executive Council**, Sylvia Vasquez was elected.

The Secretary announced that the newly-elected members of Standing Committee, along with the continuing members, would meet in the kitchen for their organizing meeting.

## **REPORT OF THE PERSONNEL PRACTICES COMMITTEE**

The President called on The Rev. Bruce O’Neill, Chair of the Personnel Practices Committee, to present their report.

After reporting briefly on increases in expected insurance premiums for the coming year, Rev. O’Neill moved the adoption of the Salary Resolution as contained in Appendix D to these minutes. The Salary Resolution provided for a 2.4% increase in all salaries based on the Consumer Price Index for all urban consumers in San Francisco, Oakland, and San Jose as of June 30, 2011.

The Salary Resolution was approved on a voice vote.

## TREASURER'S REPORT AND PRESENTATION OF THE BUDGET

The President called on Mr. Bob McCaskill, Treasurer of the Diocese, to present his report.

Mr. McCaskill stated that his entire report was presented in writing in the Convention Booklet, including a separate report on the Corporation Sole. [The reports are contained in appendices to these minutes.] He noted that the proposed budget is based on a reduction in the maximum assessment from 20% to 17%, the first such reduction in well over 25 years.

Mr. McCaskill then moved the Assessment Formula as follows:

**Resolved**, That the 2012 assessment formula shall be:

1. 5% assessment on the first \$63,392 of a parish or mission's operating income for 2010 as defined on Line A of the 2010 parochial report
2. 17% assessment on all such income above \$63,392 provided that,
3. No parish or mission shall have an increase over 2011's initial assessment before appeals of more than 50% or \$15,000, whichever is less.

The resolution was adopted on a voice vote.

Mr. McCaskill then moved the adoption of the 2012 budget as contained in the Convention Booklet. [The budget is recorded in Appendix C to these minutes.]

The Budget was adopted on a voice vote.

## COURTESY RESOLUTION – JIM FORSYTH

The Secretary then moved the following resolution, on behalf of the Treasurer and the Finance Committee:

**Whereas**, Mr. James Forsyth has served the Diocese of California professionally for over 17 years, beginning as an outside auditor in 1994; and

**Whereas**, he has served with great distinction as Controller of the Diocese since 1998; and

**Whereas**, his knowledge of the financial affairs of the Diocese is entirely without parallel; and

**Whereas**, his reputation has extended throughout the Episcopal Church through his service on the Board of Directors of the Church Insurance Agency and as a friend and mentor to his colleagues in other Dioceses; and

**Whereas**, he is a faithful and committed Episcopalian, having served as Senior Warden of St. Luke's, San Francisco, and continuing as an active Member and Usher at Grace Cathedral; and

**Whereas**, he has declared his intention to retire within the coming year; therefore be it

**Resolved**, That this 162<sup>nd</sup> Convention of The Diocese of California commends **Mr. James Forsyth** for his long and outstanding service to the Diocese and to Christ's Church; and be it further

*Resolved*, That this Convention beseeches God to continue to bless him in all his endeavors and to grant him many years of good health to pursue his love of travel and hiking.

Adopted unanimously.

### **ACTION ON RESOLUTION #3 - TRANSPARENCY IN BISHOP CONSENTS**

The following resolution was placed before the convention by the Committee on Resolutions. [Language to be deleted is in ~~strikeout~~ type and language to be added is in italics.]

*Resolved*, That the 162<sup>nd</sup> Convention of the Diocese of California submits the following resolution to the 77<sup>th</sup> General Convention in 2012:

*Resolved*, the House of \_\_\_\_\_concurring, That Canon III.11.4(a) is hereby amended to read as follows:

#### **Sec. 4.**

**(a)** If the date of the election of a Bishop occurs more than one hundred and twenty days before the meeting of the General Convention, The Standing Committee of the Diocese for which the Bishop has been elected shall by its President, or by some person or persons specially appointed, immediately send to the Presiding Bishop and to the Standing Committees of the several Dioceses a certificate of the election by the Secretary of Convention of the Diocese, bearing a statement that evidence of the Bishop-elect's having been duly ordered Deacon and Priest as to the Bishop-elect's medical, psychological and psychiatric examination required in Sec. 3(b) of this Canon have been received and that a testimonial signed by a constitutional majority of the Convention must also be delivered in the following form:

**We, whose names are hereunder written, fully sensible of how important it is that the Sacred Order and Office of a Bishop should not be unworthily conferred, and firmly persuaded that it is our duty to bear testimony on this solemn occasion without partiality, do, in the presence of Almighty God, testify that we know of no impediment on account of which the Reverend A.B. ought not to be ordained to that Holy Office. We do, moreover, jointly and severally declare that we believe the Reverend A.B. to have been duly and lawfully elected and to be of such sufficiency in learning, of such soundness in the Faith, and of such godly character as to be able to exercise the Office of a Bishop to the honor of God and the edifying of the Church, and to be a wholesome example to the flock of Christ.**

**(Date)** \_\_\_\_\_ **(Signed)** \_\_\_\_\_

The Presiding Bishop, without delay, shall notify every Bishop of this Church exercising jurisdiction of the Presiding Bishop's receipt of the certificates mentioned in this Section and request a statement of consent or withholding of consent. Each Standing Committee, in not more than one hundred and twenty days after the sending by the electing body of the certificate of the election, shall respond by sending the Standing Committee of the Diocese for which the Bishop is elected either the

testimonial of consent in the form set out in paragraph (b) of this Section or written notice of its refusal to give consent. ~~If a majority of the Standing Committees of all the Dioceses consents to the ordination of the Bishop-elect, the Standing Committee of the Diocese for which the Bishop is elected shall then forward the evidence of the consent, with the other necessary documents described in Sec. 3(a) of this Canon, to the Presiding Bishop.~~ *No later than two days after the final date such responses are due, the Standing Committee of the Diocese for which the Bishop is elected shall forward to the Presiding Bishop all testimonials and written notices received from the various Standing Committees, whether a majority consents or not; and if a majority of the Standing Committees of all the Dioceses consents to the ordination of the Bishop-elect, the Standing Committee shall also forward to the Presiding Bishop the other necessary documents described in Sec. 3(a) of this Canon. No later than thirty days after responses are due, the Presiding Bishop shall make public the action taken by each Bishop and Standing Committee in response to the notification of election. If the Presiding Bishop receives sufficient statements to indicate a majority of those Bishops ~~consents~~ and Standing Committees consent to the ordination, the Presiding Bishop shall, without delay, notify the Standing Committee of the Diocese for which the Bishop is elected and the Bishop-elect of the consent.*

Adopted on a voice vote.

## **DEANERIES IN ACTION**

The President called on Ms. Melissa Ridlon, Chair of the Deanery Coordinating Committee, along with representatives of the deaneries, to recognize programs that reflect deaneries in action.

**Alameda Deanery:** On Ash Wednesday, members of the I-80 ministry team provided ashes to day laborers outside Home Depot and other gathering places. On Good Friday, members of St. John's, St. Paul's, and St. James as well as "Holy Hikes," led an environmental stations of the cross walk around Lake Merritt. Throughout the year, 30 volunteers from St. Augustine's and St. John's participated in Faith Network East Bay, a group of churches and synagogues tutoring youngsters in reading. Last Sunday, in the first Open Cathedral of East Bay service held at Oakland civic center, people from six Alameda and Southern Alameda congregations worshipped with homeless and folks from the Occupy protests, and distrusted almost 60 lunches.

**Contra Costa Deanery:** A deanery grant and fundraising effort helped support a mission trip to Honduras for four congregations. St. John's Clayton hosted anti-racism training and held a showing of "Traces of the Trade" for several congregations and other local churches. St. Michael's and All Angels young adult group, The Grant Street Players, produced four standing-room only performances of Smokey Joe's Café, thanks to a deanery grant.

**Marin Deanery:** Our Saviour Mill Valley and Redeemer San Rafael held a joint youth mission trip to help build a home in New Mexico with deanery support. Volunteers from Redeemer and the Hannah Freedom School opened doors for a second summer for children's literacy in Richmond and Marin City. Their Day of Social Action included a march through Marin City and Sausalito calling attention to education inequality. St. Stephen's hosted their twelfth camp offering a week's of arts education to a diversity of young people from financially struggling areas.

Peninsula Deanery: Set an example and chartered a bus from San Mateo to bring 40 delegates to the Convention and kept at least 20 cars off the road. Peninsula congregations worked with Episcopal Charities to tutor and mentor Latino students in the classrooms of the Redwood City public schools. Peninsula deanery hosted three concerts by the choir from Haiti, and at least six congregations served as hosts for choir members.

San Francisco Deanery: A major focus was global church issues and leadership development. The March convocation included a program on the Anglican Covenant with a study guide and table discussions. The San Francisco Deanery cosponsored a Peace, Justice and Hunger Commission forum on Palestine and Israel in May. San Francisco was proud to be the first to raise up two members of the youth presence at Convention and help plan for their participation and training.

Southern Alameda Deanery: Continued focus on building the community and supporting one another. Again, all congregations joined together for a retreat at the Bishop's Ranch to share ideas, build relationships, and energize ministry. People from the deanery joined in building a house for an underprivileged family in Mexico. True to their belief that it is both working and playing together that they are stronger, the annual deanery "bash in the park" celebrated God in the community with music, prayer, food, and games.

## **STANDING COMMITTEE OFFICERS**

The Secretary announced, on behalf of the Standing Committee, that it had elected its officers for the coming year: Bruce Smith, president; Peggy Greene, vice president; and Richard Helmer, secretary.

## **ACTION ON RESOLUTION #4 - DISAPPROVAL OF THE PROPOSED ANGLICAN COVENANT**

The following resolution, having been approved for consideration by the Convention, was reported by the Committee on Resolutions as being in the proper form and placed before the Convention:

*Resolved*, That the 162nd Convention of the Diocese of California disapproves the proposed Anglican Covenant.

The resolution was adopted on a voice vote.

## **FINAL PRAYER AND ADJOURNMENT**

There being no more business to come before the Convention, the Bishop closed with the Lord's Prayer in the form found in the New Zealand prayer book.

A motion to adjourn was passed unanimously.

The Convention adjourned at 4:07 p.m.

*Submitted by:*

*David A. Frangquist, Secretary of the Convention*



## Asian Commission

The Asian Commission invited members of the Diocese of California to the Asian Ministry Networking Day, at St. Ambrose, Foster City, last November. It was to help identify the needs, hopes, and challenges for our common ministry as we seek to reach out to people of Asian ancestry. Participants were asked to share stories of their positive and challenging experiences of ministry, their hopes for the development of ministry to and with people of Asian ancestry, and what is needed to achieve these hopes. The result of this event was to plan the Asian Commission Consultation in the summer of 2011.

On June 10 and 11, the first Asian Commission Consultation convened 65 participants at Christ Church, Alameda, with the promise to educate, equip, and empower not only individuals from Asian and Asian-American ministries, but also, and especially, those from non-Asian cultures interested in reaching out to the people of Asian ancestry in their communities. Presenting a new model of stewardship for Asian communities, the Rev. Dr. Fred Vergara, Asian American Ministries Officer for the Episcopal Church, gave a plenary calling on the five elements traditional to some Asian cultures: fire, wood, earth, metal and water. This model reflected on common Asian concepts, challenging participants to draw inspiration from within, instead of an imposed Eurocentric model. Workshop leaders gave presentations focusing on particular issues faced by Asians, Asian-American youth, and multi-ethnic congregations. In one workshop, the Rev. David Ota unpacked the differences between “multi-ethnic” and “multi-cultural” congregations while pointing out that each congregation is in itself “a culture.” Other workshops covered urban ministry in the changing neighborhood, multi-generational ministry, youth ministry, and how immigration impacts Asian communities. The event was highlighted with Christian Tai Chi (led by Vergara), fine food, engaging entertainment, and informative field trips to cultural centers and church sites. Attendees commented that they had been educated, equipped and empowered for church ministries within their changing neighborhoods. Because of this, the Asian Commission plans to have similar events in the future.

Our annual activities: the retreat for ethnic vocation and spirituality in multicultural context took place at St. Dorothy’s Rest. This retreat of two days on February 4 – 5, hosted 20 participants. Members of the Asian Commission sent delegates to attend the annual Ethnic Convocation of the Episcopal Asian-American Ministry (EAM), an event of the national church. Last year we had our first successful Asian youth tent camping in June for three days and two nights at Kirby Cove, Marin County. We organized another camping event this year at St. Dorothy’s Rest, Camp Meeker, on June 15 – 17.

The Asian Commission funded seed money to Our Saviour, Oakland, a Chinese congregation, to start a children music group which includes singing and playing music instruments; subsidized Holy Child and St. Martin’s, a Filipino congregation, to organize a children music program; and subsidized Christ Church, Sei Ko Kai, a Japanese congregation, to organize a youth music program. These music programs help the children and youth to expand their horizons from Asian culture to the diversity of surrounding neighborhoods, and to encourage their communication with others through music performance.

## Camp Ministries

- Allocation from Diocesan budget, \$48,000

### Department Overview

The Diocese of California supports two summer programs at diocesan facilities, St. Dorothy's Rest and The Bishop's Ranch, and two at outside facilities, Camp St. Francis and Camp St. Andrew's. There are a total of twelve, weeklong camp sessions and two, two-night sessions.

### Achievements

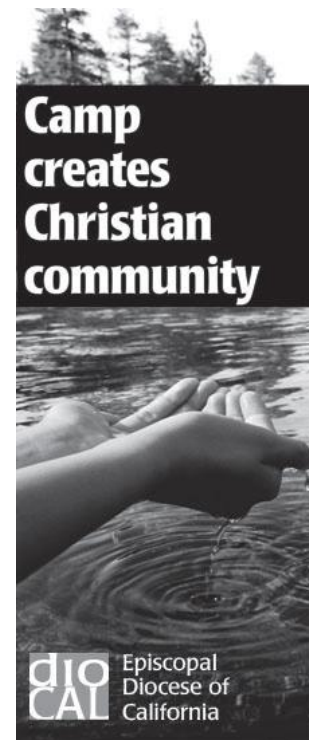
- Coordinated Diocesan Camp Sunday to promote summer camps around the Diocese
- Provided a camp experience to 800 adults, youth and children, representing over 40 parishes
- Provided over \$55,000 in financial aid to make camps available to 254 people who would not otherwise be able to attend

### Hospital Camps at St. Dorothy's

St. Dorothy's Rest provides an important ministry through their Hospital Camps to children living with cancer or organ transplants. This year 68 children were given the opportunity to enjoy camp with peers who have common experiences. Campers are provided this experience at no cost. The Department of Camp Ministries currently does not provide support to this long running ministry. Funding for these camps comes from the St. Dorothy's operating budget and donations.

### Goals

- Increase awareness within the Diocese of the services provided by camps
- Find new ways to reach out to all communities within the Diocese
- Strengthen relationships with other Diocesan departments
- Explore ways to support Hospital Camps



## Campus Ministries

The past year marks a time of expanded activity in our respective campus ministry programs highlighting the lively and creative work being done. Though our campus ministries are located in three specific university settings, SF State, Stanford and UC Berkeley, the make-up and impact of their communities includes and exceeds the campus to which our programs are attached. Additionally, strengthened networking opportunities afforded through creation of single diocesan oversight for young adult, campus and camp ministries points towards further growth of our diocesan outreach to young adults, as they claim mental and spiritual leadership and ownership of the work of the church.

**San Francisco State University:** the Ecumenical House (EcHouse) provides residential housing, creating intentional Christian community for students under the direction of the Rev. Carolyn Talmadge, assisted by the Rev. Deacon Nancy Pennekamp. EcHouse is supported by the Episcopal Church, PCUSA, the UMC and the UCC. Their mission is “to create and facilitate life-changing Christian ministries with students throughout San Francisco.” Though there are six students in residence the mission extends to SFSU, the Academy of Art University and City College of San Francisco. The ministry offers weekly dinner and Bible study, worship and meditation, game night and volunteer service in a local food bank. Each month the ministry prepares food for, and attends worship with, the Open Cathedral ministry, in addition to special events such as urban hiking and social gatherings. On campus they table weekly with outreach to the campus, participating in the veteran student group, pride committee and safe zone committee and coordinating with environmental groups. In the Episcopal Church EcHouse students participate in province VIII and Diocesan young adult and college gatherings.

**Stanford:** The campus ministry to Stanford University is under the direction of the Rev. Greg Schaefer representing the Episcopal and ELCA churches. The mission as stated is to make visible an active Christian presence on campus by providing welcoming Episcopal ministries of sacrament, pastoral care, prayer, liturgy, and nourishment. Each week the group, made up of undergraduate and graduate students, gathers for dinner and conversation. The students from all over the world enjoy a break from study and work and share fellowship and a broad range of perspectives. There is also a mid-week noonday Eucharist at the university chapel. The campus ministry is committed to social justice, hospitality to strangers, connection with other denominations and faith traditions and has

a public presence in the student union and campus square. Students have taken up the struggle against restrictive measures being imposed on the homeless community. On campus students are trained under regulated criteria to offer support and care to one another.

**UC Berkeley:** The campus ministry is a combined Episcopal/ELCA ministry under the direction of the Rev. Jeff Johnson (ELCA) and Mr. Tom Poynor of the Episcopal Church meeting at University Chapel. The working statement of purpose for the chapel is: a Christian community of peace, hope, justice and welcome for all students. The chapel is an open worshipping community sponsored by the Episcopal/Anglican/Lutheran (ELCA) churches. Each week the chapel hosts Taco Thursday, a meal open to anyone followed by a creative and engaging candlelit Night Prayer and Communion. The community is made up of undergrad and graduate students, social justice volunteers, young adults from the community and seminarians. Twice a week the chapel opens “Café Romero”, a space of refuge for engagement with the student body and conversation around action and social justice, with free coffee. There are currently three students working to engage fellow students on campus through public narrative around the issues of the environment, Israel/Palestine, LGBT and immigration reform. Additionally there is an undergraduate artist in residence working on an installation piece for the chapel that explores the intersection of art, faith and justice. Each month the chapel hosts a Theology on Tap discussion at a local beer and pizza place and plans are underway to offer a monthly staff and faculty worship and social hour.

Campus ministry is not an issue of a particular campus, it is a vital concern of the future of the church. Please support our campus ministries with your prayers and financial donations. Though we are reaching out and engaging the future of the church, this future must always be understood as the very real church of the present. All the faithful are to be one in heart and mind sharing all (Acts 4:32). Take time at this convention to meet your campus ministries programs.

## Canon to the Ordinary

Ministering under the bishop's call of shared episcopate, my particular responsibilities in the senior diocesan staff include:

- Congregational transitions and clergy deployment
- Oversight of 20 mission churches and their clergy
- Clergy life and professional development
- Congregational development and church growth
- Church discipline and conflict resolution

I also work closely with the Bishop and other senior staff on the variety of missional, strategic, personnel, financial and administrative issues that form part of the Bishop's ministry in the diocese and beyond. I am also blessed to work with my extraordinarily talented assistant, Denise Obando, whose creative energy and work add immeasurably to the diocese's ministry.

Among the results of our collaboration has been the ongoing work of Area Ministry, California's innovative mission strategy of growth, baptismal ministry, and fresh expressions of the Church. Bringing new vitality to congregations while moving mission outward into our communities, Area Ministry is especially concerned with inviting young adults and other under-represented people of our multicultural communities into the church. This past year, we have continued the Mission Effectiveness Review process, to strengthen our congregational leadership and ministry, evaluate our church properties, and provide positive management information about the state of our mission; increased anti-racism training work; and promoted the mutual ministry review process throughout the diocese.

One of the most rewarding aspects of my ministry continues to be my work with clergy. Through an abiding commitment to being available and accessible, by introducing *Fresh Start* to the Diocese of California, by reforming and opening deployment practices, and by promoting clergy wellness and professional development, I have been an advocate for our priests and deacons amidst the changes and challenges of the 21st century church.

At the same time, I have been a champion of baptismal ministry, with a passion for recruiting, training and deploying lay leaders from the rich diversity of our diocese. I also serve as a coordinator for the *Living Stones* partnership for the ministry of all the baptized. Even though our mission context is one of the least church-going parts of the United States, my service among the clergy, people and congregations of the Diocese of California has convinced me that God is calling the Episcopal Church to creative, transformative ministries among our neighbors, and will prosper our faithfulness and risk-taking for the Gospel. It is a blessing to minister in California.

*The Rev. Canon Michael Barlowe*

## Chancellor

The Chancellor of the Episcopal Diocese of California serves as one of six officers of the Convention, and as an ex officio member of the Executive Council and the Department of Finance. Traditionally the Chancellor also serves as chair of the Committee on Canons and as parliamentarian of the Convention. To many these are the most visible roles of the Chancellor, but other functions occupy most of my time.

The Chancellor principally serves as outside general counsel to the diocese. Under California law, an attorney representing an organization (and particularly one so complex as this diocese) is required to “conform his or her representation to the concept that the client is the organization itself, acting through its highest authorized officer, employee, body, or constituent overseeing the particular engagement.” As such, while appointed by the Bishop, the Chancellor may provide legal advice as required not only to the Bishop (who is usually the highest authorized officer overseeing the Chancellor’s work), but to the Convention itself, the Executive Council, the Standing Committee, the senior Diocesan staff, and other constituents. The Chancellor also provides legal advice and services to mission churches that have no other legal representation, and on occasion to Grace Cathedral, to parishes, and to certain nonparochial church organizations when it does not conflict with the Chancellor’s diocesan role. The Chancellor’s role in advising all church constituents is limited to their official capacities as officers, directors, or employees authorized to act on behalf of the church.

The Chancellor’s work regularly includes legal advice concerning the temporal affairs of the diocese’s two corporate entities, “The Episcopal Church in the Diocese of California” (a nonprofit religious corporation commonly known as the “Diocesan Corporation”) and “The Episcopal Bishop of California, a Corporation Sole” (a special type of nonprofit religious corporation). Both entities exist as authorized by canon law and civil law to manage the diocese’s temporal affairs and to protect all church constituents from personal liability for church affairs. The Chancellor handles real estate

matters throughout the diocese, conducts and coordinates litigation, supervises any other lawyers retained by the diocese or appointed by the diocese’s insurers for particular matters, advises on civil and canon law, reviews and negotiates various contractual relationships, and provides other legal advice as needed.

Work of special note during the past year has included supervising outside counsel defending a lawsuit against the diocese, monitoring third-party litigation that may affect the interests of the church, working in several matters to avoid potential litigation, supervising several real estate transactions, and helping organize training in the new Title IV disciplinary canons.

I am grateful to be able to rely regularly on the efforts and counsel of our longtime Vice Chancellor Sandy Boone. Sandy and I also communicate frequently with chancellors across the Episcopal Church to share the benefit of the insights and the many years of experience of more than 100 lawyers who serve the Episcopal Church as chancellors.

Separately from my work as Chancellor of the diocese, I have served since July 1, 2011 as a member of the Disciplinary Board for Bishops, the church court established under Title IV to consider disciplinary charges against any bishop. The Disciplinary Board for Bishops consists of ten bishops elected by the House of Bishops, along with four lay members and four clergy members elected by the House of Deputies (following initial appointments by the President of the House of Deputies). My initial term expires in 2012, but I have been nominated for election next summer by the House of Deputies to serve a full six-year term through 2018.

*Christopher J. Hayes, Chancellor*

## Commission on Ministry

*The Commission on Ministry [COM] serves the Diocese of California in its canonical role as advisor to the Bishop in promoting the ministry of all the baptized within the diocese, giving particular guidance to those aspiring to be ordained as deacons and priests.*

### **In the past year, the COM has accomplished the following:**

- Revised, published, and implemented the diocesan Guidelines for Those Seeking Holy Orders; and posted Discernment Resources on the diocesan web page.
- Developed and conducted Day of Discovery and Time of Discovery programs for lay and ordained ministry; and held a retreat to develop leadership in the diocese for discernment programs in local parishes and area ministries.
- Interviewed and evaluated aspirants in preparation for the 2011 Vocations Conference.
- Interviewed and evaluated all aspirants, candidates, and ordinands, and made appropriate recommendations to the Bishop and Standing Committee.
- Continued to guide all postulants, candidates, and ordinands by COM liaisons.
- Arranged for required background checks, General Ordination Exams, and psychological testing.
- Organized retreats for ordinands prior to diocesan ordinations.
- Provided a spiritual formation group for those preparing for the priesthood.
- Worked with the Board of Examining Chaplains in providing alternative testing procedures when necessary.
- Reviewed requirements for clinical pastoral education for vocational deacons with Sojourn Chaplaincy at San Francisco General Hospital.

- Started to update Discerning your Call to Ministry and to prepare multicultural sensitivity materials.

### **In this next year, the COM plans to continue all of the above as part of the routine service we offer the diocese. We also hope to:**

- Revise as necessary the new Guidelines, in congruence with the canons of the national Episcopal Church.
- Adapt the Day of Discovery and Time of Discovery programs to create training workshops on the parish, area ministry, and diocesan levels.
- Continue to improve communication and transparency in all our work.

*The members of the COM are honored to serve the Diocese of California by strengthening the ministry of the laity and ordained clergy, in our diocese and throughout the national church. We thank all who assist us in our work, especially:*

The Rt. Rev. Marc H. Andrus, Bishop  
The Rev. Robyn Arnold, Vocations Officer  
Cindy Abbott, Executive Assistant to the Bishop  
The Rev. David Ota, President, Standing Committee  
Sally Mancini, Past Chair, COM  
The Rev. Hailey McKeefry Delmas, Assist. Chair, COM  
Christopher Butler, Liaison of the Standing Committee to the COM

*Respectfully submitted,  
The Rev. Dr. Kenneth L. Schmidt, Chair,  
COM*

## Communications Working Group

The Communications Working Group supports the print, design, and electronic communications needs for the bishop and diocesan staff, and we will be responsible for producing monthly educational webinars to support the Congregational Vitality initiative.

In addition, we set three major goals for 2011:

1. Build a network of congregational communications liaisons;
2. Update [www.diocal.org](http://www.diocal.org) while building a more robust news presence for *Pacific Church News* online; and
3. Take diocesan directories online.

We are pleased to report that the DioCal Communications Network is up and running and currently includes communications liaisons from over 40 congregations and committees/commissions. We are working to include every congregation in the diocese in this network. On September 17, 2011, the DioCal Communicators gathered for a day of learning and networking at St. Mark's, Berkeley. The event's keynoter was *Bay Citizen* and *New York Times* journalist Scott James. These events will take place quarterly and will help communicators learn best practices for traditional and new media. If your congregation is not yet represented in the network, consider recruiting a liaison to help tell your stories of ministry to the greater diocese.

We are currently working with Funicular Media to achieve goals two and three, and we look forward to launching new websites in spring 2012.

In the 2012 Budget before this convention, *Pacific Church News* will no longer receive funding as a print journal. In these economic times, we can no longer continue to pay the high cost of printing. We realize many in our diocese prefer print rather than electronic methods of news delivery. To that end, we will work closely with our congregational liaisons to help deliver content using media appropriate to our many audiences. We will also begin pushing the electronic envelope in 2012, producing the highest quality web content in The Episcopal

Church. For more information on these changes, be sure to check out the winter 2011/2012 issue of *Pacific Church News* when it becomes available in December.

*DioBytes* will continue as our weekly e-newsletter and will grow and improve in 2012. Currently, *DioBytes* has over 1,600 subscribers, and delivers fresh content and announcements of interest to Episcopalians in the Diocese of California.

DioCal's social media strategy is off to a great beginning and we will work closely with our network of liaisons to improve our Twitter and Facebook reach in 2012. Currently, approximately 700 people "Like" the Diocese of California on Facebook and we have close to 300 "Followers" on Twitter (@DioCal).

Please "Like" us, "Follow" us, and subscribe to *DioBytes* ([www.diocal.org/diobytes](http://www.diocal.org/diobytes)). We also hope you will join the DioCal Congregational Communicators Network so the entire diocese can hear the good news from your mission or parish.

*Faithfully submitted,*

*Sean McConnell*  
*Canon for Communications*

*Francesca Pera*  
*Communications Associate*

## Companion Diocese

The Companion Diocese Committee (CDC) continues to develop relationships with our sisters and brothers in the Diocese of Curitiba, Brazil (DAC). In August, Co-chair Amber Sturgess resigned as an active member due to other commitments. With the approval of Bishop Marc, the CDC leadership has been reorganized in to a coordinating committee with the following members: Mary Louise Gotthold, convener; Melissa Ridlon; Michael Tedrick; and Sam Dessordi Leite. The Committee met in person several times while Michael Tedrick, our missionary living in Curitiba, was in California and continues to meet regularly via Skype.

Since there is only one year remaining in our initial five-year formal relationship with DAC, the CDC decided that we now need to evaluate the things we have accomplished and explore with our companions what we can do in 2012 that would be most meaningful to the relationship going forward. A face to face meeting in Curitiba with the CDC coordinating committee and a few representatives of the DAC group will take place October 28–November 8, 2011.

### **We have several projects that are being worked on:**

- The launch of Prayer Partners at this convention;
- Completion of the website
- Seeking out new members for CDC
- Seeking grants
- Organizing a Companion Diocese Sunday

### **We are also hoping to:**

- Develop technology for future meetings
- Initiate companion Parishes

- Arrange young adult visits: DAC—Diocal & Diocal—DAC
- Follow up on the agreements from the Climate Justice Conference
- Share liturgy and music
- Host another shared retreat in daily life

We expect a primary focus of our work together in the coming months and years will be climate justice and challenges facing indigenous, landless, and homeless people in both countries. We also want to continue to find and explore ways to build relationships between groups and individuals in the two dioceses.

Please be sure to visit our table where you can find out about prayer partners, companion congregations, climate and environmental justice issues, and people and churches in Curitiba. You will also be able to buy items made by indigenous people. You should also be sure to visit the photo exhibit about the indigenous and landless people of Curitiba on display at Gallery 1055 in the Diocesan House during the convention.

*CDC Coordinating Committee*



## Deanery Coordinating Committee

At the 160th Convention of the Diocese of California, the Deanery Task Force proposed and the Bishop accepted the establishment of a Deanery Coordinating Council (DCC) made of the presidents and vice presidents of the six deaneries. At the recommendation of the Deanery Task Force, the Bishop appointed Melissa Ridlon as the chair of the DCC for 2011.

While the DCC was charged with meeting at least quarterly, members agreed that bi-monthly meetings were more appropriate during the start-up period.

### **The DCC identified its principle objectives as:**

- Bringing gifts and people together
- Making linkages and sharing, including sharing technology when possible
- Leveraging the power of individual voices on the Diocesan level
- Education and communication
- Bringing congregations together
- Coordinating efforts between and among deaneries
- Preparation for Convention: doing the advance work in deaneries so Convention can be the “summary”
- Collaboration in the political process
- Collaboration in community action/involvement
- Facilitating communications with the diocese, with other deaneries and with congregations

During its first year, the DCC has focused much of its effort in improving preparation for and participation in Convention 161. It worked closely with the Nominating Committee to make sure the nominations process was communicated and supported in the deaneries. It kept track of the Convention preparation time line to assure presentations were made in a timely manner in the deaneries. Members of the DCC participated in meetings of the Committee on the Dispatch of

Business to improve communications about their work with deaneries.

### **As it moves into 2012, important goals of the DCC include:**

- Initiating a formal report from each Deanery on its work in 2011 and goals for 2012 that will be sent to the Bishop and Executive Council in early 2012.
- Hosting a transitional meeting between retiring deanery presidents and vice presidents and incoming presidents and vice presidents for training and discussion of future plans.
- Continuing to raise awareness about deanery ministry and the importance of deanery participation in Diocesan ministry.
- Developing educational/training programs for deanery delegates that can hopefully be used in congregations as well.
- Continuing to support and facilitate planning and preparation for Diocesan Convention.

## Diocesan Institutions Working Group

In 2010, the Rev. David Ota formed the Diocesan Institutions Working Group of the following members: Rev. Paul Burrows, Georgene Keeler, David Gibson, John Cumming, Gary Hunt, Patrick Hall and the Rev. Nina Pickerrell. On 9/9/10, Bishop Marc selected Patrick Hall to chair the D.I. Group.

First, the Group requested from each institution/ chartered organization, a copy of its By Laws and Articles of Incorporation. Second, the Group determined to break into groups of two, and personally interview the Executive Director and/ or staff, asking the following questions:

1. Is there a structural relationship between the Diocese and your organization? i.e. by-laws, articles of incorporation, make-up of the Board of Directors
2. Is your organization registered as a non-profit with the California Secretary of State? Was it created by the Diocese? Or separately?
3. Is there a financial relationship between the Diocese and your organization?
  - A. Do you use “Episcopal” and/or “Diocese” in your fundraising efforts?
  - B. Do you use the Diocese tax I.D. number, or do you have your own?
  - C. Are any of your organization’s assets (bank accounts, payroll, endowment) managed by the Diocese?
  - D. Do you submit any financial report to the Diocese?
  - E. Do you have an annual audit? Does that audit go to the Diocese?
4. Do you and/or your employees have health insurance? If so, what agency provides the coverage?

5. Does your organization have liability insurance? If so, what are the policy limits? What company provides the coverage?
6. Beyond the financial and structural details that we have discussed, describe your understanding of the relationship between the Diocese and your organization. How would you envision this relationship in the future?

The following entities were personally visited or contacted by one or two Group members:

Bay Area Seafarers Service  
Bay School  
Bishop’s Ranch  
California Counseling Institute  
Canterbury Foundations  
Church Divinity School of the Pacific  
Clausen House  
Episcopal Charities  
Episcopal Community Services  
Episcopal Ministry to Convalescent Hospitals  
Episcopal School for Deacons  
Episcopal Senior Communities  
Good Samaritan Family Resource Center  
Oasis/California  
Ohloff Recovery Programs  
Sojourn-S.F. General Hospital Chaplaincy  
St. Dorothy’s Rest

The results were compiled and released to the Chancellor and Rev. Canon Michael Barlowe.

*Respectfully submitted,  
Patrick Talbot Hall, Chair, Diocesan  
Institutions Working Group*

## Discipleship Ministries Working Group

### Ministry Development

- Sponsored three “Equipping the Beloved Community” regional training events, serving 275+ learners and featuring the following—Stewardship, Godly Play, Eucharistic Minister and Visitor Training, Anti-racism Training, Music, Liturgy, and seasonal and topical Curriculum Review—and other training and equipping in response to needs are identified by the diocese, hosting parish, and deaneries.
- Sponsored and supported training for benchmark adult-formation programs such as EfM, LifeCycles, and “Healing Racism & Celebrating All God’s People;” acquired and disseminated new curriculum and teaching resources for adult catechesis and discipleship.
- In collaboration with the Bishop and our diocesan staff team: sponsored anti-racism training, conducted mutual ministry reviews, and led the Latino Ministry strategic planning process.

### Resourcing Educators & Youth Ministers

- Convened and promoted the first-ever diocesan “Camp Sunday” initiative.
- Hosted Happening 28 which was attended by the largest number of youth participants in 10 years; also sponsored the first-ever diocesan confirmation retreat.
- Collaborated with the Episcopal Resource Center in Sunnyvale, including support for acquisitions and marketing, and hosting three public Open Houses featuring seasonally-appropriate teaching resources.
- Co-sponsorship of the Ecumenical Western Christian Educators Conference and provision of targeted funding for continuing education, conference fees, and scholarships for professional Christian educators.

### Communications

- Conducted a comprehensive review of diocesan youth ministry resulting in the “Rooted in Relationship, Called to Collaboration”

shared vision for ministry with young people.

- Distributed 12 online issues of “Grow Up in Every Way,” the monthly newsletter for ministry with young people in the Diocese of California.
- Produced the quarterly column “InFormation” for *Pacific Church News*, and guest-edited the September issue on a theme of “Reading the Bible in the Diocese of California.”

## 2012 GOALS AND ACTIVITIES

### Ministry Development

- Hire, orient, and deploy “Associate for Discipleship Ministries” to attend to the communication, continuing education, and program needs related to lifelong Christian formation, especially with respect to young people.
- Strengthen and expand the “pipeline” of young ministers, ensuring that parish-based youth ministries, camps, campus ministries, and Episcopal Schools minister collaboratively in support of our young people; create new programmatic offerings that build bridges between institutions and leaders.
- Begin review and strategic planning with the three Bay Area Cursillo Secretariats, in order to ensure the health, relevance, and viability of renewal ministries within the continuum of Christian formation

### Communications

- Launch online delivery of ministry development resources through the Beloved Community Webinar format and build comprehensive Discipleship Ministries pages on the diocesan website.

*RESPECTFULLY SUBMITTED:*

*Julia McCray-Goldsmith, Working Group Head for Discipleship Ministries*

## APPENDIX A – ANNUAL REPORTS

### **Ecumenical and Interreligious Affairs**

We serve to represent the Bishop and Diocese in ecumenical and interfaith liturgical and educational meetings. Our task is to inform the Bishop of the plans and needs of our sister churches and religious communities. We work to support the Bishop, who is the Ecumenical Officer of the Diocese.

A number of activities highlighted our calendar in 2010 and 2011. On November 4, the Ecumenical Officers Committee met at the Cathedral of Christ the Light with the new Roman Catholic Bishop of Oakland to discuss the importance and challenges of interfaith and ecumenical efforts in the Bay Area.

On November 15-16, we gathered at the Bishop's Ranch to hear Dr. Roderick Dougliss, a member of the Episcopal National Commission on Ecumenical and Interreligious Affairs and Dean of the School for Deacons in Berkeley: "100 Years after Edinburgh – A Personal Journey through an Ecumenical Landscape."

On January 18, we began the Annual Week of Prayer for Christian Unity (18-25) with an observance and luncheon at the Cathedral of Christ the Light, Oakland. On February 21, the annual Paul Wattson Lectures at USF included dinner and a lecture by Cardinal Walter Kasper, President Emeritus of the Pontifical Council for the Promotion of Christian Unity, Rome. On March 8, I addressed the women of St. John's, Ross, on the history of the Ecumenical Movement. On April 1, our meeting was at St. Patrick's Seminary in Menlo Park. From May 9 – 12, we represented the Diocese at the National Workshop on Christian Unity and a meeting of the Episcopal Diocesan Ecumenical and Interreligious Officers in Pittsburgh, PA. It was reported that (1) We are now in full communion with the Moravian Church, (2) We have observed the tenth anniversary of our union with the ELCA, (3) We are continuing dialogue with the Roman Catholics in the US and ARCICIII internationally, (4) Dialogue with the United Methodist Church concerning Reception and full communion continues and (5) We are in the second round of dialogue with the Presbyterian Church. The Episcopal Diocesan Ecumenical Officers reviewed the Faith and Order Paper "Baptism, Eucharist and Ministry." On June 14, we met at the RC Chancery in San Francisco and on September 13 at the Chancery of the Santa Rosa Diocese.

The annual retreat of the Ecumenical Officers Committee will be held on October 31 – November 1 at the Jesuit Retreat Center in Los Altos. Dr. Kathleen Hurty, an internationally recognized Lutheran scholar, will conduct an interactive dialogue on the implications of Cardinal Kasper's address (February 2011). We hope to develop a five year plan for the conduct of ecumenical activity in the Greater Bay Area.

We expect to participate in the work of next year's Week of Prayer for Christian Unity, Paul Wattson Lectures, National Workshop on Christian Unity and Interfaith Millennium Development Goals Coalition.

*The Rev. Sumner Walters*

## Episcopal Charities

In 2011, Episcopal Charities began its strategy of convening regional Action Networks throughout the Diocese. Congregants and other members of the community come together in these Action Networks to find projects that address the root causes of poverty in their communities for Episcopal Charities' funding and professional volunteer support. Through this process, the following agencies were chosen, to be supported for up to three years:

### Alameda

*WriterCoach Connection* focuses attention on the importance of writing and provides community support for writing to the public schools. The program trains volunteers to coach secondary school students in writing.

### Contra Costa

*Youth Homes* helps severely neglected and abused foster children and adolescents recover from trauma. Their Organic Garden and Job Readiness Program teaches the basics of organic gardening and helps participants develop essential employment skills.

*Options Recovery Services* helps break the cycle of crime, broken families and homelessness caused by addiction. Their programs are built around intensive case management moving addicts and alcoholics from substance abuse into employment, housing and a meaningful life.

### Marin

*Experience Corps* offers adults 55 and older the opportunity to develop caring relationships with elementary and middle school students during and after school. These adults tutor one-on-one or in small groups, provide classroom assistance and help out in after school programs.

### The Peninsula

*Los Ayudantes* is a vibrant community of local educators, professionals and activists who work closely with teachers and administrators in the Redwood City public schools to provide English language tutoring and culture literacy mentoring to Latino youth, ages 9 through 13.

### San Francisco

*Produce to the People* is dedicated to aiding the food security and health of its community through garden and food education, the creation of green jobs for youth and the growth, harvest and distribution of organic backyard and community grown produce.

*Episcopal Community Services' Skills Center* offers day and evening classes in literacy, basic education and GED preparation to homeless and low income adults in San Francisco. The Skills Center also partners with Jewish Vocational Services to teach basic computer skills classes.

Episcopal Charities also provided another year of funding and volunteer support to agencies chosen by the earlier version of its Action Networks in 2010. These agencies are Good Samaritan Family Resource Center, Family Service Agency of San Francisco, Street Level Health Project, Healthy Oakland's Wellness Center and Boys Hope Girls Hope. Finally, Episcopal Charities provided funding to the St. Luke's campus of Sutter West, Grace Cathedral's Jail Ministry, Eldergivers, Ohlhoff Recovery Programs and Soujourn Chaplaincy.

We have begun our second year of regional Action Networks and look forward to reporting on their decisions at the next convention. We wish to thank our Action Network members as well as those who provided volunteer support to projects chosen by the Action Networks.

*Kathleen Piraino*  
*Executive Director, Episcopal Charities*

## Executive Council

Greetings from the Executive Council (E.C.) of the Diocese of California. Our 27 members work to assure that your assessment dollars support your ministry priorities. In doing our secular work of managing the Diocesan budget between conventions, E.C. came to fully understand that our diocese, like the entire Episcopal Church, has been in persistent decline for 15 years; we're losing an average of 21 Episcopalians in the diocese every month. Bishop Marc shared his deep concern about this with us and his desire to change it. The E.C. felt it was part of our role as fiscal stewards and your representatives to provide a path for the necessary and exciting work of reversing the decline and reviving our congregations. The Church Growth Program, developed by lay leader Joe Jennings, empowers us in the pews and pulpits to work together to revitalize ourselves and grow our parishes. It is unstructured by design, allowing for the people of the diocese to share our experiences and experiment together to develop concrete plans for engaging others in the mission of Jesus Christ in this diocese. This is groundbreaking work, so we'll have to live with ambiguity as we discover what our congregations need and how we can help our leadership to provide it. The Church Growth Program is E.C.'s adjunct to the work that the Bishop, his capable staff, and the Standing Committee are doing to ensure the vitality of our congregations, particularly those that are fragile. Like Bishop Marc, we believe that while financial concerns cannot be ignored, the most important part of any growth and vitality plan is providing the means to follow the way of our Lord, Jesus Christ. We are Jesus' hands and feet working in the world. We believe Jesus and the Holy Spirit will work in us to renew and refresh our faith if we share and document projects and existing programs that

your congregations are passionate about, projects and programs that work. Please join Bishop Marc and your E.C. as we embark on this new frontier by visiting Church Growth at [www.churchgrowthprogram.com](http://www.churchgrowthprogram.com).

The Executive Council has also been busy with the regular work of managing diocesan business. We made it a priority to take the two-day Anti-racism training together in July, which encouraged us to develop a mindfulness that helps us assure that our policies and processes treat everyone equally. We oversaw the significant work of revisiting the diocesan assessment formula, supported the recent, successful Haitian Music School project, and developed the 2012 narrative budget, which you will vote on today. Collaborating with the Bishop, we were able to close the deficit and balance the budget without anyone being laid off but with consolidation of several staff positions and programs. I want to specifically acknowledge Treasurer Bob McCaskill's leadership and the debt of deep gratitude we owe to Jim Forsyth, who has faithfully overseen our finances for the past 15 years. Thankfully, Jim will remain with us part-time to train his successor and work on special projects for the Bishop.

We are most grateful for the work of our Bishop, our colleagues on the Bishop's staff, and the Standing Committee. It is our great joy to join with them and with you in renewing our commitment to serve God and one another through the work of this diocese.

*With gratitude,  
Roulhac Austin, Chair, E.C.  
J. Peter Jensen, Vice Chair  
Deb White, Secretary*

APPENDIX A – ANNUAL REPORTS

**Gift Planning Department**

**Gift Planning — By the Numbers  
Most Recent 12-Month Period**

<b>REVENUE:</b>		
<b>New Gifts</b>		
A. Deferred Gifts	Irrevocable Trusts	\$694,037
	Gift Annuities	\$116,665
	(29) Expectancies (est. Value)	\$1,450,000
<b>Total New Gifts in Pipeline</b>		<b>\$2,260,702</b>
<b>Irrevocable Life Income Gifts for Future Distribution</b>		<b>\$19,243,000</b>
B. Current Gifts		
	Capital Gifts	\$300,000
	New Endowments	\$100,000
		<b>\$400,000</b>
C. Matured Trusts and Annuities		\$618,954
D. Matured Bequests		\$1,545,000
<b>Total Dollars Distributed</b>		<b>\$2,563,954</b>
<b>TOTAL REVENUE = New Gifts+Distributed Gifts</b>		<b>\$4,824,656</b>
<b>EXPENSE:</b>		
	Total Cost	\$214,724
	Less Trustee Fees	\$90,000
		\$124,724
	Less Endowment Income	\$47,622
	<b>Net Cost of Program</b>	<b>\$77,102</b>
<b>RETURN ON INVESTMENT (Revenue/Net Cost):</b>		<b>6257%</b>

Results continue to demonstrate that a proactive gift planning program is by far the most effective way to fund mission long-term. **Remember the church in your will!**

*Respectfully submitted, The Rev. Richard L. Schaper, CFP, Gift Planning Officer*

## Interns

In the fall of 2010 the Diocese of California launched a new young adult venture in partnership with the Episcopal Service Corps (ESC) and with a partial grant from Trinity Church, Wall Street — the **DioCal Interns**. We began the year with three interns working in the Diocesan office and for Episcopal Community Services. A health related incident reduced the community to two but these two pioneers continued diligently living out a rule of life including simple living, praying the daily office and opening their home in weekly events of Eucharist and hospitality. The interns assisted in setting up new programs for Episcopal Community Services and enhanced already existing offerings. Additionally the interns participated in weekly formation in scripture and theology, meeting with a spiritual director and participation in one of our diocesan parishes. The first year of the program concluded in August of 2011. One intern remained in the diocese and was hired full time by Episcopal Community Services. The other intern went to Kentucky to follow a call to become a school teacher.

In September of this year the next group of interns arrived. The Rev. Robyn Arnold transitioned from program director of the interns during this time and Tom Poynor began direction of the program. The group of interns for 2011-2012 are: Dawn Bailey an alumna UCSB and of the Episcopal Service Corps program in New York City and is also originally from the Diocese of California, Grace Babcock who recently graduated from Moravian College in PA and is from Baltimore Maryland, Jon Hoose of Rochester New York and an alumnus of SUNY — Genesee and Erik Stallman who is known to many in the diocese for his years of creative work at St. Dorothy's Rest and youth ministry work at St. Claire's in Pleasanton.

Episcopal Community Services continued their support of the program with two placements for the current program year and sharing one of the placements with the work and ministry of St. Claire's in Pleasanton. One intern is working with the campus ministry in Berkeley and helps coordinate action groups, young adult outreach and service projects. The final intern is placed

with the SHARE foundation, a justice and advocacy non-profit working in El Salvador and centered around the life and witness of Archbishop Oscar Romero. The interns live in the house owned by the diocese next door to Good Shepherd Parish in west Berkeley. The new group began their year with a retreat to St. Dorothy's Rest and formulated a rule of life which includes the daily office, weekly events of hospitality, participation in a parish, offering hospitality in young adult ministry contexts including the campus ministry group, formation studies and meeting with a spiritual director. The group has already held one house dinner, prepared a larger dinner for young adults in Berkeley and facilitated a theology on tap styled gathering. Merging campus ministry and the Episcopal Service Corps interns is a pioneering effort representing the ability to adapt and find creative solutions for which the Diocese of California is well-known.

Over the course of the coming year it is expected that the group will work with clergy and in their formation session to get a clear sense of what it means to be a leader in the church either lay or ordained and how service is part of living out the imperative of the baptismal covenant. Additionally the program is intended to be a part of creating a greater nexus of revitalizing young adult ministry in the diocese and helping secure future growth for the church. By living out a pattern of intentional community in a context similar to principles upheld by traditional monastic communities and "neo-monastic" communities the interns model a way of life offering a viable alternative to the practice of consumption and isolation offered to many young adults starting out in the world. In addition to participation in the young adult community and campus ministry community the interns share some experiences with the Lutheran Volunteer Corps thus enriching formation efforts and providing a broad base of relationships. Finally over the coming year there will be two additional retreats for the interns as well as optional participation in other retreats aimed at young adults.

Going forward the intent is to create an ethos of faith, formation and service within the diocese of California with an increase four to a



## APPENDIX A – ANNUAL REPORTS

maximum of eight interns in the next two years. While maintaining the current sites there is an express intent of expanding to other ministry sites in a broader geographic range within the diocese as currently the sites are either in Berkeley or the SoMa region of San Francisco. Although currently funded through the diocese and the grant from Trinity Wall Street the program will need a new source of funding for when the Trinity Grant expires. With the continued emphasis on supporting this program through the diocesan budget and the support of donor generosity the DioCal Interns program will be one more beacon to which others in the church turn when looking to see how the Diocese of California leads the church into the future.

*Tom Poynor*

### **Latino Commission**

During calendar year 2011, the Latino Commission did the following:

- overnight planning session with 20 participants
- purchased 50 air mattresses to make a low-cost Cursillo weekend possible
- co-operated in the conduct of the second Spanish language Cursillo in the Diocese of California
- prepared, and recommended to the Bishop, a program for enhancing cultural sensitivity on the part of the Diocese of California's students at the Church Divinity School of the Pacific; this was done with the advice and support of the Multi-cultural Roundtable
- Continued to conduct the affairs of the Academia Teologica Latina

As a result of the planning session, and previously developed materials, it is possible to group the future work of the Commission in the following categories:

- Education for leadership
- Evangelism
- Cursillo
- Stewardship
- Celebration of common events

## Music for Haiti

For 25 years the Rev. Stephen R. Davenport III, a priest in the Diocese of Washington and a personal friend of Bishop Marc and Sheila Andrus, has developed a close relationship with the Episcopal Holy Trinity Music School in Port-au-Prince, Haiti. The choir and chamber ensemble from the school have toured the United States eight times, and Stephen has visited Haiti and the school on numerous occasions.

Along with many other buildings in Haiti, Holy Trinity Music School was destroyed in the devastating earthquake of January 12, 2010. Since then, amidst the rubble, music classes and performances have been held in temporary structures, even as much of the island's infrastructure remained in a state of collapse. The profound power of these young students' music to communicate a message of hope to the Haitian people led Stephen to begin searching for partners in the United States who could respond to the need for rebuilding and renewal.

In April 2011 in San Francisco, Bishop Marc convened a meeting with the Rev. Stephen Davenport, the Rev. David Cesar (the Director of Holy Trinity Music School), and various members and staff of the Diocese of California, in order to begin a relationship with the Diocese of Haiti that would include raising awareness of, and funds for, the rebuilding of the music school. This relationship has several potential components:

- A tour by Les Petits Chanteurs and the chamber ensemble from Holy Trinity Music School, raising money and building relationships to the project around the diocese (Fall 2011)
- A documentary film by Owsley Brown showcasing the work of Holy Trinity Music School before and after the earthquake (Summer 2012)
- A second tour by Les Petits Chanteurs and the chamber ensemble, including

performances with local children's choirs and a gala concert at Grace Cathedral (Fall 2013)

- Developing architectural plans and working to rebuild Holy Trinity Music School and the performing arts center in Port-au-Prince (ongoing)
- Studying the example of quality music education offered by the church in Haiti with a view to inspiring new programs for children's musical education within our own diocese (ongoing)

At the time of writing this report, the Fall 2011 tour was about to take place. Five parishes and two schools in our diocese would host concerts, and provide hospitality and home-stays for 41 Haitian teachers and students: St. Paul's School, Oakland; St. Paul's, Walnut Creek; St. Stephen's, Belvedere (in association with Church of Our Saviour, Mill Valley); St. Luke's, San Francisco; Christ Church, Portola Valley; St. Matthew's Episcopal Day School, San Mateo; and St. Paul's, Burlingame. The visitors would also spend one night at Bishop's Ranch. Thank you so much to all the clergy, parish staff, and volunteers who offered such a warm welcome!

Much of the practical work of the tour would not have been possible without the tireless work of the Rev. Richard Schaper, who headed a committee that raised over \$40,000 in advance of the tour, Sean McConnell, who headed our publicity efforts, and others in DioHouse. We are also immeasurably grateful to the numerous volunteers from across the diocese who staffed our various planning committees for the tour.

We look forward to watching our relationship with the Diocese of Haiti, and with Holy Trinity Music School, grow in the coming years, and invite your participation and support.

*Matthew Burt and Monique Moore, Co-Chairs*

## **Peace, Justice, and Hunger Commission**

The year 2011 has been one of many activities for PJH. In response to the Resolution passed at Diocesan Convention 2010, a series of forums were held to discuss the issue of what steps to take in supporting peace efforts in Israel/Palestine. The Forums were held in the Alameda, Contra Costa and San Francisco deaneries. One forum featured a video, the second one was a report from a recent trip to Israel, and the last featured a guest speaker from the Episcopal Church's Responsible Investment Committee. A lot of information was shared with our participants.

### **Conclusion:**

While some of the Commission members and some persons at the Forums were sympathetic in regards to divestment, the PJH did not come to a consensus on how to proceed. Therefore, we have no recommendation from the Commission for future action.

The PJH commission continues to work towards abolition of the Death Penalty in California. This is an especially important issue since San Quentin is in one of our Deaneries. Our role is to work on educating our congregations on the position of the Episcopal Church on the death penalty and secondly, to encourage and urge everyone to to vote for legislation that calls for a replacing the death penalty life without parole. Stop by our table at the Diocesan Convention for more information on how you can support this effort.

We continue to support groups in our diocese that address poverty and economic justice issues. Our members are active in a wide range of activities ranging from prayer vigils to end the war, feeding day laborers, and working for just immigration policies. We meet in the East Bay usually on the first Tuesday of most month. For more information please contact the co-chairs, Sheila C. Sims and The Rev. Kate Salinaro at [scsims99@aol.com](mailto:scsims99@aol.com) or [deaconk1@comcast.net](mailto:deaconk1@comcast.net) for further information.

## Racial Reconciliation Task Force

**There were at least 700 African-American slaves in California during the mid-19th Century.**

This shocking and disturbing fact is one of the many dismaying details of racial discrimination and enforced labor in California that our preliminary research has uncovered this year as we have continued to follow our mission. The Executive Council of the Diocese of California, as directed by Diocesan Convention resolution, has charged the Racial Reconciliation Task Force to research the Diocese's complicity in, economic benefit derived from, and resistance to the institution of slavery. This brings our diocese in line with the action of the General Convention resolutions of 2006 and 2009 requesting dioceses of the Episcopal Church to investigate the impact of slavery within their diocese. The Council further charges us to plan a Day of Repentance to be celebrated in the diocese once we have reported our findings.

**Since our formation in April 2010, the dedicated volunteer members of the RRTF have together:**

- Held screenings of the film *Traces of the Trade* around the Diocese to encourage awareness of, and conversation about this issue.
- Made exhaustive progress in researching secondary sources, including:
  - Rev. John Rawlinson's 500+ page biography of Bishop William Ingraham Kip
  - The 150th Anniversary history book of the Diocese
  - Many other reports and records
  - Contacted other dioceses (e.g., New York, Los Angeles) to compare outcomes of their research
- **And over the next year, we hope to:**
  - Continue our *Traces of the Trade* screenings
  - Hire a professional researcher to find and study primary sources to further our research.

- Prepare our final report and
- Plan and hold our Day of Repentance

We have not yet found a “smoking gun” pointing to the economic benefit of slavery to the Diocese of California—and we may not. But we have found disturbing evidence of forgotten racism and enforced labor throughout our state's history. There is much work for the people of God to do to ensure that all persons are free and equal in our state, our nation, and our world. We fervently continue in our efforts to that effect.

We are thankful for the support of the Diocese in continuing this important work in building our Beloved Community. We extend thanks in particular to Executive Council for allocating funding for our research and planning, and to the Afro-Anglican Commission for providing financial support.

Please visit our table in Wilsey Conference Center for more information or to sign up for our mailing list. If you have questions or comments, please e-mail [rrtf@diocal.org](mailto:rrtf@diocal.org) or call RRTF co-chairs Eric Metoyer (415.595.1533) and Scott Pomerenk (415.673.8051)

## School for Deacons

The School for Deacons is a distinctive institution of theological education and formation for servant ministry and leadership for deacons. Our mission is forming deacons and our primary focus is preparing deacons to serve in the Diocese of California. The form and content of the program, its clarity about diakonia in and for the 21st church and world and its standards of excellence mean, however, that other dioceses nearby and far continue to look to the school as normative formation for their deacons. This academic year [just begin, 2011-12] we have students from four dioceses. In the wider church, our experience in diaconal formation is regularly consulted.

The school, continues to work closely with the Center for Anglican Leadership and Life [CALL] at CDSP and the Association for Episcopal Deacons [AED] (formerly NAAD) to create and offer online courses and intensive multicultural immersion to meet the ongoing learning needs of deacons. In June, the fourth student of The School for Deacons participated in CDSP's 'Panama Project,' another cross cultural learning immersion experience.

Because of changes in ordination processes, and the unique life path of each aspirant, the past year saw only three recent graduates ordained, two for the Diocese of California and one for the Diocese of Atlanta. Before this calendar year is out we expect six or more new deacons will join them. There is a steady stream of students in the process coming behind them.

This fall we welcomed a diverse class of seven students. We also currently have seven students enrolled part-time or auditing courses. Some of this group will become full time students in the future. In addition, several dioceses of The Episcopal Church and the Anglican Church of Canada have enrolled students in the dean's online course, "The Diaconate." The board of trustees of the school thanked five members for their years of service and welcomed three new trustees, including a student selected by his peers to serve a one-year term on the board.

Perhaps the most exciting recent development is taking the first concrete steps toward a variety of learning and formation experiences and activities to be fully shared between the students

of The School for Deacons and students of the Church Divinity School of the Pacific [CDSP]. For all the years The School for Deacons has been housed on the CDSP campus we have been able to say it was the only place in The Episcopal Church where priests and deacons were being prepared in the same place. We now take a huge step forward to becoming the only place in The Episcopal Church where priests and deacons will be formed together for effective, collaborative and energized missional ministry in the church for God's people. Look for stories and reports on this pioneering effort (for which we must also thank Bishop Andrus whose steady advocacy for this move has moved us off the dime and into action!)

Given the needs of the bay area, the number of requests from congregations to have a deacon assigned, and the leadership model for Area Ministry in the Diocese of California we can say we have a deacon shortage in this diocese. We do want the diocese to know that we have plenty of room for all those, as yet to be discerned, deacons lurking in your congregations. They just need your help in claiming their call—and we stand ready to give it shape and substance.

As with every congregation and diocesan institution, funding is an ongoing challenge. We seek to keep tuition as low as possible so as to exclude no one from becoming the deacon they are called to be. In addition to the critical support provided by the diocese, we are blessed by the support we receive from congregations and the stalwart band of 'friends' of the school.

If anyone reading this report has any questions, concerns, or curiosities—about the school, the diaconate, some subtle sense of calling of their own—please contact us. We'd love to talk with you.

*Respectfully submitted:*

*Roderick B. Dugliss, Ph.D., Dean*

*The Rev. Rebecca Morehouse, Administrator*

## APPENDIX A – ANNUAL REPORTS

### **Goals for 2011–12**

- Successfully launch the beginnings of shared formation between The School for Deacons and CDSP
- Attract more and younger students for the Class of 2015 (and we already have a head start).
- Place more students in field education experiences that feature justice work and advocacy
- Plan the placement of the first joint School for Deacons/CDSP field education team
- Retain our strong faculty
- Meet our fund-raising goals in a weak and confused economy
- Recruit new board members to fill an unusually large number of vacancies

### **Officers**

The Rt. Rev. Marc H. Andrus, Board Chair  
The Ven. Dorothy K. Jones, Board President  
Mr. John Cumming, Board Vice President  
The Rev. Kathleen Crowe, Board Secretary  
Ms. Joanna Shreve, Treasurer  
Dr. Roderick B. Dugliss, Dean

## Standing Committee

For the past year the Standing Committee has striven to work with the Bishop in a collaborative way to fulfill its canonical responsibilities. One way this is lived out is the regular meeting of the Officers of the Standing Committee and Bishop to prepare the monthly agenda. Communication is regularly shared between the Standing Committee and the Bishop. We perceive the working relationship to be respectful and productive.

As counsel of advice to the Bishop, the Standing Committee has sought to encourage the Bishop to communicate his intentions more broadly, to consider using a process whereby parties with whom he collaborates has time to consider their decisions, and to include people involved to be part of the decision-making process.

The Standing Committee spoke with the Chancellor regarding his role in Diocesan Convention and communicated directly with him its concern that when the Chancellor chairs the Committee on Canons, and serves as the parliamentarian, it creates an apparent conflict of interest. He has agreed to have another member to make the report.

The Standing Committee is concerned that currently as the canons read, the Chancellor is the Bishop's Chancellor, as the Bishop is the head of the Diocese of California. However, during times of disagreement between the Bishop and other bodies of the diocese, such as the Standing Committee or Executive Council, this creates an awkward situation. Since this is not a time of disagreement, it is a good opportunity to look at the canon in question, Canon 5.06.

The Standing Committee has asked the Committee on Governance to review how Chancellors are appointed throughout the church and whether our diocesan canon on the Chancellor serves the diocese best. Currently, the Chancellor is appointed by the Bishop with no process of confirmation by Diocesan Convention, the Executive Council or the Standing Committee. The Standing Committee has been concerned about the lack of balance in this approach. Canon 5.06 regarding the appointment of the

Chancellor may need to be reconsidered, so the Chancellor explicitly represents the Diocese of California and the bodies of the Executive Council and the Standing Committee in addition to the Bishop.

The Standing Committee has met with the Canon for Congregational Development and the Controller to better understand the resources that the Diocesan Office can provide to congregations. The Standing Committee has encouraged the Diocesan Office to communicate more widely what it has to offer congregations: Mission Effectiveness Review and Ministry Developers. The Bishop's Letter DioLogos and the recent webinar on Congregational Vitality have been a result.

The Standing Committee has worked with the Bishop to address his concern regarding congregations in decline, especially parish congregations that no longer fit the requirements of a parish according to the canons. Together the Bishop and Standing Committee agreed to inform the diocese's congregational leadership of the process that the Bishop will use to work with declining congregations, and especially those parishes which may be considered for conversion to mission status. This has resulted in the Congregational Vitality Webinar on September 13th. The Standing Committee has also clarified the process for how the Bishop proposes to work with the Executive Council and Mission congregations when property of a mission congregation is proposed to be sold. Although the canons are clear that the proceeds of the sale of the property of mission congregations is the responsibility of the Executive Council, the concerns of the mission should also be considered before a decision is made. This was also addressed during part of the webinar on September 13th. The Standing Committee created a flow chart so both processes can be easily understood.

The Standing Committee has met with congregations to review contracts longer than one year and to offer advice and its consent with the Bishop. The collaborative approach has seemed to be helpful in the review of contracts.

## APPENDIX A – ANNUAL REPORTS

The Chancellor has been especially helpful in reviewing contracts in some rather sticky situations, and he is to be commended for his fine work.

*Written by David Y. Ota, President of the Standing Committee, 2010-2011*

The Standing Committee has worked with its subcommittee on the Bishop's Compensation and Housing in addressing the needs of the Bishop's residence, shoring up the foundation, as well as considering options for a more suitable home with more room for entertaining in a neighborhood still conveniently close to the Diocesan Office and Grace Cathedral. It has also only begun the work of looking at the Bishop's Letter of Agreement to conduct a ministry review.

The Standing Committee has appointed its Committee on Diocesan Institutions. They will be making a report separately.

The Standing Committee met with Postulants for Holy Orders seeking candidacy as recommended by the Commission on Ministry.

The Standing Committee has considered and voted to confirm the elections of bishops and to approve of the call for holding an election for bishop in different dioceses.

The Standing Committee has maintained liaison relationships with the Executive Council, the Commission on Ministry and the Board of Trustees of Grace Cathedral.

Once again, I would like to report that the Standing Committee is working collaboratively and productively with the Bishop, his staff and members of the diocese.

Members of the Standing Committee are Dr. Ronald Johnson, Vice President (Grace Cathedral, 2011) and the Rev. Nina Pickerrell (Grace Cathedral, 2011); Ms. Peggy Greene (St. Paul, Walnut Creek, 2012) and the Rev. Bruce Smith, Secretary Pro-Tem (Resurrection, Pleasant Hill, 2012); Mary Vargas (Christ, Sei Ko Kai, 2011) completing the year for Mr. Bob Birss, Secretary (Epiphany, 2013) who resigned during the year and the Rev. David Ota (St. Ambrose, Foster City, 2013); Mr. Chris Butler (All Saints, S.F., 2014) and the Rev. Sue Thompson (St. Edmund, Pacifica 2014). We are cognizant that it is a privilege and honor to serve the Bishop and the entire diocese in this capacity and give thanks to God for the opportunity.



## World Mission

Global Mission continues to expand in the Diocese of California. The Department of World Mission (DOWM) offers support and encouragement for missionaries coming into our Diocese as well as those going out for long and short term pilgrimages. We also give hospitality and support to International Students attending CDSP.

We meet four times a year and stay in touch by email. This year we combined some of our meetings and programs with other committees: The Companion Diocese Committee (CDC); the Peace, Justice, and Hunger Commission. We receive updates from CDC at all of our meetings. Our programs are mostly presentations from our grant recipients. We awarded Grants in September.

We are a Global Episcopal Mission Network (GEMN) Diocese and pay annual Dues. We also assist members to attend the “Everyone Everywhere” Conference (every third year) by taking care of the registration Fees. Our funding comes from a small line item in the Diocesan Budget and a “Birthday Offering” Custodial fund set aside for Global Mission.

### **We have made recent Grants to the following groups & individuals.**

1. *Honduras Project of St. Paul’s Walnut Creek* — All funds are used for the mission project- building materials, food, Sunday School Supplies.
2. *Friends of Ruwenzori* which supports the operating budget of Kitojo Integrated Development Association, a registered NGO in Western Uganda. The Grant was for sewing machines for KIDA’s vocational program.
3. *Ascension Parish, Cascavel* — in western Curitiba Brazil. The Grant will assist the Rev. Carlos Gabas in his ministry to the Indigenous & Landless peoples in that region.
4. *Assistance* for a summer mission trip to Panama.
5. *Registration fees* for the 2011 “Everyone Everywhere” Mission Conference.

*Members of the World Mission Committee*

## APPENDIX B – TREASURER’S REPORT

### **Treasurer’s Report**

Under the leadership of the Executive Council and its Finance Committee, we have continued to make meaningful improvements in the financial affairs of the Diocese during the current year. An overriding goal continues to be the achievement of increased transparency in all financial affairs and financial reporting of the Diocese.

The financial statements of the Diocese have been audited by the audit firm of Hood & Strong. A copy of the complete financial statements and the independent auditors’ report are available on the website of the Diocese.

In the pages following this letter I have included a summary presentation of the financial statements of the Diocese for the year ended December 31, 2010.

#### **Financial Results for Calendar 2010**

The Diocesan Corporation is composed of four separate funds: the Operating Fund, the Custodial Fund, the Endowment Fund and the Deferred Gifts Fund. The Diocesan Corporation in total experienced an increase in total net assets of \$2.6 million during 2010. This increase was primarily the result of (1) investment income and gains in the Endowment Fund, reversing some of the investment losses incurred in prior years, and (2) the transfer of approximately \$1.6 million in funds from the Corporation Sole to the Diocesan Corporation (primarily relating to the sale of property in 2010).

The Operating Fund of the Diocese (which reflects the operating income and expenses of the Diocese) had a small surplus for the 2010 year (excluding a transfer of funds from the Corporation Sole relating to the sale of property in 2010). The primary sources of revenue for the Operating Fund are assessment income, gifts and the annual

income distribution from the Endowment Fund.

The Endowment Fund of the Diocesan Corporation increased in value from \$18.8 to \$19.8 million during 2010, primarily as a result of gifts and investment gains.

#### **2011 Forecast and 2012 Budget**

The Operating Fund is expected to incur a small surplus in the current 2011 year, consistent with the approved 2011 operating budget.

The Bishop, the Program & Budget Committee and the Executive Council of the Diocese have recommended a reduction in the assessment formula beginning in 2012. The proposed formula reduces the top assessment rate on operating income from 20% to 17%. This change in the assessment rate will result in a reduction of total assessments of over \$500,000.

The Program & Budget Committee and the Executive Council have recommended a 2012 Operating Fund budget that will result in a balanced budget for the year (with a small surplus of only \$21,043). A copy of this proposed 2012 budget is included in the following pages. This budget reflects the Diocesan recommended salary increase of 2.4% for cost of living increases, and an expected increase of 5.5% to 8%, depending on the plan, in the cost of medical and other required benefits.

#### **Financial Policies and Procedures**

The Finance Committee of the Executive Council holds monthly teleconference meetings to review the financial affairs of the Diocese. Its monthly discussions include a review of the year to date operating financials, the ageing of receivables from the parishes and missions, and the line of credit loan facility available to parishes and other Diocesan institutions. A summary of these meetings is then presented at each month’s Executive Council meeting.

## APPENDIX B – TREASURER’S REPORT

Three other committees of the Executive Council also have significant involvement in the financial affairs of the Diocese:

- The Program and Budget Committee prepares the recommended Operating Fund budget for the coming year, which is then presented to the full Executive Council and subsequently to Diocesan Convention.
- 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.

Special recognition is due to the members of this year’s Program & Budget Committee, which held meetings extending over a four-month period in order to arrive at an acceptable budget based on the proposed reduction in the assessment formula. Members of the committee included Roulhac Austin, Shelton Ensley, Gary Hunt, Peter Jensen, Jay Luther, Lauran Pifke, Dianne Smith, Jim Forsyth and Bob McCaskill.

### **Corporation Sole**

As reported to Convention last year, all of 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.

### **Other Matters**

Both the Diocese and its member churches continued to experience financial constraints over the past year as a result of the continuing economic downturn. While there is some hope that these trends may reverse in the not too distant future, it is likely that we will continue to see many of our parish churches suffer from the strain of limited financial resources. This calls for the Diocese to be particularly mindful of its fiduciary responsibilities for the financial welfare of the Diocese and all of its churches and missions.

I want to again express my thanks to Jim Forsyth and all of the staff at Diocesan House for their hard work and assistance over the past year.

*Respectfully submitted,  
Robert McCaskill, Treasurer*

APPENDIX B – TREASURER’S REPORT

**Summary of the Financial Position of the Diocesan Corporation**

**Financial Position (Balance Sheet)**

**All Funds @ December 31**  
**2009                      2010**

<b>ASSETS:</b>		
Cash and cash equivalents	1,959,819	1,859,768
Receivables, net	1,810,363	1,764,200
Investments	31,581,978	36,018,552
Notes receivable	2,110,030	3,107,795
Notes receivable held for investment	141,862	120,449
Equity interests in real property	1,481,110	1,231,400
Property & equipment, net	4,311,778	4,239,334
<b>Total Assets</b>	<b>44,396,940</b>	<b>48,341,522</b>

<b>LIABILITIES:</b>		
Accounts payable & accrued expenses	812,184	842,604
Accounts payable, related party	59,701	203,237
Deferred revenue	167,469	163,936
Line of credit	2,110,030	3,107,795
Funds held in trust for beneficiaries	14,969,516	15,132,564
<b>Total Liabilities</b>	<b>18,118,900</b>	<b>19,450,136</b>

**TOTAL NET ASSETS                      26,278,040                      28,891,386**

<b>Net Assets by Fund:</b>	Change for 2010		
Operating & Property Fund	3,947,123	5,501,673	1,554,550
Custodial & Unexpended Income	451,926	469,302	17,376
Endowment Fund	18,780,954	19,808,031	1,027,077
Deferred Gifts	3,098,037	3,112,380	14,343
<b>Total All Funds</b>	<b>26,278,040</b>	<b>28,891,386</b>	<b>2,613,346</b>

APPENDIX B – TREASURER’S REPORT

**Summary of the Financial Position of the Diocesan Corporation**

**Statement of Income and Expenses**

	<b>2009</b>	<b>2010</b>
<b>Support and Revenue:</b>		
Parish and mission assessments	3,578,977	3,247,823
Gifts, grants and other	1,390,432	2,533,870
Change in value	530,703	304,133
Investment income, net	3,008,377	1,511,821
<b>Total support and revenue</b>	<b>8,508,489</b>	<b>7,597,647</b>
<b>Expenses:</b>		
Episcopate	531,534	602,546
Diocesan finance	562,416	450,368
Diocesan administration	735,808	850,719
Planned giving office	147,286	177,282
Congregational development	309,195	383,633
Ministry development	155,467	145,094
Youth & young adult	100,106	123,412
Multicultural ministry	562,914	402,229
Communications	265,567	245,378
Support services – outside Diocese	800,960	770,402
Other ministry	150,640	148,373
Justice, peace and integrity	33,639	24,281
Payments to beneficiaries & other disbursements	660,620	660,584
<b>Total expenses</b>	<b>5,016,152</b>	<b>4,984,301</b>
Changes in Net Assets before Transfers & Reclasses	3,492,337	2,613,346
Transfer from Corporation Sole	3,633,971	0
<b>Change in Net Assets</b>	<b>7,126,308</b>	<b>2,613,346</b>
<b>Net Assets, beginning of year</b>	<b>19,151,732</b>	<b>26,278,040</b>
<b>Net Assets, end of year</b>	<b>26,278,040</b>	<b>28,891,386</b>

## Report of 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 in the event that 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 all of the assets and liabilities of the Corporation Sole could be transferred to the Diocesan Corporation without significant costs except for the real property holdings of the Corporation Sole. 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 all of the assets of the Corporation Sole other than its real estate properties were transferred to the Diocesan Corporation.

During 2010 the former church property of a closed mission was sold by the Corporation Sole for \$1.7 million. The net proceeds of this sale (after related selling costs) were transferred to the Diocesan Corporation subsequent to the sale of the property.

The balance sheet of the Corporation Sole as of December 31, 2010 (shown in the following pages) reflects only the 33 real estate properties which continue to be held by the Corporation Sole.

*Respectfully submitted,  
Robert McCaskill, Treasurer*

APPENDIX B – TREASURER’S REPORT

**The Episcopal Bishop of California (Corporation Sole)**  
(not audited)

**Financial Position (Balance Sheet)**

	<b>As of December 31</b>	
	<b>2009</b>	<b>2010</b>
<b>ASSETS:</b>		
Property	15,496,681	15,388,181
<b>Total Assets</b>	<b>15,496,681</b>	<b>15,388,181</b>
<b>LIABILITIES:</b>		
<b>Total Liabilities</b>	<b>0</b>	<b>0</b>
<b>TOTAL NET ASSETS</b>	<b>15,496,681</b>	<b>15,388,181</b>

**Statement of Income and Expenses**

	<b>2009</b>	<b>2010</b>
<b>Support and Revenue:</b>		
Investment income	3,764	0
Unrealized gain (loss) on investments	25,969	0
Gain on sale of property	0	1,488,158
Gifts, grants and other	76,825	0
<b>Total support and revenue</b>	<b>106,558</b>	<b>1,488,158</b>
<b>Expenses:</b>		
Other expenses	92,643	0
<b>Total expenses</b>	<b>92,643</b>	<b>0</b>
Changes in Net Assets from Operations	13,915	0
Transfer to Diocese of California	-3,633,971	-1,596,658
<b>Change in Total Net Assets</b>	<b>-3,620,056</b>	<b>-108,500</b>

APPENDIX B – TREASURER’S REPORT

**Properties Owned by the Corporation Sole (at cost)**

<b>Missions:</b>	
Antioch, St. George	146,565
Belmont, Good Shepherd	39,500
Bolinas, St. Aidan's	10,000
Brentwood, St. Alban's	16,000
Daly City, Holy Child and St. Martin	114,000
Half Moon Bay, Holy Family	578,479
Oakland, St. Cuthbert's	245,510
Pacifica, St. Edmund's	121,357
Pinole, Church of Christ the Lord	206,790
San Bruno, St. Andrew's	1,479,000
San Francisco, Christ Church	25,000
San Francisco, Holy Innocents	73,177
San Francisco, St. Cyprians	1,087,917
San Rafael, Redeemer	393,099
South San Francisco, St. Elizabeth's	82,640
<b>Total missions</b>	<b>4,619,034</b>

<b>Parishes:</b>	
Castro Valley, Holy Cross	2,017,558
Clayton Valley, St. John's	214,029
Crockett, St. Mark's	26,500
Danville, St. Timothy's	962,325
Foster City, St. Ambrose	927,367
Fremont, St. Anne's	135,686
Livermore, St. Bartholomew's	179,170
Oakland, St. Augustine's	263,901
Pleasanton, St. Clare's	403,380
Ross, St. John's	124,858
San Francisco, St. Gregory's	548,408
<b>Total parishes</b>	<b>5,803,182</b>

<b>Other Properties:</b>	
Bishop Ranch Furia Properties	501,758
Brentwood	1,214,278
Community of St. Francis	69,500
El Rancho del Obispo	2,394,632
Family Link	341,936
Society of St. Francis	51,500
St. Dorothy's Rest	392,361

**Total** 15,388,181



APPENDIX C – 2012 OPERATING BUDGET

	A	B	C	D	E	F
1			2012 Proposed Budget			2012=Totals
2		<u>2011=Budget</u>	<u>Salary/Benefits</u>	<u>Fixed</u>	<u>Discretionary</u>	-
3	<b>REVENUE</b>					
4	Assessments	3,245,000	3,061,000			
5	Other Income	30,000	30,000			
6	Endowment Income	486,771	487,000			
7	Administrative Fees-Controller	150,000	150,000			
8	Administrative Fees-Planned Giving	45,000	80,000			
9	Payroll Fees	45,000	45,000			
10	Total Revenue	4,001,771	3,853,000			
11						
12						
13						
14	<b>EXPENDITURES</b>					
15	<b>Episcopate</b>					
16	Bishop's Compensation	153,184	157,780			157,780
17	Bishop's Benefits	64,077	68,562			68,562
18	Bishop's Hospitality	20,000			20,000	20,000
19	Bishop's Entertainment	10,000			10,000	10,000
20	Bishop's Travel	15,000			15,000	15,000
21	House of Bishops Travel	2,500		4,000		4,000
22	Bishop IX Election Fund	15,000			15,000	15,000
23	Bishop's Residence-Maintenance	30,000		30,000		30,000
24	Clergy Conference	10,000			10,000	10,000
25	Commission on Ministry	22,950			21,000	21,000
26	School for Deacons	35,000			35,000	35,000
27	Ordination Process Support	2,600			2,600	2,600
28	Archdeacon Expense	17,000			17,000	17,000
29	Companion Diocese Initiative	10,000			10,000	10,000
30	Travel-General Convention	13,000		13,000		13,000
31	Travel-Lambeth	2,000		2,000		2,000
32	Travel-Province	3,500			3,500	3,500
33	Standing Committee	3,200			3,200	4,000
34	Executive Council	3,000			3,000	3,000
35	Deanery Program	15,000			15,000	15,000
36	Ecumenical & Interreligious Affairs	3,000			3,000	3,000
37	Haiti Music Program	0			22,500	22,500
38	Total Episcopate	450,011				481,942
39						

APPENDIX C – 2012 OPERATING BUDGET

	A	B	C	D	E	F
1			2012 Proposed Budget			2012=Totals
2		2011=Budget	Salary/Benefits	Fixed	Discretionary	
40	<b>Outside Diocese Support</b>					
41	Episcopal Church Apportionment	700,863		690,000		690,000
42	Provincial Assessment	21,000		21,000		21,000
43	Millennium Project	28,012		26,971		26,971
44	Total Outside Support	749,875				737,971
45						
46	Treasurer's Office					
47	Controller's Compensation	100,921	100,000			100,000
48	Asst. Controller	0	40,000			40,000
49	Payroll & Benefits Coordinator	52,204	53,770			53,770
50	Accounting Manager	65,650	67,620			67,620
51	Accounting Consultant-Liz	19,520	20,106			20,106
52	Treasurer's Office Benefits	71,472	78,000			78,000
53	Bank & Payroll Fees	50,000		50,000		50,000
54	Outside Services	23,000		23,000		23,000
55	Travel & Entertainment	4,500			6,000	6,000
56	Miscellaneous	4,000			4,000	4,000
57	Audit of Diocese	57,000		60,000		60,000
58	Total Treasurer's Office	448,267				502,496
59						
60	<b>Planned Giving</b>					
61	Gift Planning Coordinator	100,921	103,949			103,949
62	Gift Planning Benefits	48,037	51,400			51,400
63	Travel & Entertainment	3,800			3,800	3,800
64	Program Expenses	32,000			32,000	32,000
65	Total Planned Giving	184,758				191,149
66						
67	<b>Administration</b>					
68	Bishop's Assistant Compensation	75,750	78,023			78,023
69	Benefits	23,499	25,144			25,144
70	Congregational Ministries Asst.	50,500	52,015			52,015
71	Benefits	10,086	10,389			10,389
72	Communications Assistant (Pera)	40,400	41,612			41,612
73	Benefits	8,485	9,079			9,079
74	Vocations Coordinator	15,477	20,000			20,000
75	Administrative Asst.	40,400	25,000			25,000
76	Benefits	19,404	0			0

APPENDIX C – 2012 OPERATING BUDGET

	A	B	C	D	E	F
1			2012 Proposed Budget			2012=Totals
2		2011=Budget	Salary/Benefits	Fixed	Discretionary	
77	Planned Giving Assistant	21,600	22,248			22,248
78	Temporary Assistants	13,000	10,000			10,000
79	Archivist	6,000	6,000			6,000
80	Benefits	459	459			459
81	Medical Premiums Retired Clergy	86,000		106,500		106,500
82	Chancellor's Fees	90,000		92,700		92,700
83	Building Maintenance	32,000		30,000		30,000
84	Telephone	15,000		12,500		12,500
85	Utilities	20,000		18,000		18,000
86	Supplies Office	19,000		19,000		19,000
87	Postage	22,000		24,000		24,000
88	Convention & Journal	15,000		15,000		15,000
89	Insurance	65,000		65,000		65,000
90	Real Estate Expense-Brentwood	15,000		16,000		16,000
91	Total Administration	704,060				698,669
92						
93	<b>Congregational Ministries</b>					
94	Congregational Minister's Comp	100,921	103,900			103,900
95	Benefits	31,340	33,000			33,000
96	Travel & Entertainment	7,000			7,000	7,000
97	Mission Personnel	231,457	193,091			193,091
98	Direct Subsidies to Missions	56,543			98,550	98,550
99	Contingencies for Missions	30,000			30,000	30,000
100	Area Ministry Support	22,000			0	0
101	Area Ministers Comp & Benefits	176,000			0	0
102	Fresh Start	5,000			5,000	5,000
103	Living Stones Partnership	5,000			5,000	5,000
104	Vicars' Retreat & Training	4,000			4,000	4,000
105	Continuing Education clergy grants	12,500			13,000	13,000
106	Clergy Wellness	0			2,000	2,000
107	Stewardship and Ministry Developers	23,000			12,500	12,500
108	Ministry Evaluation	0			2,500	2,500
109	Total Lines 94-108	704,761				509,541
110	<b>Discipleship Ministries</b>					
111	Ministry Development Ministers Comp	85,000	87,500			87,500
112	Benefits	35,045	36,000			36,000
113	Travel & Entertainment	6,000			6,500	6,500

APPENDIX C – 2012 OPERATING BUDGET

	A	B	C	D	E	F
1			2012 Proposed Budget			2012=Totals
2		2011=Budget	Salary/Benefits	Fixed	Discretionary	
114	Equipping the Beloved Community events	8,000			8,000	8,000
115	Diocese-wide training events	6,000			6,000	6,000
116	Resource Center	3,000			3,000	3,000
117	Education for Ministry (EFM)	2,000			2,000	2,000
118	Adult Curriculum Development	4,000			4,000	4,000
119	Specialized Lay training scholarhips	8,000			8,000	8,000
120	Happening	2,500			2,500	2,500
121	Diocesan youth events	5,000			5,000	5,000
122	Diocesan young adult events	2,000			2,000	2,000
123	Youth Communications/Curriculum	4,000			4,000	4,000
124	Youth/Young Adults retreats	4,000			4,000	4,000
125	Mission trips and pilgrimages	3,000			4,000	4,000
126	Campus Ministries	83,000			83,000	83,000
127	Camp Ministries - Bishop's Ranch	48,000			48,000	48,000
128	California Pacific Camp - St. Dorothy's	3,000			3,000	3,000
129	Intentional Communities - Interns	12,000			10,000	10,000
130	Hearst St. Tax & Maintenance	0		10,000		10,000
131	Youth Minister's Comp + Benefits	84,834	59,700			59,700
132	Travel & Entertainment	5,000			5,000	5,000
133	Total Lines 111-132	413,379				401,200
134	<b>Multicultural Ministries</b>					
135	Anti-Racism Training	12,500			8,000	8,000
136	Healing of Memories program	10,000			10,000	10,000
137	Academia (Latino educational program)	15,000			0	0
138	Assisting Bishop's Compensation	0				0
139	Benefits	0				0
140	Multi-Cultural Minister 1/2 time	30,000	30,000			30,000
141	Benefits	0	8,260			8,260
142	Travel & entertainment	0			6,000	6,000
143	Afro-Anglican Commission	7,700			7,700	7,700
144	Racial Reconciliation	0			2,600	2,600
145	Asian Commission	12,000			10,000	10,000
146	Latino Commission	5,000			5,000	5,000
147	Migration & Immigration	2,000			2,000	2,000
148	Total Lines 135-147	94,200				89,560
149	Total Congregational Ministry(109+133+148)	1,212,340				1,000,301
150						

APPENDIX C – 2012 OPERATING BUDGET

	A	B	C	D	E	F
1			2012 Proposed Budget			2012=Totals
2		2011=Budget	Salary/Benefits	Fixed	Discretionary	
151	<b>Communications</b>					
152	Communications Minister	86,860	89,466			89,466
153	Benefits	17,683	18,213			18,213
154	Web Associate's Compensation	0				
155	Web Associate's Benefits					
156	Communications Expense	30,400			19,000	19,000
157	Communications Program	25,000			14,000	14,000
158	Computer Training	2,000			1,000	1,000
159	Computer Equipment	5,000			3,000	3,000
160	Computer Maintenance Contract	45,000		45,000		45,000
161	Travel & Entertainment	3,000			3,000	3,000
162		214,943				192,679
163						
164	<b>Justice Peace &amp; Integrity of Creation</b>					
165	Episcopal Chaplaincy-Stanford Hosp.	3,000			3,000	3,000
166	Ecumenical Jail Ministry SF	0			0	0
167	Mental Illness Commission	0			0	0
168	Ministry to Convalescent Hosp.	2,500			2,500	2,500
169	Oasis	2,500			3,000	3,000
170	Peace Justice and Homeless	3,500			2,500	2,500
171	Police Chaplaincy-Marin	2,500			2,500	2,500
172	Recovery Ministries	0			0	0
173	Sojourn Chaplaincy at SF General	10,000			10,000	10,000
174	Commission for the Environment	0			0	0
175	Justice Peace & Integrity of Creation Program	0			0	0
176	MDG Working Group	0			1,000	1,000
177	World Mission	1,250			1,250	1,250
178	Women's Clericus	3,000			1,000	1,000
179	Total Line 165-178	28,250				26,750
180						
181	Total Expenditures	3,992,504	1,700,286	1,373,671	757,200	3,831,957
182						
183						
184	Surplus (Deficit)	9,267				21,043

APPENDIX D – 2012 SALARY RESOLUTION

**Resolved,** That effective January 1, 2012, 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 2.4% as reflected in the 2012 Mandatory Minimum Salary Schedule. Further Resolved: That Years of Experience be defined by Credited Service with The Church Pension Fund.

**2012 Mandatory Minimum Salaries Including Self Employment Tax**

Congregation Classification	Experience 0-4 Years	Experience 5-9 Years	Experience 10+ Years
A	63,392	66,913	70,435
B	65,505	69,379	73,252
C	67,642	71,843	76,069
D	70,435	76,069	81,705
E	77,479	84,522	91,637

**Resolved,**

1. That the minimum transportation allowance be \$0.555/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2012.
2. That any deviation below these minimums will be permitted by the Bishop for serious cause, with the Bishop using the Personnel Practices Commission as a council of advice.
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 above schedule.**

4. The Personnel Practice Committee strongly urges all churches, wherever possible, to increase the clergy and lay staff compensation 2.4% for 2011 to accommodate for inflation.

Associate clergy minimums are based on cleric's YCS at two grades below actual congregation classification.

APPENDIX D – 2012 SALARY RESOLUTION

**2011 CONGREGATIONAL GRADE STRUCTURE**

1. Number of pledging units:

Number	Points
000-100	3
101-200	6
201-300	9
301-400	12
401-above	20

2. Average weekly attendance at Sunday services:

Attendance	Points
00-100	3
101-200	6
201-300	9
301-500	12
501-above	20

3. Total Annual Operating Income-Line A of Parochial Report:

Amount	Points
\$0 to \$70,435	4
\$70,435 to \$135,190	8
\$135,191 to \$270,168	12
\$270,169 to \$540,764	16
\$540,765-above	20

The points from these three categories are then added together and the congregation classification is determined from the following table:

Total Points	Salary Grade
0 - 10	A
11 - 20	B
21 - 30	C
31 - 40	D
41++	E

Schedule Adjusted to Reflect Cost of Living Increases Since Passage in 1999.

APPENDIX E – DIOCESAN INSTITUTIONS

**INSTITUTIONS**

Bay Area Seafarer's Service

The Bishop's Ranch

Canterbury Foundations

Clausen House

Episcopal Charities

Episcopal Community Services of San Francisco

Episcopal Homes Foundation

Good Samaritan Family Resource Center

Ohlhoff Recovery Programs

Saint Dorothy's Rest

The Episcopal School for Deacons

**CHARTERED ORGANIZATIONS**

An Episcopal Ministry to Convalescent Hospitals

OASIS/California

SOJOURN – San Francisco General Hospital Chaplaincy



## APPENDIX F – CANONICALLY RESIDENT CLERGY

The Rev. David Abernethy-Deppe  
The Rev. Jonathan Abernethy-Deppe  
The Rev. Mehrdad Abidari  
The Rev. Robert Adams  
The Rev. Donald Adolphson  
The Rev. Francis Andersen  
The Rt. Rev. Marc Andrus  
The Rev. John Archer  
The Rev. Cn. Lauren Artress  
The Rev. Ricardo Avila  
The Rev. John (Cameron) Ayers  
The Rev. Douglas Bachmann  
The Rev. Michael Backlund  
The Rev. Anne Cox Bailey  
The Rev. Brian Bailey  
The Rev. Corolyn (Lynn) Baird  
The Rev. John Baker  
The Rev. Cn. Michael Barlowe  
The Rev. Brian Barnes  
The Rev. Becca Barnett  
The Rev. Lane Barton  
The Rev. Barbara Bender Breck  
The Rev. Susan Bergmans  
The Rev. Walter Bess  
The Rev. Robert Bettinger  
The Rev. Davidson Bidwell-Waite  
The Rev. James Billington  
The Rev. Sally Bingham  
The Rev. Patricia Bingham  
The Rev. Alexander (Alec) Blair  
The Rev. Machrina Blasdell  
The Rev. John Bliss  
The Rev. Jeremy Blodgett  
The Rev. Sarah (Sally) Boelter  
The Rev. Carolyn Bolton  
The Rev. Sjoerd Bonting  
The Rev. Lynn Bowdish  
The Rev. Carol Bowen  
The Rev. Kathleen Bradford  
The Rev. John Bright  
The Rev. Thomas Brindley  
The Very Rev. Joseph Britton  
The Rev. Philip Brochard  
The Rev. Margaret (Meg) Brogan  
The Rev. James Brown  
The Rev. Donald Brown  
The Rev. Nancy Bryan  
The Rev. Paul Burrows  
The Rev. Emilie Bush  
The Rev. Grant (Skip) Bushee  
The Rev. Tony Butler  
The Rev. Norman Butwill  
The Rev. Justin Cannon  
The Rev. Este Cantor  
The Rev. Richard-Jonathan Cardarelli  
The Rev. Amos Carey  
The Rev. Bente Carter  
The Rev. Charles (Elton) Carter  
The Rev. Laina Casillas  
The Rev. Robert Caughey  
The Rev. Jan Cazden  
The Rev. Naomi Chamberlain-Harris  
The Rev. Peter Champion  
The Rev. Susan Champion  
The Rev. David Chee  
The Rev. Jacqueline (Jackie) Cherry  
The Rev. Helon Chichester  
The Rev. Winston Ching  
The Rev. Timothy Christoffersen  
The Rev. Caroline (Robbin) Clark  
The Rev. Carol Cleland  
The Rev. John Coats  
The Rev. Albert Colbourne  
The Rev. John Conger  
The Rev. Carol Cook  
The Rev. Dana Corsello  
The Rev. Arlinda Cosby  
The Rev. Catherine Costas  
The Rev. Louis (Bill) Countryman  
The Rev. Stuart Coxhead  
The Rev. Pamela Cranston  
The Rev. Kathleen (Kathy) Crary  
The Rev. Robert Cromey  
The Rev. Ronald (Ron) Culmer  
The Rev. Patricia Cummings  
The Rev. Dorothy Curry  
The Rev. Barbara Dawson  
The Rev. Richard De Bruyn  
The Rev. Elizabeth (Betsy) De Ruff  
The Rev. Martin (Warren) Debenham  
The Rev. Donald DeCoss  
The Rev. Margaret Deeths  
The Rev. Gloria Del Castillo  
The Rev. Hailey McKeefry Delmas  
The Rev. Scott Denman  
The Rev. Tommy Dillon  
The Rev. Robert Dobbin  
The Rev. William Doggett  
The Rev. Melanie Donahoe  
The Rev. Robert (Rob) Droste  
The Rev. Penelope Duckworth  
The Rev. Edward Dumke

## APPENDIX F – CANONICALLY RESIDENT CLERGY

The Rev. Judith Dunlop  
The Rev. Matthew Dutton-Gillett  
The Rev. John (Jack) Eastwood  
The Rev. Ellen Ekstrom  
The Rev. William Ellington  
The Rev. Michael Erhard  
The Rev. Nancy Eswein  
The Rev. Lisa Eunson  
The Rev. Amber Evans  
The Rev. Paul Evans  
The Rev. Richard (Rick) Fabian  
The Rev. Frederick Fenton  
The Rev. Sosaia Fineanganofa  
The Rev. Donald Fisher  
The Rev. John Fitterer  
The Rev. Beth Foote  
The Rev. David Forbes  
The Rev. Richard Ford  
The Rev. Charlton (Skip) Fotch  
The Rev. Richard Fowler  
The Rev. Donald Fox  
The Rev. Matthew Fox  
The Rev. John (Jack) Fredricks  
The Rev. Paul Fromberg  
The Rev. Mary Moore Gaines  
The Rev. John Gallagher  
The Rev. John Gardner  
The Rev. Cn. William Geisler  
The Rev. Susanne George  
The Rev. Charles Gibbs  
The Rev. Robert Gieselmann  
The Rev. Vanessa Glass  
The Rev. John Golenski  
The Rev. Charles (Chuck) Gompertz  
The Rev. David Gordon  
The Rev. James Goss  
The Rev. Julie Graham  
The Rev. Victoria (Vicki) Gray  
The Rev. Horace (Reece) Greeley  
The Rev. David Green  
The Rev. Tamara Green  
The Rev. Timothy Greene  
The Rev. Robert Gregg  
The Rev. Bernard Griesel  
The Rev. Philip (Griff) Griffin  
The Rev. Stacey Grossman  
The Rev. David (Murray) Hammond  
The Rev. Michael Hansen  
The Rev. Jessica Hansen  
The Rev. Rosa Lee Harden  
The Rev. Hugh Hardin  
The Rev. James Hargis  
The Rev. Christopher (Chris) Harrigfeld  
The Rev. Stephen Hassett  
The Rev. Molly Haws  
The Rev. Janice (Jan) Heglund  
The Rev. Richard Helmer  
The Rev. Mark Henderson  
The Rev. Daniel Herth  
The Rev. Richard Hess  
The Rev. Richard Hewetson  
The Rev. Pamela Higgins  
The Rev. Barbara Hill  
The Rev. Graham (Jude) Hill  
The Rev. Michael Hiller  
The Rev. Eric Hinds  
The Rev. Mary Louise Hintz  
The Rev. Edward Hobbs  
The Rev. Raymond Hoche-Mong  
The Rev. William Hocker  
The Rev. Arthur Holder  
The Rev. Janet Holland  
The Rev. Joseph (Joe) Holt  
The Rev. John Robert (Bob) Honeychurch  
The Rev. Jill Honodel  
The Rev. Jennifer Hornbeck  
The Rev. Edward Horton  
The Rev. Galeta Hoy  
The Rev. Mary Hudak  
The Rev. Lawrence Hunter  
The Rev. Won-Jae Hur  
The Rev. Thomas (Tom) Jackson  
The Rev. Dorothy Jamison  
The Rev. T. (Vincent) Jang  
The Rev. Anne Jensen  
The Rev. Mary Jizmagian  
The Rev. Jay Johnson  
The Rev. Rudolph (Rudy) Johnson  
The Rev. Ida Johnson  
The Rev. Derek Jones  
The Rev. Dorothy Jones  
The Rev. James Jones  
The Rev. Vern Jones  
The Rev. Alan Jones  
The Rev. Martin Juarez-Herrera  
The Rev. John Kater  
The Rev. Robert (Rob) Keim  
The Rev. Beth Kelly (Arnold)  
The Rev. Richard Kerr  
The Rev. Henry Keyser  
The Rev. Frances Kieschnick  
The Rev. Robert King-Smith (Hugh)

## APPENDIX F – CANONICALLY RESIDENT CLERGY

The Rev. Eugenia (Genie) Kinney  
The Rev. Theron Kinsey  
The Rev. James Kirchhoffer  
The Rev. John Kirkley  
The Rev. Theolinda Knight  
The Rev. Robert Kossler  
The Rev. Kristin Krantz  
The Rev. Martha Kuhlmann  
The Rev. Roberta Kuschel  
The Rev. Franco Kwan  
The Rev. Connie Lam  
The Rev. Kay Landers  
The Rev. Joseph Lane  
The Rev. Anna Lange-Soto  
The Rev. Sloane (Chip) Larrimore  
The Rev. Lawrence Larson  
The Rev. Coryl Lassen  
The Rev. Gordon Lau  
The Rev. Amy Lawrence  
The Rev. Peter Lawson  
The Rev. Katherine Lehman  
The Rev. Christian Lehrer  
The Rev. Michael Lemaire  
The Rev. Luigi Licari  
The Rev. Eileen Lindeman  
The Rev. Mitchell (Mitch) Lindeman  
The Rev. David Linn  
The Rev. Tracy Longacre  
The Rev. David Lui  
The Rev. Carol Luther  
The Rev. Janyce (Rebecca) Lyman  
The Rev. Vincent MacKenzie  
The Rev. J. (Patrick) Maitrejean  
The Rev. Wendy Manley  
The Rev. Malcolm Manson  
The Rev. Richard Mapplebeckpalmer  
The Rev. Mario Marin  
The Rev. Nora Marin  
The Rev. Christopher Martin  
The Rev. Kevin Maxwell  
The Rev. David McBride  
The Rev. Ronald McBride  
The Rev. Robert (Rob) McCann  
The Rev. Matthew McDermott  
The Rev. Jane McDougle  
The Rev. Stephen McHale  
The Rev. Ellen McIlroy  
The Rev. James (Jim) McKnight  
The Rev. Mary (Chris) McManus  
The Rev. Christine McSpadden  
The Rev. Robin (Nikolaus) Merrell  
The Rt. Rev. George (Dick) Millard  
The Rev. Sylvia Miller-Mutia  
The Rev. Donald Miller  
The Rev. Darren Miner  
The Rev. Catherine Moon  
The Rev. Robert Moore  
The Rev. Rebecca Morehouse  
The Rev. Clayton Morris  
The Rev. Laureen (Laurie) Moyer  
The Rev. Thomas Murdock  
The Rev. Eric Nefstead  
The Rev. Leilani Nelson  
The Rev. William Nern  
The Rev. Paula Nesbitt  
The Rev. Elizabeth Newnam  
The Rev. Louis Newton  
The Rev. Leslie Nipps  
The Rev. Mary Norquist-Hinse  
The Rev. Bruce O'Neill  
The Rev. Leonard Oakes  
The Rev. Sara (Elizabeth) Oakes  
The Rev. John Oda-Burns  
The Rev. Lynn Oldham Robinett  
The Rev. Nina Olmedo-Jaquenod  
The Rev. Merry Ong  
The Rev. Thomas Osgood  
The Rev. Gary Ost  
The Rev. David Ota  
The Rev. Elizabeth (Beth) Parab  
The Rev. Kenneth Parris  
The Rev. Susan Parsons  
The Rev. Robert Partanen  
The Rev. Albert (Bertie) Pearson  
The Rev. Patricia Pearson  
The Rev. Nancy Pennekamp-Cumming  
The Rev. Richard Peterson  
The Rev. Walter Phelps  
The Rev. John Phillips  
The Rev. Nina Pickerrell  
The Rev. Lauran Pifke  
The Rev. Kristin (Stina) Pope  
The Rev. John Porter  
The Rev. Everett Powell  
The Rev. John Powell  
The Rev. Kenneth Powell  
The Rev. Joseph (Joe) Pummill  
The Rev. Kevin Putnam  
The Rev. Charles Ramsden  
The Rev. Christopher (Chris) Rankin-Williams  
The Rev. William (Bill) Rankin  
The Rev. John Rawlinson

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The Rev. Harvey Ray	The Rev. John Staley
The Rev. Pamela Redding	The Rev. Margaretmary Staller
The Rev. Jeffrey Reed	The Rev. Mark Stanger
The Rev. Elaine Reichert	The Rev. Franklin Sterling
The Rev. Robert Reynolds	The Rev. David Stickley
The Rev. Erroll Rhodes	The Rev. James Stickney
The Very Rev. W. (Mark) Richardson	The Rev. Steven Strane
The Rev. David Rickey	The Rev. Paul Strid
The Rev. William Riedell	The Rev. Amber Sturgess
The Rev. Bonnie Ring	The Rev. John Sutton
The Rev. Aristotle (Aris) Rivera	The Rev. Richard Swanson
The Rev. Whitney Roberson	The Rev. Fran Sweet
The Rev. Elisabeth (Betsy) Payne Rosen	The Rt. Rev. William (Bill) Swing
The Rev. David Ross	The Rev. Robert Switz
The Rev. George Ross	The Rev. Charles Taylor
The Rev. Patricia (Trish) Ross	The Rev. Marylou Taylor
The Rev. Patricia (Tricia) Rosso	The Rev. Roderick Thompson
The Rev. Philip Rountree	The Rev. Susan (Sue) Thompson
The Rev. R. Calvert (Cal) Rutherford	The Rev. Edward (Ted) Thompson
The Rev. Mark Ruyak	The Rev. John Tirrell
The Rev. Katherine (Kate) Salinaro	The Rev. Laura Toepfer
The Rev. Joanne Sanders	The Rev. John Tolley
The Rev. Hans (Sandy) Sandrock	The Rev. Frances Tornquist
The Rev. Richard Schaper	The Rev. Jose Javier (Javier) Torres-Bayas
The Rev. Donald Schell	The Rev. Arlen Towers
The Rev. Kenneth Schmidt	The Rev. Fran Toy
The Rev. Zoila Schoenbrun	The Rev. Clark Trafton
The Rev. William Schooler	The Rev. Kathleen Trapani
The Rev. Michael Schreiber	The Rev. Thomas Traylor
The Rev. Thomas Schultz	The Rev. Margaret Trezevant
The Rev. Will Scott	The Rev. John Trubina
The Rev. Johnnette Shane	The Rev. Thomas Trutner
The Rev. Gerald (Gerry) Shaon	The Rev. Maurice Turner
The Rev. Lynne Sharp	The Rev. Anthony Turney
The Very Rev. Jane Shaw	The Rev. Richard Vaggione
The Rev. David Sheetz	The Rev. Kathleen Van Sickle
The Rev. Sallie Shippen	The Rev. Martha (Sylvia) Vasquez
The Rev. Morgan Silbaugh	The Rev. Richard Vettel-Becker
The Rev. Gregory Sims	The Rev. Sharon Wagner
The Rev. Scott Sinclair	The Rev. Julia (Julie) Wakelee-Lynch
The Rev. Susanna Singer	The Rev. Patricia Walker-Sprague
The Rev. Duane Sisson	The Rev. Sumner Walters
The Rev. Thomas Skillings	The Rev. Roxanne (Rocky) Walters
The Rev. Ann-Lining Smith	The Rev. Lori Walton
The Rev. Bruce Smith	The Rev. Katherine Ward
The Rev. Richard Smith	The Rev. James Ward
The Rev. Samuel Smith	The Rev. Douglas Warren
The Rev. William Smith	The Rev. Jay Watan
The Rev. Richard Southworth	The Rev. Chester (Chet) Watson
The Rev. Harold Sox	The Rev. Harold Weicker
The Rev. Mark Spaulding	The Rev. Louis Weil

APPENDIX F – CANONICALLY RESIDENT CLERGY

The Rev. Elizabeth Welch  
The Rev. Judith (Judy) Werner-Hall  
The Rev. Jan West  
The Rev. Diana Wheeler  
The Rev. Palmer Wilkins  
The Rev. Monrelle Williams  
The Rev. Ronnie (Ron) Willis  
The Rev. Richard Wilmington  
The Rev. Mauricio Wilson  
The Rev. Salying Wong  
The Rev. Linda Wood  
The Rev. Eleanor Woodroffe  
The Rev. Matthew Woodward  
The Rev. Ting Yao  
The Rev. Eric Yeoman  
The Rev. Shari Young  
The Rev. Malcolm Young