

176TH CONVENTION

OF THE **EPISCOPAL DIOCESE OF CALIFORNIA**

FRIDAY & SATURDAY, OCTOBER 17 & 18, 2025

*Mattering. Collaborating. Collectively
Empowering. Sufficiency. Belonging.*

Day of Convention Booklet

This document lists nominees, canon changes, and resolutions to be voted on at the 176th Convention of the Episcopal Diocese of California.

All Convention Materials — Including this Booklet — Are

Available at

diocalconvention.org

Strategic Vision Materials

t.ly/StrategicVision

The Episcopal Diocese of California | 1055 Taylor Street | San Francisco, CA 94108

diocal.org | facebook.com/diocalifornia

Table of Contents

GUIDE TO CONVENTION

Agenda: Friday, October 17 and Saturday, October 18	3
Clergy (Ordinations, New Calls, & Necrology)	4
Convention Exhibitors	5
Ministry & Institutions Fair	6
2025 Elected Officers and Committees of Convention	7
Executive Council	8
2025 Appointed Officers and Committees of Convention	9
Diocal Convention Rules of Order	11
Consent Calendar & Special Orders	18
Special Orders	19

CANON CHANGES

A. Article XII: Changing Clergy Quorum for the Election of a Bishop	20
B. Canon XV. Ecclesiastical Discipline – Establishment of Disciplinary Board as Ecclesiastical Court	23
C. Amendment to Canon XVIII 18.02. Support of the Diocesan Operating Fund	25

FINANCE AND BUDGET

Treasurer's Report to Convention	27
Summary of the Financial Position of the Diocesan Corporation	30
Actual vs. Budget Income Statement	32
Report on the Corporation Sole	35
Summary of the Financial Position of the Corporation Sole	36
2026 Proposed Diocesan Budget	37
2026 Proposed Assessment Formula	41
2026 Proposed Salary Resolution and Mandatory Minimum Compensation	42
2026 Congregational Grade Structure	43
2025 Clergy Compensation Report	44

NOMINEES

List of Nominees	48
Standing Committee — Lay	49
Standing Committee — Clergy	51
Executive Council — Lay	54
Executive Council — Clergy	56
Secretary of the Convention	57
Treasurer of the Diocese	58
82nd General Convention Deputy — Lay	59
82nd General Convention Deputy — Clergy	75

RESOLUTIONS

1 — Assessment Formula Task Force	88
2 — Social Justice	89
3 — Affordable Housing	91
4 — Commemorating Roberto Clemente	93
5 — Sustainability Principles	95
6 — Pension Participation for Non-Stipendiary Clergy	97

Convention website: diocalconvention.org

2025 Written Reports to Convention available online: diocalconvention.org/2025Reports

[return to table of contents](#)



NOTE: Click on any entry in the Table of Contents to go to the entry's page in the booklet.

Agenda: October 17 and 18

*Adopted by the Committee on Dispatch of Business
September 25, 2025*

Friday, October 17 Meeting Online

5:00 PM Welcome & Orientation Q & A
5:15 PM Vigil Introit & Opening Prayers
5:20 PM Report of the Committee on Dispatch
5:30 PM Report of the Strategic Vision Committee
6:10 PM Report of Executive Council
6:20 PM Report of Standing Committee
6:30 PM Break (bring your own dinner)
6:40 PM Prayer &
Report of the Committee on Nominations
6:50 PM Report from the Task Force on Christian
Nationalism
7:05 PM Resolution Presentations and Q&A
7:55 PM Closing Prayer & Adjourn

Saturday, October 18 Meeting In Person at Grace Cathedral

7:30 AM Open for Check-In, VPoll Sign-in &
Quorum Poll; Hospitality on Plaza
8:30 AM Orientation
9:00 AM Call to Order, Great Procession &
Renewal of the Baptismal Covenant
9:15 AM Strategic Vision Plan (SVP) -
Christian Formation & Leadership
Development
9:45 AM SVP - Love Beyond
10:15 AM Break
10:25 AM First Reading & SVP -
Congregational Development

10:40 AM Second Reading & SVP -
Mission Congregations
10:55 AM Quorum Call &
Report from the Committee on Canons
11:00 AM Report of Dispatch of Business &
Consent Calendar
11:10 AM Committee on Resolutions
Report & Motions
11:20 AM Introduction of Nominees
11:30 AM Action on Resolution #6: Pension
Participation for Non-Stipendiary Clergy
11:45 AM First Ballot
11:50 AM Report from the Canon to the Ordinary

Noon Secretary's Announcements & Blessing

Photo & Movement to Lunch on Plaza

1:00 PM Reconvene & Report on First Ballot
Gospel Reading & Bishop's Address
1:30 PM SVP - Repair
1:45 PM SVP - Multicultural & Multilingual
Ministries
2:00 PM Prayers of the People & Holy Eucharist
2:35 PM Break
2:40 PM Reconvene & Second Ballot
2:50 PM Action on Resolution #4:
Commemorating Roberto Clemente
3:05 PM SVP - Finances
3:20 PM Action on Financial Resolutions for
2026 Budget
3:35 PM Action on Resolution #1:
Assessment Formula Task Force
3:50 PM Report on Second Ballot
3:55 PM Break
4:05 PM Action on Resolution #3: Affordable Housing
4:20 PM Action on Resolution #2: Social Justice
4:35 PM Additional Resolutions (if any)
5:00 PM Blessing, Dismissal, & Adjourn



CLERGY

Ordinations, Transfers, New Calls, & Necrology

changes recorded since the 175th Convention

ORDINATIONS

to the Diaconate

Thomas Fregoso
Rachel Dykzeul
Ingrid Jacobson

to the Priesthood

Pamela Stevens
Bill Trego
Andrew Lee
Thomas Fregoso
Rachel Dykzeul

TRANSFERS

Canonical Residency Changed to the Diocese of California

Julia McCray-Goldsmith *from El Camino Real*
Clarke Berge *from Olympia*
Adrew Schule *from Western New York*

NEW CALLS

Amber Evans – Vicar, Holy Family, Half Moon Bay
Cameron Partridge – Regional Dean,
San Francisco Deanery
Will Scott – Rector, St. Anselm's, Lafayette
Ryan Zavacky – Associate Rector,
St. Stephen's, Orinda
Weston Morris – Curate, Good Shepherd, Berkeley
Stephanie Green – Priest-in-charge,
Good Shepherd, Belmont
Hannah Cornthwaite – Priest-in-charge,
Holy Innocents, San Francisco

Rachel Dykzeul – Associate for Welcome and
Kinship, All Souls, Berkeley

Harlowe Zefting – Curate (Associate Rector),
St. Paul's, Walnut Creek

Chris Chase – Interim Rector, St. James,
San Francisco

Ingrid Jacobson – Associate, St. James,
Fremont

Pamela Stevens – Rector, St. Peter's, Redwood City

Mees Tielens – Director for Formation for
Children, Youth, Families and Adults,
Grace Cathedral, San Francisco

Chip Larrimore – Regional Dean, Marin Deanery

Kirsten Spalding – Rector, St. Mark's, Palo Alto

Lisa da Silva – Priest-in-charge, Trinity+St. Peter's,
San Francisco

NECROLOGY

Arthur Boone – 3/17/1938 - 10/14/2024

Teduan Vincent Jang – 7/28/1948 - 11/1/2024

Robert Weldy – 4/4/1957 - 11/11/2024

Susan Bergmans – 6/18/1944 - 12/12/2024

Gregory (Alex) Martin – 11/7/1946 - 12/13/2024

Robert McCann – 2/18/1931 - 12/27/2024

Fran Yee Toy – 8/9/1934 - 12/28/2024

Michael Hiller – 5/26/1945 - 1/1/2025

Robert Cromey – 2/16/1931 - 1/14/2025

Fran Sweet – 1/15/1940 - 2/24/2025

Peter Lawson – 1/3/1929 - 3/8/2025

Dorothy Jones – 3/18/1931 - 3/23/2025

Victoria (Vicki) Gray – 2/16/1939 - 8/3/2025

Elizabeth (Beth) Phillips – 1/12/1967 - 8/8/2025

Vern Jones – 7/19/1927 - 8/16/2025



Convention Exhibitors

The following Exhibitors will be joining us at Convention! Please stop by their tables in the plaza during check-in and breakfast in the morning and during the lunch hour!



Diocese of California

DioCal will be on the plaza with this year's swag and helpful handouts and flyers with resources for you to use!



Diocesan Commission on Peace, Justice and Hunger

The Peace, Justice and Hunger Commission will have materials on the church's support for refugees and on other social justice issues.



La Comisión Hispana/Latina

La Comisión Hispana/Latina desarrolla y celebra la comunidad entre la gente Episcopal Hispana/Latina en la Diócesis de California, apoyando el liderazgo y facilitando la comunicación.

Y en las palabras del Credo Hispano de Justo González, "porque creemos, nos comprometemos a creer por los que no creen, a amar por los que no aman, a soñar por los que no sueñan hasta que lo que esperamos se torne realidad."



Trans + Non-Binary Working Group

The Trans + Non-Binary Working Group is a group of lay and ordained members of the Diocese of California working together through advocacy and liturgy to improve the lives of the transgender, non-binary,

and Two Spirit people in communities. In this time of heightened violence and marginalization toward gender nonconforming people, we strive to disrupt anti-trans rhetoric and theology in this institution, the Diocese of California.

Diocesan Disaster Preparedness & Response Committee

The Diocesan Disaster Preparedness Committee supports congregations and individuals in being prepared for potential disasters and supports building organizational and individual resiliency.

Publishers Table:

Church Publishing, Inc.

Flyer listing authors from DioCal who have books published with CPI and including a discount code.

The Rev. Pamela Cranston

Member of Holy Cross, Castro Valley

Lindsey Crittenden

Member of Grace Cathedral

Paul Fromberg

Rector of St. Gregory of Nyssa, San Francisco

Mira Lowittz

Member of St. Peter's, Redwood City

Christopher L. Webber

Retired Episcopal Priest

Whyte Rose & Violet, Scribes

Founded by Vocational Deacon in DioCal



CONFIRM NOT CONFORM

Confirm Not Conform

Developed by staff members of St. John's, Oakland

In development since the early 2000s, Confirm Not Conform is a comprehensive confirmation program that encourages youth to explore, articulate, and own their faith—through the study and practice of Scripture, sacraments, creeds, prayer, and service. Used in over 1,000 congregations all over the nation and world.



MINISTRY TO SENIORS

SpiritCare Ministry to Seniors

A ministry supported by Christ Church, Portola Valley and Woodside

SpiritCare Ministry to Seniors serves over 80 care communities for older adults in the San Francisco Bay Area with worship services, Holy Communion and activities.

[return to table of contents](#)



Ministry & Institutions Fair

The following Ministries and Institutions will be joining us at Convention! Please stop by the fair located in the Chapter House across the plaza from the Cathedral and adjacent to check-in.



Braid Mission

Braid Mission is a diocesan institution that makes a lasting impact in the lives of youth in foster care through a mentoring program that helps build trusted and supportive relationships. Braid volunteers work in teams to create a positive, stable environment where healing can take place. This unique team model helps provide consistency for youth and flexibility and friendship for volunteers.

St. Dorothy's Rest Camp and Retreat Center



Since 1901, St Dorothy's has served as an institution of the Diocese of California to provide "a place of rest" in a redwood forest in Sonoma County. We operate year-round as a camp and retreat center, and cater to all kinds of community-centered groups whose

mission aligns with ours: church groups, recovery communities, artists and writers groups, families, civic and volunteer organizations all make up the patchwork quilt of faith, hope, love, and luck that is the



Episcopal Impact Fund

CREATING PATHWAYS OUT OF POVERTY

Episcopal Impact Fund

Episcopal Impact Fund delivers trust-based philanthropy to expand access to dignified housing and break the cycle of poverty for families, youth, and young adults in the Bay Area. Through grantmaking, advocacy, volunteer initiatives, and faith-based affordable housing development, we're working toward a Bay Area where every person has the resources and opportunities they need to thrive. To learn more and join our community, please visit <https://www.episcopalimpact.org/>.

School for Deacons

Learn how we form Deacons for the Diocese of California through affordable, innovative programs that form deacons proficient in bringing the needs, hopes, and concerns of the world to the Church and in showing the Church how to serve the world.

[return to table of contents](#)



The Bishop's Ranch

The Bishop's Ranch is a place of rare beauty where hospitality nourishes spirit, body, and mind. We host retreats, conferences, summer camps, and programs for groups and individuals from the Diocese of California, other churches, and nonprofit organizations. With 40 guest rooms, 8 meeting spaces, a dining hall for 120, and 365 acres of Ranch Lands, we welcome nearly 6,000 guests each year.



Episcopal Community Services San Francisco

Episcopal Community Services of San Francisco

Episcopal Community Services (ECS) has provided essential services to individuals and families experiencing homelessness in San Francisco since 1983, utilizing a holistic approach that addresses the multiple causes leading to homelessness. This past year, we served more than 13,000 people across four counties in the San Francisco Bay Area, guided by our mission to help homeless and very low-income people every day and every night obtain the housing, jobs, shelter, and essential services each person needs to prevent and end homelessness.



Ecumenical House

Ecumenical House is a progressive, ecumenical Christian Ministry inspiring God's love, compassion, and justice at San Francisco State and City College of San Francisco.



Stanford Canterbury

Stanford Canterbury

Come visit the Stanford Canterbury booth to show your love for campus ministry!



2025 Elected Officers and Committees of Convention

Ninth Bishop of the Episcopal Diocese of California, President of the Convention

The Rt. Rev. Austin Keith Rios

Standing Committee

Sean McConnell - President

The Rev. Jane Stratford - Vice President

The Rev. Audrey Miskelley - Secretary

Class of 2025

Sean McConnell

The Ven. Canon Carolyn Bolton

Class of 2026

Don Miller

The Rev. Jane Stratford

Class of 2027

Gretchen Lintner

The Rev. Audrey Miskelley

Class of 2028

Vinie Miller

The Rev. Beth Foote

Secretary of the Convention

The Rev. Br. Richard Edward Helmer BSG

Treasurer of the Diocese

Lane Ringlee

Committee on Nominations

The Rev. Kevin Deal, San Francisco - Chair

The Rev. James Dahlin, Alameda

Lois Downs, Peninsula

Anna Haight, Marin

Maria Meyer, San Francisco

Mike Scrutton, Southern Alameda

The Rev. Stephen Siptroth, Contra Costa

The Rev. David Grant Smith, Peninsula

Jim Wiant, Contra Costa

Ex officio

Christine Bensen, Executive Council

Gretchen Lintner, Standing Committee

The Rev. Br. Richard Edward Helmer,

Secretary of the Convention

1 Vacancy, Alameda

1 Vacancy, Marin

1 Vacancy, Southern Alameda



Executive Council

Bishop and President

The Rt. Rev. Austin Keith Rios

Officers

Leigh Flesher - Chair

The Rev. Todd Bryant - Vice Chair

Carolyn George - Secretary

Class of 2025

The Rev. Will Scott, Alameda

The Rev. Kirsten Spalding, Convention

Jim Wiant, Contra Costa

Vance Frost, Marin

Carolyn George, Convention

Sarah Lawton, San Francisco

Class of 2026

Christine Bensen, San Francisco

The Rev. Todd Bryant, Contra Costa

Leigh Flesher, Peninsula

The Rev. AnnaMarie Hoos, Convention

George Strait, Convention

Vacancy, Southern Alameda

Class of 2027

The Rev. Kira Austin-Young, Convention

Anthony Mei, Convention

Elizabeth Olson Lennon, Alameda

Kathleen Piraino, Marin

The Rev. Dr. Marisa Tabizon Thompson, Peninsula

Shawn Francis Anderson, Southern Alameda

Bishop's Appointees

Tish Busselle (2026)

Ex officio

The Rev. Br. Richard Edward Helmer,

Secretary of the Convention

Lane Ringlee,

Treasurer of the Diocese

Christopher Hayes, Esq

Chancellor

[return to table of contents](#)



2025 Appointed Officers and Committees of the Diocese and Convention

Chancellor & Parliamentarian

Canon Christopher Hayes

Committee on Dispatch of Business

Elizabeth Simpson-Falck - Chair
 Richard Edward Helmer, Secretary of the Convention
 Matthew Burt
 John Dedo
 Stephanie Martin-Taylor, Canon for Communications
 Caren Miles
 Anna Rossi
 J. Sierra Reyes, Canon to the Ordinary
 Pamela Stevens
 Alina Dennis, Consulting
 David Frangquist, Consulting, Secretary Emeritus
 Joy-Leilani Garbutt, Consulting
 John Gruenig, Consulting
 Jocelyn Sideco, Consulting

Committee on Credentials

Richard Edward Helmer - Chair
 Amy Cook
 Denise Obando

Committee on Resolutions

Dave Frangquist - Chair
 The Rev. Jim Dahlin
 Birgit Eschmann
 The Rev. Stephanie Green
 The Rev. Jude Harmon
 EJ Hilliard
 The Rev. Darren Miner
 Lisa Perry
 2 Lay Vacancies

Committee on Elections

Matthew Burt - Co-Chair
 The Rev. Krista Fregoso - Co-Chair
 Paul Berning
 John Dedo

Committee on Canons

Christopher J. Hayes, Esq - Chair
 Margalynne Armstrong, Esq
 Michael O. Glass, Esq
 The Rev. Pam Jester
 The Rev. Cn. Eric Metoyer
 The Rev. Stephen Siptroth, Esq

Diocesan Staff

The Rt. Rev. Austin Keith Rios, Bishop
 Elizabeth Rosenberg, Executive Assistant to the Bishop
 The Ven. Miguel Bustos, Archdeacon &
 Director of School for Deacons
 Canon Amy Cook, Canon for Formation
 Sarah Crawford, Payroll and Benefits Coordinator
 Shari Gonzales, Associate for Finance & Operations
 Canon Stephanie Martin Taylor, Canon for Diocesan
 Communications
 The Rev. Canon Eric Metoyer, Canon for Racial, Social,
 and Environmental Justice
 Caren Miles, Associate for Faith Foramtion
 Canon Denise Obando, Canon for Tranisition
 Ministries
 The Ven. Canon Nina Pickerrell, Archdeacon
 The Rev. Canon Michele Racusin, Canon for Diocesan
 Finance
 Max Remele, Accountant
 The Rev. Canon J. Sierra Reyes, Canon to the Ordinary
 Elizabeth Simpson-Falck, Communications Associate
 Dr. Travis Stevens, Vocations Officer
 Michael Stroup, Archivists

Regional Deans

The Very Rev. Bruce O'Neill, Alameda
 The Very Rev. Dr. Deborah White, Contra Costa
 The Very Rev. Chip Larrimore, Marin
 The Very Rev. Rebecca Goldber, Peninsula
 The Very Rev. Cameron Partridge, San Francisco
 The Very Rev. Jeff Dodge, Southern Alameda



2025 Appointed Officers and Committees of the Diocese and Convention

2025-2026 Commission on Ministry

Co-Chairs

The Rev. Dr. Cameron Partridge (2nd term)
Co-chair to be determined

Class of 2026

The Rev. Robert Kossler (1st term)
Brenda Nelson (1st term)
The Rev. Dcn. Jennifer Nelson (2nd term)

Class of 2027

The Rev. Dcn. Jac Cherry (1st term)
Cynthia Faust (1st term)²
Tonantzin Martinez Borgfeldt (1st term)
Jeri Robinson (2nd term)
The Rev. Stephen Siptroth (1st term)
The Rev. Sarah Stewart (1st term)

Class of 2028

Barbra Ruffin-Boston (2nd term)
The Rev. Dcn. Rebekah Hays Estera (first term)
The Rev. Dr. Cameron Partridge (2nd term)
The Rev. Mees Tielens (first term)

Class of 2029*

The Rev. Sahra Harding
Ms. Angela Langi
The Rev. Dan Scheid
The Rev. Dcn. Elizabeth Sims

*** The Class of 2029 will be appointed by the Bishop with the confirmation of the Convention on October 18.**

Appointees to the Regional Disciplinary Board*

The Rev. Stephen M. Siptroth, JD (2026)
The Hon. Patrick Thompson (2026)

** for clergy discipline in the Dioceses of California, El Camino Real, Northern California, and San Joaquin*

Committee on Program and Budget

Kirsten Spalding, Executive Council/Marin - Chair
Susan Aley, Finance Committee
Tish Busselle, Executive Council/Peninsula
Christine Benson, Executive Council/San Francisco
Elizabeth Olson Lennon, Executive Council/Alameda
Arthur Perkins, Finance Committee
Lane Ringlee, Finance Committee
Vacant, Executive Council/Southern Alameda
Jim Wiant, Executive Council/Contra Costa

Finance Committee

Lane Ringlee - Chair
Brad Barber
Debbie Hawkins
Bruce Deal
Susan Aley
Arthur Perkins

Committee on Governance

The Very Rev. Deb White, PhD - Chair
appointed by Standing Committee
Leigh Flesher, Executive Council
Sherry Lund, Standing Committee
Canon Kathleen Piraino, Executive Council
The Rev. Matthew Warren, Standing Committee
Jim Wiant, Executive Council

Committee on Assessment Appeals

The Rev. Marisa Tabizon Thompson - Chair
Bishop's Appointee
Carolyn George, Bishop's Appointee
Anthony Mei, Bishop's Appointee
Mike Oliver, Bishop's Appointee
Arthur Perkins, Bishop's Appointee
Lane Ringlee, Finance Committee
Kirsten Spalding, Executive Council



Rules of Order

Rules of Order

Last amended by the
175th Convention in 2025

Before Convention

Section 1. Procedure for Resolutions.

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

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

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

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

Rule 1.3. The Committee on Resolutions shall meet not less than seventy-five (75) days prior to the opening of Convention to consider resolutions submitted in timely fashion. The Committee may make such editorial changes as may appear necessary for accuracy or clarification. Substantive changes in resolutions shall not be made

without the consent of the proposer. However, at its option, the Committee may make suggestions or recommendations concerning resolutions, which may be incorporated in the pre-Convention materials furnished to the Deaneries.

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

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

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

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

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

[return to table of contents](#)



Rules of Order

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

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

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

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

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

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

Rule 1.13. All Committees of Convention may hold meetings by conference telephone call, teleconferencing or videoconferencing as an alternative to in-person meetings, provided that during any meeting all participants are

capable of hearing each other at all times. All Committee members shall be provided with information necessary to join the meeting. Reasonable notice of meetings shall be given by written notice, telephone, fax, email, or other electronic means.

During Convention

Section 2. Order of Business.

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

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

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

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

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

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



Rules of Order

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

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

Rule 2.7. Report of the Committee on Resolutions.

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

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

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

Section 3. The Business of Convention.

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

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

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

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

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

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

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

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

Section 4. Parliamentary Procedure.

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

Rule 4.2. When a question is before the Convention, no



Rules of Order

motion, except as hereinafter provided, shall be received, but to lay on the table, to move the previous question, to limit debate, to postpone to a certain time, to commit, to amend or to postpone indefinitely, which motions shall have precedence in the order named.

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

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

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

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

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

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

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

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

Rule 4.11. All questions of order shall be determined in the first instance by the Chair, but any member may appeal from any decision of the Chair; and on such appeal no

[return to table of contents](#)

member shall speak more than once without leave of the Convention.

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

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

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

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

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

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

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

Section 5. Nominations.

Rule 5.1. Under the proper order of business, the Committee on Nominations will propose two or more names, if possible, otherwise only the number required for a specific office. Nominations may be made from the floor at that time. No seconds are required. In placing a name in nomination, the



Rules of Order

following are required: 1) the name and position held by the person being nominated; 2) prior consent given by the individual to be placed in nomination; and 3) biographical material prepared and distributed.

Rule 5.2. Upon completion of nominations, the Committee on Elections will furnish the Convention with sufficient ballots containing the names of all persons nominated for each office requiring an election. The clergy and lay ballots will be distinguished by paper of different colors, identified with the name of the office; except that if automated vote-counting equipment is employed and the manufacturer does not supply ballots of different colors, then the form of the ballot may be as specified by the manufacturer, provided that there is a clear distinction between votes cast by clergy and by lay members.

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

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

Section 6. Voting.

Rule 6.1. When multiple positions in the same office are to be filled at one time, all nominees for that office shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled.

Rule 6.2. When one or more vacancies for unexpired terms are to be filled by election, all nominees for the same office, whether for a full term or for a vacancy, shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled, including vacancies; except that when the number of nominees does not exceed the number of positions to be filled, each Member of Convention shall be allowed to cast only as many votes

[return to table of contents](#)

for that office as there are full terms to be filled. The full term(s) shall be filled first, as specified in the Canons of the Diocese, and vacancies shall be filled second, in order of precedence.

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

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

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

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

Section 7. Conduct of Elections.

This section applies only when paper ballots are used for elections, including use of automated vote-counting equipment for tabulating paper ballots.

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

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



Rules of Order

mark shall be as specified by the manufacturer.

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

- a) if two or more ballots are folded together, unless the extra ballot or ballots are entirely blank;
- b) if more than the specified number of persons receive votes on any one ballot.

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

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

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

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

Rule 7.7. Immediately after canvassing the ballots, the tellers shall place them in separate envelopes for each order and shall endorse on the outside of each envelope the following:

- a) whether they were ballots of the Clerical or Lay Order;
- b) the number of counted ballots inside, and if the vote did not result in an election;
- c) whether it is the first or other ballot for the office;

- d) the number of any ballots not tallied.

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

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

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

Section 8. Conduct of Elections.

This section applies only when an electronic voting system is used to collect and tabulate ballots for elections, as well as votes on motions and resolutions requiring a vote by the Convention.

Rule 8.1. The Committee on Elections may, with the consent of the President and Secretary, employ an electronic voting system to enter and canvass ballots. The system must:

- a) require that each member of the Convention use unique credentials to access and enter a ballot;
- b) prevent any member of Convention from casting more votes for an office than specified in Section 6 of these rules;
- c) allow for canvass by clergy and lay orders, producing separate vote totals by order;



Rules of Order

- d) maintain auditable records of who voted and the results for each ballot or motion;
- e) include suitable security to limit administration of the system to trusted individuals.

Rule 8.2. The Secretary, Committee on Elections, and Registrars will take reasonable precautions to prevent voting by persons not present except when remote attendance is authorized under Canon 1.02(b).

Rule 8.3. Voting will be conducted using personal electronic devices or other devices at a convenient place. Suitable devices will be provided for members unable to use a personal electronic device. The polls will be opened at a time and for a period fixed by the Convention. The system will not permit voting until the Chair declares the polls open. When the time for voting expires, the Chair of the Committee on Elections will declare the polls closed, the system will prevent additional voting, and the tellers will proceed to record the vote.

Rule 8.4. The Secretary will make available provisional paper ballots for any members who are unable to vote electronically. The tellers will add votes from the provisional ballots to the totals provided by the voting system after verifying that votes from the same members are not included in the electronic totals. In the event of a conflict between an electronic vote and a provisional ballot, the provisional ballot will prevail.

Rule 8.5. Any doubtful ballot will be referred to the Chair of the Convention, and the Chair's decision will be final.

Rule 8.6. Each voter must enter a vote in the manner prescribed by the manufacturer of the voting system. The Secretary and the Committee on Elections will provide instruction before and during the Convention regarding the proper entry of votes. They may also provide coaches to assist voters during the Convention, but no coach may enter votes on behalf of a voter.

Rule 8.7. The Secretary will provide the tellers with vote result forms properly headed and numbered. Each vote result form will have the name of each person for whom votes are to be cast, and all vote totals will be recorded only on that form. The tellers will transcribe the results displayed or printed by the voting system to the vote result forms. The tellers will be the only persons to record the votes on

the vote result forms. At least three tellers will observe and verify the transcription of each result.

Rule 8.8. The tellers will be able to access vote totals in the voting system directly, without relying on any one person to report the vote totals to them. The tellers will cause to be printed suitable reports and audit lists from the voting system that may be used to verify the results.

Rule 8.9. Immediately after recording the votes, the tellers will place the audit lists and provisional ballots in separate envelopes for each order and will endorse on the outside of each envelope the following:

- a) whether they were ballots of the Clerical or Lay Order;
- b) the number of counted ballots, and if the vote did not result in an election;
- c) whether it is the first or other ballot for the office;
- d) the number of any ballots not counted.

Rule 8.10. Each envelope and vote result form will be signed by the several tellers and delivered to the Secretary. In separate envelopes, the tellers will place the voting lists of the two Orders, properly endorsed, with the number of the ballot for which they were used. The envelopes will remain unsealed until the close of that day's proceedings. It will be the duty of the Secretary to provide suitable envelopes for these purposes and to see that they are returned properly endorsed and sealed, and to keep them unopened, except as provided in Rule 7.9.

Rule 8.11. If the accuracy of the report by the tellers in any election should be questioned, rule 7.9 will apply. The recanvass may include review of electronic data retained in the voting system. The data in the voting system will be kept secure and free from tampering until the expiration of the time for recanvassing.

Rule 8.12. After the expiration of the time for requesting a recanvass, the Secretary may order the destruction of all voting records, provided that there is no request for a recanvass still pending. In the event that electronic voting records are retained for future analysis, nothing will be disclosed publicly that would reveal the votes cast by any individual member of Convention.



Consent Calendar & Special Orders

*Adopted by the Committee on Dispatch
September 25, 2025*

Special Order #1: Consent Calendar for the 176th Convention of the Diocese of California

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

1. The Consent Calendar shall consist of the adoption of the following:
 - a) **The Agenda of the 176th Convention of the Diocese of California, as published**
 - b) **Special Order #2:**
Report of the Committee on Resolutions
 - c) **Special Order #3:**
Report of the Committee on Canons
 - d) **Special Order #4: Budget & Financial Resolutions**
 - e) **Special Order #5: Reconsideration**
 - f) **Resolution A:**
Article XII: Changing Clergy Quorum for the Election of a Bishop (Second Reading)
 - g) **Resolution B:**
Canon XV. Ecclesiastical Discipline - Establishment of Disciplinary Board on Ecclesiastical Court
 - h) **Resolution C:**
Support of the Diocesan Operating Fund
 - i) **Appointments to the Commission on Ministry**
2. Provided that, if any member requests that any of the above matters be removed from the Consent Calendar, the Chair shall order that matter removed and placed in the Agenda at a suitable time.
3. And provided that, after the Chair has announced the adoption of this Special Order, any such requests for removal of matters from the Consent Calendar shall be out of order.

Special Order #2: Committee on Resolutions

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

1. The Committee shall have five minutes to file with the Convention those resolutions which have been considered by the Deaneries (Rule 1.3), and received any amendments thereto.
2. Opportunity then shall be given for members of Convention to seek 2/3 consent of the Convention for consideration of other resolutions. Debate on a motion to consider an additional resolution shall be limited to five minutes*, during which time no speaker shall be allowed more than two minutes*. Such debate shall be confined to the advisability of considering an additional resolution and not go into the merits of the resolution.
3. These resolutions, together with any amendments, shall be referred to the Committee on Resolutions or other Special Committees for subsequent hearing and report to the Convention.
4. When the Committee reports, in accordance with Rule 1.4, two minutes* shall be provided for presentation of each resolution.
5. Debate on each resolution shall be limited to fifteen minutes*, during which time no speaker shall be allowed more than two minutes*, unless the Convention by 2/3 majority resolves to extend the time.
6. Within the time allotted, no motion to limit debate shall be in order while anyone still wishes to speak. At the conclusion of the time period, votes shall be taken on all pending motions.

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



Special Orders

Convention by 2/3 majority, resolves to extend debate.

Special Order #3: Committee on Canons

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

1. Five minutes shall be provided for presentation of the Report and questions of clarification.
2. Two minutes shall be allotted to present an amendment, and five minutes* allotted for debate on each amendment, during which time no speaker shall be allowed more than two minutes*.
3. The Convention, by 2/3 majority, may vote to extend the time for debate. No motion to lay on the table, to recommit, or otherwise to terminate debate shall be in order while anyone still wishes to speak. At the conclusion of each established time period, votes shall be taken on all pending motions.

Special Order #4: Budget & Financial Resolutions

The Committee on Dispatch of Business moves that consideration of the budget and other financial resolutions be governed by the following Special Order:

1. At the time appointed in the agenda, a single motion shall be considered for the adoption of
 - a. The Proposed Budget,
 - b. The Proposed Assessment Formula, and
 - c. The Proposed Salary Resolution.
2. Debate on the budget & financial resolutions shall not exceed five minutes*.
3. Debate on any amendments from the floor, during the consideration of the budget & financial resolutions shall be limited to five minutes each*. No speaker shall be allowed more than two minutes*.
4. No motion to limit debate shall be in order during the allotted time period, while a person still wishes to speak. At the end of the time period, a vote will be taken on all pending motions, pertaining to that period, unless the

Special Order #5: Reconsideration

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

1. When the motion to Reconsider is debatable, debate on the motion to Reconsider shall be limited to five minutes*, during which time no speaker shall be allowed more than one minute*, unless the Convention by 2/3 majority resolves to extend the time.
2. When the motion to Reconsider has been carried, the question being reconsidered shall be taken up immediately, or at another time determined by the Chair, subject to appeal.
3. When the motion to Reconsider has been carried, and it is applied to a resolution originally governed by Special Order #2, debate shall be limited to ten minutes*, during which time no speaker shall be allowed more than two minutes* unless the Convention by 2/3 majority resolves to extend the time.
4. Within the time allotted, no motion to limit debate shall be in order while anyone still wishes to speak. At the conclusion of the time period, votes shall be taken on all pending motions.

* Time for debate is extended accordingly in all Special Rules when a speaker requires non-simultaneous translation, per Rule 4.15 of the [Rules of Order](#):

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



Resolution A: Article XII: Changing Clergy Quorum for the Election of a Bishop (Second Reading)

The Committee on Canons finds this amendment suitable in form for adoption.

This resolution has been placed on the Consent Calendar by the Committee on Dispatch of Business.

RESOLUTION TEXT:

Resolved, That Article XII of the Constitution be amended as follows:

(remove ~~strikethrough~~ text, add ***italic bold text***)

Article XII. The Election of Bishops.

Sec. 12.3. ~~A majority of all Clerics entitled to vote, and not less than two-thirds of all the parishes and missions (including the Cathedral congregation) represented by at least one delegate, shall constitute a quorum. If such representation of the clerical order and of the foregoing congregations is not present at any ballot, and if a quorum is called for, then it shall be announced that no quorum exists, and the Convention shall be recessed until such a quorum is present. A quorum consists of clerics affiliated with at least two-thirds of all congregations entitled to representation and lay delegates representing at least two-thirds of all congregations entitled to representation.~~

Sec. 12.4. Voting shall be by ballot. ~~The clerical and lay orders shall vote separately, and the concurrent majority vote of each order present shall constitute the election. The votes of the clergy and lay orders shall be counted separately, and concurrent majorities in both orders shall be required for election.~~

EXPLANATION:

This proposed amendment to the Constitution:

1. Responds to the challenge of attaining clergy quorum at the special convention to elect a bishop in December, 2023, and, per the request of the Standing Committee with the agreement of Bishop Rios, eases the clergy quorum for the election of a bishop from a majority of all clerics entitled to vote to clerics representing at least 2/3 of the congregations entitled to representation, paralleling the quorum for lay delegates. *See further background below.*

2. Removes “present” from Sec. 12.4, which complicates voting procedures, has made no difference to the outcomes of any ballot in either of the last two elections, and is not in keeping with standard parliamentary practice. A concurrent majority would still be required, but the basis would be on those voting at each ballot, not on a total of those present, as with all other elections undertaken by the Convention and standard voting procedures under *Robert’s Rules of Order*.
3. Clarifies the language requiring a vote by orders.
4. Removes potentially limiting language regarding quorums, allowing Convention the discretion to follow parliamentary procedures as found *Robert’s Rules*. The current constitutional language about recessing could be narrowly interpreted to constrain an electing convention from other procedural options to respond to a lack of quorum, which include adjournment to a fixed time, adjourn fully, recess, other measures to attain quorum, and subsidiary motions (*RONR (12 ed.) 40:7*).

This amendment was passed by the 175th Diocesan Convention by a concurrent majority in both orders. If passed in a second reading by the 176th Convention in 2025 with a concurrent majority in both orders, the amendment becomes effective.

Further background on changing the clergy quorum in a convention to elect a bishop, adapted from a report to the Standing Committee by the Secretary of the Convention on January 27th, 2024:

Clergy Quorums at the 2006 and 2023 Special Convention to Elect a Bishop

It was strikingly more difficult in 2023 than 2006 to achieve quorum (a simple majority of clergy eligible to vote present) prior to the election:

<u>Year</u>	<u>Clergy Eligible to Vote</u>
2006	390
2023	306

<u>Quorum Required</u>	<u># / % of Eligible Clergy Present</u>
196	258 / 66%
154	160 / 52%

Additional details of the clergy present in the 2023 Election:

The number of congregations with clergy representation was 57 out of 72, or 79%.

Only 27 clergy (17% of the total present) had no congregational

[return to table of contents](#)



Resolution A: Article XII: Changing Clergy Quorum for the Election of a Bishop (Second Reading)

affiliation

A Parliamentary Principle

Robert's Rules of Order Newly Revised (12th Edition) notes that quorum may vary widely from organization to organization, especially in “voluntary societies” (e.g. a church body) and provides this helpful general principle: “The quorum should be as large a number of members as can reasonably be depended on to be present at any meeting, except in very bad weather or other exceptionally unfavorable conditions.” (40:5)

Quorum Requirements for Episcopal Elections in the Wider Church

It is indeed the case that quorum for an episcopal election varies widely across the Episcopal Church, and even within Province VIII. With help from the Rev. Dr. Pamela Stevens and Mr. Don Miller, the Secretary compiled a table of quorums (https://docs.google.com/spreadsheets/d/1NNCR_iaL-gDnrymNxJfKwF9aG8jrxfpOs/edit?usp=drive_link&ouid=106024530749141188718&rtpof=true&sd=true) for both annual conventions and special conventions to elect a bishop from 15 dioceses in Province VIII. The range of convention quorum requirements is striking, from as low as 1/4 up to 2/3.

In six (6) instances, the quorum requirements for annual and special conventions are the same. In a majority of Dioceses in the Province, including the Diocese of California, the threshold quorum requirements for the special convention to elect a bishop are higher than that for an annual convention. This threshold for episcopal elections normally requires a majority or a 2/3 supermajority in both orders — the only notable exception to this being the Diocese of Hawai‘i, which sustains a quorum of 1/3 of clergy eligible to vote from its annual convention requirements.

Also of distinct note are additional quorum requirements that go beyond basic numeric standards and include representative minimums from congregations in union with the Convention. This most often appears as a simple majority vote with 2/3 of the congregations in the diocese represented.

We also found two (2) instances of dioceses requiring clergy to not only be canonically resident, but physically resident in the diocese to be eligible to vote. There are also a handful of unusual requirements for clergy to be eligible to vote.

[return to table of contents](#)

A Proposal for Clergy Quorum Going Forward

With this wide range of potential quorum standards to consider, we are left with the question of how best to choose an appropriately proleptic standard for quorum for the next special convention to elect a bishop in the Diocese of California. In conversation with Mr. Dave Frangquist, Secretary Emeritus of the Convention, and Canon Christopher Hayes, Chancellor, as well as the Committee of Dispatch of Business as we debriefed from the December 2nd electing convention, the following consensus appears to be the best recommendation for moving forward:

- The high cost of living in the Diocese of California shows no signs of abating, and is making it ever more cost-prohibitive for retired clergy to remain domiciled within the Diocese. This limits their participation in a future electing convention.
- Current demographics of decline in church membership, the number of congregations in the Diocese, and positions for active clergy in congregational ministry put further downward pressure on clergy available to participate in convention.
- There is a current shortage of clergy in general in The Episcopal Church, which follows the complex economics of declines in church membership.
- The question of whether retired clergy may vote in an electing convention, and, if so, which retired clergy may vote, is contentious and probably unhelpful to reaching a viable solution.
- Also potentially contentious is entertaining confining eligibility of clergy eligibility to those who remain domiciled in the physical boundaries of the Diocese, given the financial difficulty of doing so and given the reality that clergy remain canonically resident in the diocese where they retire, in perpetuity.

With these principles and concerns in mind, and given our slender quorum (52%) at the December 2nd, 2023, electing Convention, the consensus recommendation is to propose an amendment to Article XII Section 12.3 of the Constitution to set the clergy quorum to consist of one cleric affiliated with each of at least 2/3 of the diocesan congregations, parallel to the required quorum for lay delegates for an electing



Resolution A: Article XII: Changing Clergy Quorum for the Election of a Bishop

convention. This has the virtue of flexibility over time (as the number of congregations changes) without disallowing the full participation of retired and non-parochial clergy under Article VI.

It is worth noting that this recommendation closely or exactly parallels the quorum in seven of our neighboring dioceses in Province VIII, and it offers relative elegance, simplicity, and ease of understanding by the Convention during its deliberations.

The Secretary expresses his deep thanks for Mr. Don Miller and the Rev. Dr. Pamela Stevens for their gracious assistance in researching the quorum requirements in other dioceses to help inform this report. The Secretary is also grateful to Mr. Dave Frangquist, Secretary Emeritus, and Canon Christopher Hayes, Chancellor, for their help in refining this amendment.

SUBMITTED BY:

The Rev. Br. Richard Edward Helmer BSG
Secretary of the Convention
secretary@diocal.org



Resolution B: Canon XV. Ecclesiastical Discipline – Establishment of Disciplinary Board on Ecclesiastical Court

The Committee on Canons is reviewing this proposed amendment for form.

This resolution has been placed on the Consent Calendar by the Committee on Dispatch of Business.

RESOLUTION TEXT:

Resolved, That Canon XV be amended as follows:
(remove ~~strikethrough~~ text, add ***italic bold text***)

Sec. 15.10. ***Appointment Nomination, Election, and Removal.***

~~The members of the Disciplinary Board from this Diocese shall be appointed Bishop with the consent of the Standing Committee by November 1 of each year, with terms beginning the following January 1.~~

Each member of the Disciplinary Board from this Diocese shall be nominated by the Bishop and the Standing Committee, acting together, and elected at an Annual Convention, with a term beginning the following January 1. Any member of the Disciplinary Board from this Diocese may be removed by the Bishop and the Standing Committee, acting together, whenever, in their judgment, the best interests of the Diocese would be served thereby.

Sec. 15.11(b)

~~(b) That Bishop shall appoint a replacement Disciplinary Board member with the consent of the Standing Committee of the vacating member's diocese~~

(b) If the vacating member is from this Diocese, the Bishop and the Standing Committee from this Diocese, acting together, shall approve a replacement Disciplinary Board member of the same order as the vacating member.

EXPLANATION:

The purposes of this canon amendment are: (1) to enhance transparency in who is chosen to serve as this Diocese's members on the regional Disciplinary Board; (2) to expand

participation in deciding who should serve our Diocese in this way; (3) to provide greater opportunities for our Diocese's members on the Disciplinary Board to be representative of the breadth of diversity and depth of wisdom of the people within our Diocese; and (4) to ensure members of the Disciplinary Board from this Diocese possess qualifications and experience that make them suitable to serve on the board.

In 2011, the Diocese of California entered into a compact with the Dioceses of Northern California, El Camino Real, and San Joaquin "to develop and share resources necessary to implement Title IV_." As part of this Compact, each diocese has two representatives – one lay, and one ordained – on a regional Disciplinary Board that hears and decides Title IV matters that arise within the four dioceses. The Compact allows each diocese's representatives on the Disciplinary Board to be appointed or elected. Since the Compact was enacted in 2011, representatives of this Diocese have been appointed by the Bishop with the consent of the Standing Committee.

There are several different practices among dioceses in the Episcopal Church for determining who, from within a diocese, should serve on the diocesan (or regional) disciplinary board. These options fall on a spectrum, from less participation and transparency, to greater participation and transparency:

- On one end of the spectrum are dioceses in which the bishop appoints the members of the disciplinary board with the consent of the standing committee (e.g., San Joaquin, El Camino Real, and, currently, our Diocese).
- On the other end of the spectrum are dioceses that take open nominations and elect members of the disciplinary board at the annual diocesan convention (e.g., San Diego and Massachusetts). (A similar process is used by the Court of Review of the Episcopal Church.)
- Between these two ends of the spectrum are other variations, such as:
 - In the Diocese of Virginia, where the standing committee nominates people to stand for election at diocesan convention;
 - In the Diocese of New York, where a leadership development commission nominates people who are



Resolution B: Canon XV. Ecclesiastical Discipline – Establishment of Disciplinary Board on Ecclesiastical Court

elected at the annual diocesan convention; and

- In the Diocese of Los Angeles, where the bishop and the standing committee agree on who should serve, and the names are ratified at convention.

There is no right or wrong process, but every process speaks something about our values. Our Diocese has an opportunity to adjust its practice to provide greater transparency and greater participation by the Standing Committee and Convention delegates in the selection of Disciplinary Board members from this Diocese. Under this proposed amendment, nominees would be approved by the Bishop and Standing Committee together; and nominees then would need to be approved by a vote at Diocesan Convention. Vacancies within an unexpired term would be filled by the Bishop and Standing Committee, acting together.

If this canon amendment is introduced at this Annual Convention and approved at the 2026 Annual Convention, beginning with the 2027 Annual Convention, this new process will be used to elect our Diocese's Regional Disciplinary Board members after any current members' terms expire.

SUBMITTED BY:

The Rev. Stephen M. Siptroth, J.D., current Diocese of California clergy representative on the Regional Disciplinary Board (term expires December 31, 2026.)

ENDORSED BY:

Laura Curlin
Sarah Lawton
The Ven. Margaret Dyer-Chamberlain
The Very Rev. Bruce D. O'Neill
The Very Rev. Dr. Cameron Partridge
The Very Rev. Dr. Deborah O. White
The Rev. Hannah Elyse Cornthwaite
The Rev. Ronald D. Culmer
The Rev. Kevin Deal
The Rev. Rebekah Hays Estera
The Rev. Dr. Steve Sturgeon
The Rev. Dr. Marisa Tabizon Thompson
The Rev. Erin Wiens St. John

[return to table of contents](#)



Resolution C: Amendment to Canon XVIII 18.02. Support of the Diocesan Operating Fund

The Committee on Canons is reviewing this proposed amendment for form.

This resolution has been placed on the Consent Calendar by the Committee on Dispatch of Business.

RESOLUTION TEXT:

Resolved, that Canon XVIII, Section 18.02 of the Canons of the Diocese of California be amended to state as follows:
(remove ~~strikethrough text~~, add ***italic bold text***)

Sec. 18.02. Support of Diocesan Operating Fund.

(a) It is the unqualified obligation of ***the Cathedral and*** each parish and organized mission in union with the Convention of this Diocese to provide its proportionate share of the expenses of the Diocese as set forth in the budget for the Diocesan Operating Fund adopted by the Diocesan Convention.

(b) Such proportionate share of expenses not otherwise provided by endowment income, grants and other sources ~~shall~~ ***will*** be assessed ~~upon~~ ***on the Cathedral and*** each parish and organized mission in proportion to its ~~total annual operating income as recorded in the financial section of the annual parochial report of each such parish and organized mission, except as modified below~~ ***assessable funds, calculated as follows:***

(i) Excluding any amounts received by an organized mission from the Diocesan budget through the Congregational Development Committee; ***Assessable funds are defined as the "Normal Operating Income" reported in the most recent annual parochial report, consisting of (a) plate, pledge, and other unrestricted contributions to the general support of the congregation; (b) investment income used for operations; (c) other operating income used for day-to-day operations; and (d) unrestricted bequests used for operations. Assessable funds do not include (e) assistance from the Diocese for the congregation's operating budget; (f) restricted gifts to capital funds; (g) additions to endowment and other investment funds; (h) contributions to outreach and mission programs; or (i) donations or offer-***

ings received for transmittal to other religious or nonprofit organizations. When applicable, assessable funds will be reduced by the total compensation and benefits (including pension assessments) for any new professional programmatic staff position created by a parish or mission, subject to the phased exclusion schedule described in subsection (iii) below. The definition of assessable funds is governed by this canon and will not be altered by changes in the format or terminology of the churchwide parochial report.

(ii) In the case of the Cathedral, ~~"total annual operating income"~~ ***shall be assessable funds*** are all amounts received through pledges by the Cathedral congregation ***in the fiscal year covered by the most recent annual parochial report;*** and

(iii) ~~In the event that a~~ For ***any*** parish, or an ***any*** organized mission (with the approval of the Congregational Development Committee and the Bishop), ***that create creates*** a new full- or part-time position which has a scope of responsibilities solely devoted ***solely*** to the professional, programmatic life of ~~said the~~ parish or mission (as opposed to clerical ***administrative***, janitorial, or non-programmatic responsibilities), the calculation of income of said parish or mission for purposes of the Diocesan assessment shall not include the total compensation plus related employee ***and*** benefits for said ***that employee will be excluded from the assessable funds calculation as follows: 100% exclusion*** in the first two and ***second years*** of his or her employment; 50% of said cost ***exclusion*** in the third year; and 25% of the ***cost exclusion*** in the fourth year. This subsection ~~shall be~~ ***is*** limited to the equivalent of one full-time employee per congregation; it ~~shall~~ ***does*** not apply to the Cathedral.

(c) Assessments under this section ~~shall~~ ***will*** be assigned to each parish and organized mission on a graduated basis, so that units having a lower total operating income will be assessed a lesser percentage of their total operating income. The Finance Committee ~~shall~~ ***must*** recommend to Diocesan Convention each year a schedule of two or more levels of total operating income and corresponding percentages of such income as the basis for assigning assessments to each parish and organized mission. Such schedule shall be effective for assessments for the ensuing year, unless modified by



Resolution C: Amendment to Canon XVIII 18.02. Support of the Diocesan Operating Fund

resolution of Diocesan Convention.

(d) If a parish or organized mission fails to pay its full assessment for the twelve full months immediately preceding Convention, the voting privileges of its Delegates to the Diocesan Convention may, at the discretion of the Bishop, be suspended in proportion to the unfilled obligation, provided that no such suspension shall result in reducing the voting representation of any such parish or organized mission below one Delegate.

(e) Any proposed amendment to the Canons concerning support of the Diocesan Operating Fund or the methodology for Diocesan assessments shall be submitted to the Finance Committee on or before the first day of April. The Finance Committee shall consider the potential effect of the proposed amendment on the Diocesan Operating Fund and the operations of the Diocese, and report its conclusions to the Diocesan Convention, prior to any vote on the proposed amendment.

EXPLANATION:

The proposed amendment to Canon 18.02(b) is intended to preserve the Diocese's longstanding approach to calculating assessments, not to introduce a substantive change. Historically, the Diocese has relied on the "Normal Operating Income" line of the parochial

report as the basis for determining assessable income. However, recent changes to the financial section of the parochial report have altered or eliminated categories that previously aligned with our canonical language and assessment methodology. This amendment is designed to restore clarity and continuity by codifying the definition of "assessable funds" in a way that tracks the traditional understanding of "Normal Operating Income" as it has been used in diocesan practice. It ensures that the Diocese continues to assess congregations in a manner consistent with past practice, while providing transparency and alignment with the current reporting structure. The amendment also retains existing provisions regarding exclusions for new programmatic staff and the special treatment of the Cathedral, ensuring that no substantive policy changes are introduced.

SUBMITTED BY:

Christopher Hayes, Chancellor of the Diocese and Canon to the Bishop.



Treasurer’s Report to Convention

Treasurer’s Report to Convention

The Diocese of California, with input and oversight from the Executive Council and its Finance Committee, has focused on ensuring the financial affairs of the Diocese support the mission of the Diocese while maintaining long-term financial viability.

Over the course of 2024 and 2025, the Finance Committee has advised our Bishop, Diocesan staff and Executive Council on numerous financial issues including our bank and lending relationships, use of our line of credit, deferred maintenance/ capital projects for facilities, insurance and investing our operating cash.

The Diocese conducts an audit each year of the financial statements using an external auditor, Windes Inc. in accordance with generally accepted accounting standards. The audit report for the most recent fiscal year reflects the audit conducted by Windes and is currently being finalized. A copy of our audited financial statements and the independent auditors’ report will be made available on the website of the Diocese. We expect our 2024 audit to be issued with an unqualified opinion which would confirm the results present fairly the financial flows and assets of the Diocese.

Financial Results for Calendar Year 2024

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

- 1. Operating Fund
- 2. Endowment Fund
- 3. Expanding Horizons Fund (est. 2016)
- 4. Custodial Fund
- 5. Deferred Gifts Fund

The Diocesan Corporation total net assets increased to \$55.6 million from \$53.2 million, a net gain of \$2.4 million during 2024. This was largely due to our positive investment returns on the Endowment and Expanding Horizons Funds and our operating funds which increased by \$3.8 million. It is important to note that U.S. stock and bond market returns were positive in 2023-24 in contrast to 2022.

Operating Fund

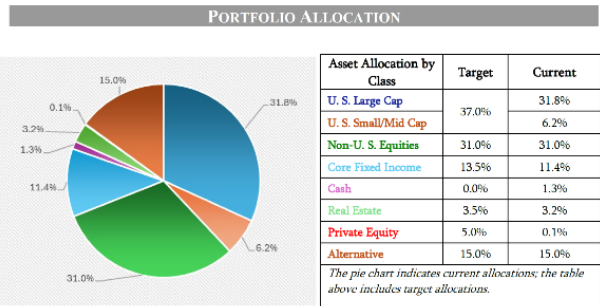
The operating fund of the Diocese reported a 2024 surplus on an accrual basis of \$370,632, primarily due to higher assessment

revenues and gifts and contributions, plus reduced levels of expense for general and administrative and fundraising. The primary sources of revenue for the operating fund are assessments, gifts, fee income, and the annual income distribution from the Endowment Fund.

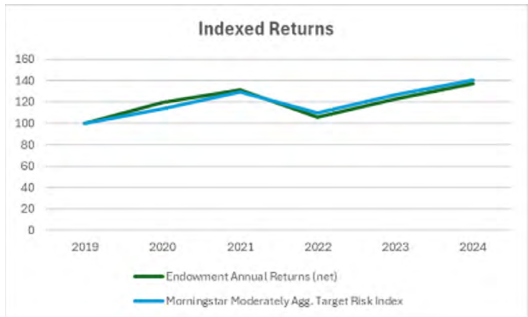
Endowment Funds

Key facts about our Diocesan Endowment Funds:

- Funds primarily managed by the Domestic and Foreign Missionary Society of the Protestant Episcopal Church (“DFMS”), which manages the endowment fund of The Episcopal Church, since 2016.
- The Board-Directed Endowment Fund balance as of the end of 2024 was \$10.4 million.
- The annual withdrawal rate is 4.25% of trailing 12 quarter average assets.
- The DFMS portfolio is broadly diversified as follows (as of 6/30/25; source: TEC Finance Office):



The five-year annual returns on our portfolio are comparable to a standard endowment benchmark as follows (source: TEC Finance Office, Morningstar):



Expanding Horizons Campaign Fund

The Expanding Horizons Campaign Fund was established in 2016 and as of the conclusion of 2024, the Fund had assets of

[return to table of contents](#)



Treasurer's Report to Convention

\$4.78 million and receivables (future contributions expected) of \$1.87 million. In 2024:

- Distributions of \$906,919 were partially offset by investment income of \$142,188 and contributions of \$145,737.
- Funds were invested in short-term money market, US Treasury Notes and certificates of deposit recognizing the shorter-term distribution requirements.

Custodial and Deferred Gifts Funds

These funds have specific and restricted uses largely as follows with end of 2024 balances noted:

- Custodial: gifts and grants designated by donors for specific projects/programs (\$825,508)
- Deferred Gifts: these are funds reflecting Charitable Remainder Trusts which are donated funds with use of funds restricted by donors (\$11,299,863).

Payroll and Benefits Receivables

Important services our Diocese provides to churches and organizations within our Diocese are processing of payroll and benefits, services that are not typically offered in other Episcopal dioceses. At the end of 2024 our Diocese had receivables of approximately \$2.3 million for payroll and benefit advances under this program, consistent with prior year outstanding balances.

Line of Credit

Our Diocese also provides financial support for organizations seeking assistance for capital improvements through a Diocese line of credit.

- In 2025, we transitioned the line of credit relationship to Heritage Bank of Commerce from U.S. Bancorp as the original line of credit expired.
- We had outstanding loans to various congregations and ministries of approximately \$1.646 million at the end of 2024, up from \$1.315 million in 2023.
- Our Diocese incurs the debt on behalf of congregations and ministries, and we remain compliant with related financial covenants.

2025 Forecast and 2026 Budget

The operating fund is currently expected to generate a modest amount of excess revenue over expenses for the 2025 fiscal year.

The Program & Budget Committee, Finance Committee, and

Executive Council are recommending for your approval a 2026 operating fund budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2026 budget is included in the Convention materials. The 2026 budget approved earlier this year assumed a cost of living increase for salaries of 1.5% in contrast to the increase in 2025 of 3.2%, consistent with the Consumer Price Index prepared by the Bureau of Labor Statistics representing the San Francisco Bay Area and in keeping with prior years' practice. The actual percentage increase of 1.5% as of June 30 is submitted to Convention for approval as the recommended COLA for 2026 salaries.

Financial Policies and Procedures

The Finance Committee of the Executive Council holds monthly meetings to review the financial affairs of the Diocese. Its monthly discussions include a review of the year-to-date operating financials, the aging of receivables from the parishes and missions, and the line of credit loan available to parishes and other Diocesan institutions. In addition, our meetings include discussions of financial policies and related policy developments or amendments to ensure our Diocese follows excellent financial governance practices. A summary of these meetings is then presented at each month's Executive Council meeting. Three other committees of the Executive Council also have significant involvement in the financial affairs of the Diocese:

- The Program and Budget Committee initially evaluates the recommended operating budget for the coming year, which is then reviewed by the Finance Committee and the Executive Council. Subsequently, the budget is reviewed by deaneries before submission to Diocesan Convention.
- The Audit Committee is charged with the responsibility of ensuring that the financial affairs of the Diocese are audited by an independent auditor and that appropriate accounting policies and internal controls are established and followed.

Corporation Sole

The assets of the Corporation Sole except for its real estate holdings were transferred to the Diocesan Corporation in December 2009. A separate report on the financial position of the Corporation Sole follows this report.

Closing

Our committees governing financial aspects of our Diocese are mindful of our responsibilities to ensure financial resources are

[return to table of contents](#)



Treasurer's Report to Convention

available, fixed assets are protected to support our mission and our practices follow excellent governance guidelines.

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

Blessings,

Lane T. Ringlee, Treasurer September 24, 2025



Summary of the Financial Position of the Diocesan Corporation

The Episcopal Church in the Diocese of California

Statement of Financial Position

	2024	2023
Assets		
Cash and cash equivalents	\$ 15,022,923	\$ 11,551,537
Receivables, net	4,398,721	4,737,339
Investments	37,644,967	32,178,507
Charitable remainder trusts	11,299,863	10,991,836
Notes receivable	1,646,336	1,315,238
Notes receivable held for investment, net	531,536	496,905
Property and equipment, net	4,283,914	4,119,875
Total assets	\$ 74,828,260	\$ 65,391,237
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	\$ 2,084,639	\$ 2,077,493
Deferred revenue	55,943	2,445
Line of credit	1,646,336	1,315,238
Funds held in trusts for beneficiaries	6,340,643	8,787,054
	9,086,334	
Total liabilities	\$ 19,213,895	\$ 12,182,230
Net Assets:		
Without Donor Restrictions		
Available for general operations	8,657,479	8,286,847
Board directed	10,408,399	9,761,831
Total without donor restrictions	19,065,878	18,048,678
With Donor Restrictions:		
Restricted for specific purposes	8,742,932	9,322,195
Endowment earnings, net of deficiencies	7,543,725	8,213,442
Endowment - perpetually restricted	20,261,830	17,624,692
Total With Donor Restrictions	36,548,487	35,160,329
Total net assets	\$ 55,614,365	\$ 53,209,007
Total liabilities and net assets	\$ 74,828,260	\$ 65,391,237

[return to table of contents](#)


Statement of Activities of the Diocesan Corporation

The Episcopal Church in the Diocese of California

Statement of Activities

	2024	2023
Support and Revenue:		
Parish and mission assessments	\$ 3,703,039	\$ 3,564,624
Contributions and gifts	2,128,721	2,561,894
Other income (loss)	238,616	1,718
Change in value of charitable remainder trusts	8,747	(229,955)
Investment income, net	3,815,370	4,102,663
Total support and revenue	\$ 9,894,493	\$ 10,000,944
Expenses:		
Program Expenses	\$ 5,169,630	\$ 4,887,156
General and Administrative	1,919,859	2,168,663
Fundraising	399,646	359,963
Total expenses	\$ 7,489,135	\$ 7,415,782
Change in Net Assets	\$ 2,405,358	\$ 2,585,162
Net Assets, beginning of year	53,209,007	50,623,845
Net Assets, end of year	\$ 55,614,365	\$ 53,209,007

[return to table of contents](#)


YTD Actual vs. Budget

Convention Approved 2025 3.2%	YTD 9/30/2025	2026 Draft to 2025 Convention 1.5%
--	---------------	---

Sources of Funds for Ministry

Assessments	\$ 3,870,000	\$ 2,825,531	\$ 3,820,000
Less: Reserve	\$ (45,000)	\$ (45,000)	\$ (70,000)
	\$ 3,825,000	\$ 2,780,531	\$ 3,750,000
Resurrection Fund - Assessment Relief			
Endowment & Fees			
Endowment	\$ 550,000	\$ 412,500	\$ 550,000
Expanding Horizons Canon/Deans	\$ 93,000	\$ 56,250	\$ 18,000
Bishop's Discretionary - Christy Fund	\$ 125,000	\$ 93,750	\$ 125,000
Fees-Planned giving & Endowment/Payroll & Benefits	\$ 450,000	\$ 349,161	\$ 465,000
	\$ 1,218,000	\$ 911,661	\$ 1,158,000
Interest Income	\$ 40,000	\$ 30,000	\$ 40,000
Total Sources of Funds for Ministry	\$ 5,083,000	\$ 3,722,192	\$ 4,948,000

Funds Used for Ministry

Episcopate Ministry

Salary and Benefits	\$ 468,651	\$ 390,778	\$ 476,123
Bishop	\$ 342,500		
Archdeacon	\$ 11,498		
EA	\$ 122,125		
	\$ 476,123		
Episcopal Residence R&M	\$ 35,000	\$ 3,622	\$ 35,000
Archdeacon Ministry	\$ 30,000	\$ 11,553	\$ 26,000
School for Deacons	\$ 35,000	\$ 26,250	\$ 36,000
Deaneries & Regional Deans	\$ 33,000	\$ 11,250	\$ 33,000
Clergy Conference	\$ 9,000	\$ 34,868	\$ 10,000
Strategic Vision Implementation/Support	\$ 40,000	\$ 56,117	\$ 25,000
Bishop's Travel & Entertainment	\$ 25,000	\$ 25,068	\$ 37,000
Travel--House of Bishops	\$ 5,500	\$ 8,768	\$ 7,000
Accruals for Future Ministries/Events			
Travel--Lambeth	\$ 3,000	\$ 2,250	\$ 3,000
Accruals for Future Ministries/Events			
Bishop election fund	\$ 15,000	\$ 11,250	\$ 15,000
Travel--General Convention	\$ 28,000	\$ 21,000	\$ 28,000
Diocesan Events & Hospitality	\$ 30,000	\$ 9,671	\$ 30,000
Total Episcopate Ministry	\$ 757,151	\$ 612,445	\$ 761,123

[return to table of contents](#)


YTD Actual vs. Budget

Convention Approved 2025 3.2%	YTD 9/30/2025	2026 Draft to 2025 Convention 1.5%
--	---------------	---

Public Witness & Support to Wider Church

Salary and Benefits	\$ 159,231	\$ 114,888	\$ 168,148
Canon RSEJ	\$ 168,148		
Program Support	\$ 8,000	\$ 20,136	\$ 20,000
Travel	\$ 4,750	\$ 506	\$ 4,050
Multicultural & Justice Ministries	\$ 50,500	\$ 30,390	\$ 48,000
Support to the Wider Church			
Camp Ministry	\$ 51,000	\$ 51,000	\$ 51,000
The Episcopal Church	\$ 570,577	\$ 427,933	\$ 583,333
Province VIII	\$ 12,000	\$ 12,000	\$ 12,000

Total Public Witness & Support to Wider Church \$ 856,058 \$ 656,853 \$ 886,531

Congregational Ministry & Lifelong Formation

Salary and Benefits	\$ 829,287	\$ 486,489	\$ 775,077
CTO	\$ 234,375		
Transitions	\$ 175,620		
Canon Faith Formation	\$ 177,948		
Youth	\$ 123,929		
Vocations	\$ 63,205		
	<u>\$ 775,077</u>		
Mission Support	\$ 405,000	\$ 238,654	\$ 455,000
Program Support	\$ 103,700	\$ 39,369	\$ 76,700
Campus Ministry	\$ 83,000	\$ 62,250	\$ 83,000
Travel	\$ 9,000	\$ 3,047	\$ 6,000

Total Congregational Ministry & Lifelong Formation \$ 1,429,987 \$ 829,809 \$ 1,395,777

Communications & Church Governance

Salary and Benefits	\$ 280,914	\$ 196,491	\$ 293,337
Cn Communications	\$ 175,517		
Comm Assoc	\$ 117,820		
	<u>\$ 293,337</u>		

[return to table of contents](#)



YTD Actual vs. Budget

		Convention Approved 2025 3.2%	YTD 9/30/2025	2026 Draft to 2025 Convention 1.5%
Program Support				
	Communications program expense	\$ 28,000	\$ 5,753	\$ 20,000
	Diocesan Convention	\$ 35,000	\$ 3,624	\$ 35,000
	Translation & Interpretation	\$ 25,000	\$ 2,037	\$ 25,000
	Commission on Ministry	\$ 16,000	\$ 3,398	\$ 15,000
	Executive Council	\$ 10,000	\$ 256	\$ 7,500
	Standing Committee	\$ 4,000	\$ -	\$ 3,000
	Ordination Process Support	\$ 4,000	\$ 4,569	\$ 4,000
	Travel	\$ 12,000	\$ 92	\$ 6,000
Total Communications & Church Governance		\$ 414,914	\$ 216,220	\$ 408,837
Finance & Administration				
	Salary and Benefits	\$ 847,076	\$ 580,908	\$ 693,417
	CFO	\$ 225,238		
	Sr Accountant	\$ 138,158		
	P/R, Benefits, HR	\$ 163,854		
	A/P, Estates, Facilities	\$ 131,797		
	Archivist	\$ 6,381		
	Internal Auditor	\$ 27,989		
		\$ 693,417		
Program Support				
	Financial Statement Audit	\$ 45,000	\$ 30,000	\$ 48,500
	LOC Bank & Payroll Fees	\$ 162,000	\$ 147,362	\$ 199,125
	Program	\$ 34,210	\$ 885	\$ -
	Continuing Ed & License	\$ 5,000	\$ 5,904	\$ 6,000
	Travel	\$ 18,000	\$ 3,295	\$ 9,000
	Medical premiums retired clergy widows	\$ 18,000	\$ 11,610	\$ 15,840
	Diocesan House maintenance	\$ 40,000	\$ 25,494	\$ 45,000
	Chancellor's retainer & other legal	\$ 112,000	\$ 110,547	\$ 125,000
	IT Support & Software	\$ 137,000	\$ 117,261	\$ 140,000
	Property & liability insurance	\$ 115,000	\$ 93,782	\$ 130,000
	Outside services	\$ 20,000	\$ 4,336	\$ 5,000
	Real Estate Expense-Brentwood Vacant Land	\$ 18,000	\$ -	\$ 25,000
	Office	\$ 25,000	\$ 12,128	\$ 24,000
	Utilities	\$ 24,000	\$ 23,403	\$ 27,400
Total Finance & Administration		\$ 1,620,286	\$ 1,166,915	\$ 1,493,282
Total Funds Used for Ministry		\$ 5,078,396	\$ 3,482,242	\$ 4,945,550

[return to table of contents](#)


Report on the Corporation Sole

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

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

The balance sheet of the Corporation Sole as of December 31, 2024 (shown in the following pages) reflects the 31 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,

Lane T. Ringlee, Treasurer, Treasurer

September 30, 2025



Summary of the Financial Position of the Corporation Sole

The Episcopal Bishop of California (A Corporation Sole)

Statement of Financial Position

	2024	2023
Assets		
Property and equipment, net	19,279,605	19,279,605
Total assets	\$ 19,279,605	19,279,605
Liabilities and Net Assets		
Liabilities	\$ -	-
Net Assets	\$ 19,279,605	19,279,605



2026 Proposed Diocesan Budget

	Convention Approved 2025 3.2%	2026 Draft to 2025 Convention 1.5%
Sources of Funds for Ministry		
Assessments	\$3,870,000	\$3,820,000
Less: Reserve	\$ (45,000)	\$ (70,000)
	<u>\$3,825,000</u>	<u>\$3,750,000</u>
Resurrection Fund - Assessment Relief		
Endowment & Fees		
Endowment	\$ 550,000	\$ 550,000
Expanding Horizons Canon/Deans	\$ 93,000	\$ 18,000
Bishop's Discretionary - Christy Fund	\$ 125,000	\$ 125,000
Fees-Planned giving & Endowment/Payroll & Benefits	\$ 450,000	\$ 465,000
	<u>\$1,218,000</u>	<u>\$1,158,000</u>
Interest Income	\$ 40,000	\$ 40,000
Total Sources of Funds for Ministry	\$5,083,000	\$4,948,000

Funds Used for Ministry

Episcopate Ministry

Salary and Benefits	\$ 468,651	\$ 476,123
Bishop	\$ 342,500	
Archdeacon	\$ 11,498	
EA	<u>\$ 122,125</u>	
	<u>\$ 476,123</u>	
Episcopal Residence R&M	\$ 35,000	\$ 35,000
Archdeacon Ministry	\$ 30,000	\$ 26,000
School for Deacons	\$ 35,000	\$ 36,000
Deaneries & Regional Deans	\$ 33,000	\$ 33,000
Clergy Conference	\$ 9,000	\$ 10,000
Strategic Vision Implementation/Support	\$ 40,000	\$ 25,000
Bishop's Travel & Entertainment	\$ 25,000	\$ 37,000
Travel--House of Bishops	\$ 5,500	\$ 7,000
Accruals for Future Ministries/Events		



2026 Proposed Diocesan Budget

	Convention Approved 2025 3.2%	2026 Draft to 2025 Convention 1.5%
Travel--Lambeth	\$ 3,000	\$ 3,000
Accruals for Future Ministries/Events		
Bishop election fund	\$ 15,000	\$ 15,000
Interim Sabbatical		
Travel--General Convention	\$ 28,000	\$ 28,000
Diocesan Events & Hospitality	\$ 30,000	\$ 30,000
Total Episcopate Ministry	\$ 757,151	\$ 761,123
Public Witness & Support to Wider Church		
Salary and Benefits	\$ 159,231	\$ 168,148
Canon RSEJ \$ 168,148		
Program Support	\$ 8,000	\$ 20,000
Travel	\$ 4,750	\$ 4,050
Multicultural & Justice Ministries	\$ 50,500	\$ 48,000
Support to the Wider Church		
Camp Ministry	\$ 51,000	\$ 51,000
The Episcopal Church	\$ 570,577	\$ 583,333
Province VIII	\$ 12,000	\$ 12,000
Total Public Witness & Support to Wider Church	\$ 856,058	\$ 886,531
Congregational Ministry & Lifelong Formation		
Salary and Benefits	\$ 829,287	\$ 775,077
CTO \$ 234,375		
Transitions \$ 175,620		
Canon Faith Formation \$ 177,948		
Youth \$ 123,929		
Vocations \$ 63,205		
	\$ 775,077	
Mission Support	\$ 405,000	\$ 455,000
Program Support	\$ 103,700	\$ 76,700
Campus Ministry	\$ 83,000	\$ 83,000
Travel	\$ 9,000	\$ 6,000
Total Congregational Ministry & Lifelong Formation	\$ 1,429,987	\$ 1,395,777

[return to table of contents](#)


2026 Proposed Diocesan Budget

		Convention Approved 2025 3.2%	2026 Draft to 2025 Convention 1.5%
Communications & Church Governance			
Salary and Benefits		\$ 280,914	\$ 293,337
Cn Communications	\$ 175,517		
Comm Assoc	\$ 117,820		
	<u>\$ 293,337</u>		
Program Support			
Communications program expense		\$ 28,000	\$ 20,000
Diocesan Convention		\$ 35,000	\$ 35,000
Translation & Interpretation		\$ 25,000	\$ 25,000
Commission on Ministry		\$ 16,000	\$ 15,000
Executive Council		\$ 10,000	\$ 7,500
Standing Committee		\$ 4,000	\$ 3,000
Ordination Process Support		\$ 4,000	\$ 4,000
Travel		\$ 12,000	\$ 6,000
Total Communications & Church Governance		\$ 414,914	\$ 408,837
Finance & Administration			
Salary and Benefits		\$ 847,076	\$ 693,417
CFO	\$ 225,238		
Sr Accountant	\$ 138,158		
P/R, Benefits, HR	\$ 163,854		
A/P, Estates, Facilities	\$ 131,797		
Archivist	\$ 6,381		
Internal Auditor	\$ 27,989		
	<u>\$ 693,417</u>		
Program Support			
Financial Statement Audit		\$ 45,000	\$ 48,500
LOC Bank & Payroll Fees		\$ 162,000	\$ 199,125
Program		\$ 34,210	\$ -
Continuing Ed & License		\$ 5,000	\$ 6,000
Travel		\$ 18,000	\$ 9,000
Medical premiums retired clergy & lay		\$ 18,000	\$ 15,840
Diocesan House maintenance		\$ 40,000	\$ 45,000
Chancellor's retainer & other legal		\$ 112,000	\$ 125,000
IT Support & Software		\$ 137,000	\$ 140,000



2026 Proposed Diocesan Budget

	Convention Approved 2025 3.2%	2026 Draft to 2025 Convention 1.5%
Property & liability insurance	\$ 115,000	\$ 130,000
Outside services	\$ 20,000	\$ 5,000
Real Estate Expense-Brentwood Vacant Land	\$ 18,000	\$ 25,000
Office	\$ 25,000	\$ 24,000
Utilities	\$ 24,000	\$ 27,400
Total Finance & Administration	\$1,620,286	\$1,493,282
Total Funds Used for Ministry	\$5,078,396	\$4,945,550
	\$ 4,604	\$ 2,450



2026 Assessment Formula Resolution

Resolved, That for purposes of calculating the 2026 Diocesan assessment, each parish or mission's 2024 operating income is defined as the amount reported on **Line 6** of the financial section of its 2024 Parochial Report (Church Non-Capital Expenses), **less** the following: **(a)** any outreach expenses not included in the operating budget; **(b)** any funds sent to other organizations; and **(c)** any financial support received from diocesan funds;

Resolved, That in the case of Grace Cathedral, its 2024 operating income for assessment purposes shall consist only of the amounts received through pledges by the Cathedral congregation during 2024, in accordance with Diocesan Canon 18.02(b)(ii); and

Resolved, That the 2026 assessment for each parish, organized mission, and the Cathedral shall be 5.0% of its 2024 operating income (as defined above) up to **\$96,730**, and **17.0%** of such income above **\$96,730**, provided that no parish, mission, or the Cathedral shall have an increase in its 2026 assessment (before any appeals) of more than **50%** or **\$25,884**, whichever is less, over its initial 2025 assessment.

Explanation:

The 2024 Parochial Report no longer includes a direct line for "Normal Operating Income," so this resolution defines a consistent income base for assessment purposes. It begins with **Line 6** (Church Non-Capital Expenses) and subtracts:

- **Outreach expenses not in the operating budget**
- **Funds sent to other organizations**
- **Support received from diocesan funds**

These exclusions reflect longstanding diocesan practice and ensure congregations are not assessed on funds used for external mission or received from the Diocese. In conjunction with the 2024 Parochial Report, congregations reported the first two exclusions on a supplement specific to our diocese, and the Diocesan Finance Office deducted any diocesan support. The formula aligns with both the current and proposed versions of Canon 18.02, including special provisions for Grace Cathedral and new programmatic staff. The tiered rates and cap maintain fairness and continuity with prior years.



2026 Proposed Salary Resolution and Mandatory Minimum Compensation

Resolved, That effective January 1, 2026, 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 1.5% as reflected in the 2026 Mandatory Minimum Salary Schedule shown below.

Resolved, That Years of Experience be defined as Credited Service with The Church Pension Fund. 2026 Mandatory Minimum Compensation Including Self Employment Tax

Congregation Classification	0 to 4 Years Experience	5 to 9 Years Experience	10+ Years Experience
A	\$ 96,730	\$ 102,101	\$ 107,473
B	\$ 99,951	\$ 105,865	\$ 111,773
C	\$ 103,212	\$ 109,623	\$ 116,072
D	\$ 110,913	\$ 119,786	\$ 128,661
E	\$ 118,225	\$ 128,969	\$ 139,826

Resolved,

1. That any deviation below these minimums may be permitted by the Bishop for serious cause, with the Bishop using the Executive Council as a council of advice.
2. When a rectory is provided, cash compensation may be 23% below the minimum figures to parallel Church Pension Fund's requirement that cash compensation be grossed up by 30% for pension assessment purposes when housing is provided.
3. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric's base compensation as a portion of total compensation (7.65% of base compensation). This amount is included in the schedule above.
4. The Convention strongly urges all churches, whenever possible, to increase the clergy and lay staff compensation by 1.5% for 2026 to accommodate for inflation.
5. That the minimum transportation allowance be \$0.70/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2026.
6. That associate clergy minimums are based on the cleric's years of service at two grade levels below actual congregation classification.
7. That, in accordance with the Sabbatical Leave Policy passed by the 2021 Convention, congregations with Intentional Interims remit 5.8% (or 3/52) of the Interim's total salary and benefits, including health benefits and pension, to the Diocesan Interim Sabbatical Leave Fund.



2026 Congregational Grade Structure

Congregational Grade Structure 2026		
Number of Pledging Units		Points
0 -	100	3
101 -	200	6
201 -	300	9
301 -	400	12
401 -	Above	20
Average Weekly Attendance at Sunday Services		
0 -	100	3
101 -	200	6
201 -	300	9
301 -	500	12
501 -	Above	20
Assessable Income		
\$ -	- \$ 107,474	4
\$ 107,475	- \$ 206,285	8
\$ 206,286	- \$ 412,242	12
\$ 412,243	- \$ 825,140	16
\$ 825,141	- Above	20
Add the points from each of the categories to determine congregational salary grade.		Salary Grade
0 -	10	A
11 -	20	B
21 -	30	C
31 -	40	D
41 -	Above	E

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

Resolution as passed at the 1999 Diocesan Convention:

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

[return to table of contents](#)



2025 Clergy Compensation Report

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

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

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

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

The Report shall indicate whether each stipendiary cleric works

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

It shall indicate whether housing is provided or not.

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

Readers of the report should bear the following in mind:

- Congregational data is as reported in the 2024 parochial reports filed in spring 2025.
- Net Operating Income does not include mission subsidies provided by the Diocese.
- Clergy data is as reported by CPG at August 15, 2025. Date of last salary increase is as reported to CPG by the congregation. Some congregations may not be current in their reporting.
- The report includes deacons with stipendiary church employment.

- FTBE stands for full time employment, defined by diocesan canon as scheduled to work 30 or more hours per week; medical and dental insurance to be paid by the employer.
- PTBE stands for Part Time Benefits Eligible (scheduled to work 20 to 29 hours per week); the employer has the option to pay for medical and dental insurance; the employee has the option to pay for medical and dental insurance if the employer does not.
- PTNE stands for Part Time Not Eligible (scheduled to work less than 20 hours per week); the employer may not provide medical and dental insurance. However, all clergy who are canonically resident in the diocese may participate in the diocesan medical and dental plans at their own expense regardless of employment status, so clergy who are PTNE may purchase diocesan medical and dental insurance just as may PTBE clergy.

Total Assessable Compensation is the sum of base salary, cash housing allowance and utilities paid if provided, employer contributions to a qualified and/or non-qualified plan if provided, other taxable payments such as bonuses, and the value of employer provided housing.

The value of employer-provided housing is defined as 30% of the sum of base salary and any of the following if paid: cash housing allowance, utilities, employer contributions to a qualified and/or nonqualified plan, and other taxable payments. The number shown is the clergyperson's total pension assessable compensation on which the employer pays an 18% pension contribution to the Church Pension Fund's defined benefit pension plan for clergy. TAC does not include severance payments, medical, dental, or other employee benefits paid by the employer, or the pension assessment paid by the employer.

Detailed information regarding clergy compensation and the defined benefit clergy retirement plan is available at cpg.org in the clergy retirement section and in A Guide to Clergy Benefits, a booklet also available at cpg.org.

[return to table of contents](#)



2025 Clergy Compensation Report

Clergy Compensation						
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation
\$ 2,154,751	446	30	07/01/2025	FTBE	Yes	\$ 287,009
\$ 996,546	66	11	01/01/2025	FTBE	Yes	\$ 281,174
\$ 814,505	110	31	01/01/2025	FTBE	No	\$ 217,107
\$ 1,266,045	152	14	01/01/2025	FTBE	Yes	\$ 192,546
\$ 1,310,860	147	29	01/01/2025	FTBE	No	\$ 177,404
\$ 928,927	103	12	01/01/2025	FTBE	Yes	\$ 176,717
\$ 1,004,382	95	13	01/01/2025	FTBE	Yes	\$ 169,042
\$ 813,932	127	12	01/02/2025	FTBE	Yes	\$ 164,788
\$ 916,779	80	31	01/01/2025	FTBE	No	\$ 162,129
\$ 688,978	49	17	01/01/2024	FTBE	Yes	\$ 161,219
\$ 611,433	77	35	01/01/2025	FTBE	No	\$ 160,172
\$ 925,607	120	10	01/01/2023	FTBE	Yes	\$ 160,000
\$ 850,470	189	22	01/01/2025	FTBE	No	\$ 159,366
\$ 766,623	102	25	01/01/2025	FTBE	Yes	\$ 151,856
\$ 505,447	77	31	01/01/2025	FTBE	Yes	\$ 148,306
\$ 616,690	112	13	01/01/2024	FTBE	No	\$ 146,255
\$ 506,113	69	16	01/16/2025	FTBE	Yes	\$ 145,610
\$ 2,154,751	446	11	07/01/2025	FTBE	No	\$ 145,000
\$ 2,154,751	446	7	07/01/2025	FTBE	No	\$ 145,000
\$ 708,680	133	19	01/01/2024	FTBE	Yes	\$ 142,674
\$ 344,760	80	30	01/01/2025	FTBE	Yes	\$ 141,242
\$ 514,327	39	31	01/01/2025	FTBE	No	\$ 139,581
\$ 1,266,045	152	13	01/01/2025	FTBE	No	\$ 139,283
\$ 410,279	76	23	01/01/2025	FTBE	Yes	\$ 137,721
\$ 479,261	97	16	01/01/2025	FTBE	Yes	\$ 135,980
\$ 304,674	37	10	01/01/2025	FTBE	Yes	\$ 135,590
\$ 414,231	90	19	01/01/2025	FTBE	No	\$ 135,157
\$ 606,179	90	14	01/01/2024	FTBE	No	\$ 131,624
\$ 537,216	85	22	01/01/2025	FTBE	No	\$ 129,701
\$ 252,709	61	8	06/01/2025	FTBE	No	\$ 126,706
\$ 405,609	47	20	01/01/2025	FTBE	No	\$ 125,660
\$ 623,608	127	17	01/01/2025	FTBE	No	\$ 124,960
\$ 262,606	62	9	01/01/2025	FTBE	No	\$ 122,841

[return to table of contents](#)


2025 Clergy Compensation Report

Clergy Compensation						
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation
\$ 1,004,382	95	3	01/01/2025	FTBE	No	\$ 121,280
\$ 268,712	48	14	01/01/2025	FTBE	No	\$ 120,000
\$ 611,433	77	5	01/01/2025	FTBE	No	\$ 116,827
\$ 1,310,860	147	10	01/01/2025	FTBE	No	\$ 116,184
\$ 348,832	78	10	10/01/2024	FTBE	No	\$ 115,000
\$ 30,657	36	1	01/01/2025	FTBE	No	\$ 114,357
\$ 297,744	45	12	01/01/2025	FTBE	No	\$ 110,121
\$ 296,940	42	19	01/01/2025	FTBE	No	\$ 110,121
\$ 286,102	45	12	01/01/2025	FTBE	No	\$ 110,121
\$ 142,615	56	21	01/01/2025	FTBE	No	\$ 110,121
\$ 953,385	20	16	01/01/2025	FTBE	No	\$ 110,120
\$ 382,447	62	29	01/01/2025	FTBE	No	\$ 110,120
\$ 928,927	103	7	01/01/2025	FTBE	No	\$ 110,016
\$ 340,319	42	28	01/01/2020	FTBE	Yes	\$ 107,900
\$ 356,120	53	29	07/01/2025	FTBE	Yes	\$ 107,687
\$ 218,651	41	9	01/01/2024	FTBE	Yes	\$ 107,016
\$ 252,709	46	10	01/01/2025	FTBE	No	\$ 104,300
\$ 313,001	51	14	09/01/2023	FTBE	No	\$ 104,000
\$ 2,154,751	446	3	07/01/2025	FTBE	No	\$ 102,114
\$ 850,470	189	2	01/01/2025	FTBE	No	\$ 100,895
\$ 916,779	80	3	07/01/2025	FTBE	No	\$ 100,592
\$ 616,690	112	2	01/01/2024	FTBE	No	\$ 98,534
\$ 813,932	127	2	02/02/2025	FTBE	No	\$ 98,474
\$ 354,902	38	4	01/01/2024	FTBE	No	\$ 96,166
\$ 996,546	66	1	01/01/2025	FTBE	No	\$ 95,300
\$ 382,447	62	1	01/01/2025	FTBE	No	\$ 95,300
\$ 144,182	23	0	05/16/2025	FTBE	No	\$ 95,300
\$ 708,680	133	21	01/01/2024	FTBE	No	\$ 92,830
\$ 234,195	40	14	01/01/2025	FTBE	No	\$ 90,731
\$ 236,133	45	18	05/23/2021	FTBE	Yes	\$ 89,700
\$ 215,715	26	14	01/01/2024	FTBE	Yes	\$ 80,026
\$ 144,182	23	11	01/01/2025	FTBE	Yes	\$ 79,494
\$ 814,505	110	19	01/01/2025	FTBE	No	\$ 79,185
\$ 107,402	24	2	05/20/2024	FTBE	No	\$ 72,000
\$ 286,102	45	2	01/01/2025	FTBE	No	\$ 71,475
\$ 85,883	22	19	01/01/2025	PTNBE	No	\$ 55,085
\$ 850,470	189	0	06/01/2025	PTNBE	No	\$ 55,000
\$ 414,231	90	0	09/01/2025	PTNBE	No	\$ 50,844
\$ 95,385	20	2	01/01/2025	PTNBE	No	\$ 47,650

[return to table of contents](#)


2025 Clergy Compensation Report

Clergy Compensation						
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation
\$ 41,676	14	11	09/01/2024	PTNBE	No	\$ 41,040
\$ 117,306	29	6	08/12/2019	PTNBE	No	\$ 40,122
\$ 8,500	18	2	01/01/2024	PTNBE	No	\$ 36,940
\$ 479,261	97	0	06/15/2025	PTNBE	Yes	\$ 32,995
\$ 34,646	14	11	05/01/2025	PTNBE	No	\$ 31,766
\$ 61,744	6	8	09/15/2019	FTBE	No	\$ 21,300
\$ 70,570	25	14	04/16/2023	PTNBE	No	\$ 20,750
\$ 204,547	28	8	03/16/2025	PTNBE	No	\$ 16,776
\$ 344,730	80	5	01/01/2025	PTNBE	No	\$ 12,384
\$ 193,800	16	20	01/03/2025	PTNBE	No	\$ 7,695
\$ 996,546	66	7	01/01/2025	PTNBE	No	\$ 5,021
\$ 218,651	41	5	01/01/2024	PTNBE	No	\$ 3,600
\$ 296,940	42	5	01/01/2022	PTNBE	No	\$ 300

[return to table of contents](#)


List of Nominees

STANDING COMMITTEE

Elect: 3 — one lay member and one clergy member, four year terms, term begins upon election at Convention; the runner-up in the clergy order will fill an unexpired 2 year term through the 178th Convention in 2027.

Lay

[Ronald Fisher](#)

[Marj Leeds](#)

Clergy

[Stephen Siptroth](#)

[Pamela Stevens](#)

EXECUTIVE COUNCIL

Elect: 2 — at least 1 must be lay. Three year terms, term begins January 1, 2025

Lay

[Lisa Guevara Perry](#)

[Eric Vezie](#)

Clergy

[Hannah Elyse Cornthwaite](#)

SECRETARY OF THE CONVENTION

Elect: 1 (lay or clergy order) for a one year term.

[Richard Edward Helmer](#)

TREASURER OF THE DIOCESE

Elect: 1 (lay or clergy order) for a one year term.

[Lane Ringlee](#)

DEPUTIES FOR THE 82ND GENERAL CONVENTION

Elect: 16 (4 Lay Deputies, 4 Lay Alternates, 4 Clergy Deputies, and 4 Clergy Alternates) for a three year term.

LAY

[Ronald Fisher](#)

[Shawn Francis Anderson](#)

[Laura Curlin](#)

[Jeanette Dinwiddie-Moore](#)

[Christopher Hayes](#)

[Emily Hopkins](#)

[Sarah Lawton](#)

[Karma Quick-Panwala](#)

[Warren Wong](#)

Clergy

[Kira Austin-Young](#)

[Richard Edward Helmer](#)

[Eric Metoyer](#)

[Ruth Meyers](#)

[Cameron Partridge](#)

[Marisa Tabizon Thompson](#)

[Deborah White](#)

[Mauricio Wilson](#)



Standing Committee — Lay



Ronald Fisher

*Holy Innocents, San Francisco
San Francisco Deanery*

needed than ever. I feel called to support The Episcopal Church's mission to voice these unchanging truths to power without fear or apology, and to be a space of peace, hope, and respite for all of God's children.

Interests:

I am married with two wonderful kids. When I am not practicing law, I am usually found camping or biking with our family, playing piano, or riding my motorcycle along Highway 1.

Professional associations

Member in Good Standing, California State Bar

Summary of activities within my congregation / diocese:

I have served as the Senior Warden of Holy Innocents (Noe Valley) for the past two years, and on its Bishop's Committee for several years before that.

Major activities beyond the diocese:

I am an attorney and partner at Sideman & Bancroft LLP. I am a civil trial lawyer specializing in commercial disputes and trust and estate matters. I also work on pro bono cases; past matters include obtaining injunctive relief barring the Trump administration and law enforcement from targeting journalists covering protests.

In my opinion, the major issues facing the church today are:

Articulating, living, and evangelizing the Gospel's vision of progressive Christianity to a world that has come to equate Christianity with Christian nationalism. That includes welcoming and embracing the marginalized who have been historically 'othered' or rejected by Christianity, including LGBTQIA+ and communities of color.

Why are you running for this position?

In these troubling times, the message of the Gospel—which calls us to love our neighbor, welcome the stranger, and embrace the most vulnerable—is more important and

[return to table of contents](#)



Standing Committee — Lay



Marj Leeds

*Grace Episcopal Church,
Martinez
Contra Costa Deanery*

Interests:

In addition to my Church activities, I am an active volunteer with the Boys & Girls and Lions Clubs of Martinez. I also enjoy hiking, gardening, reading, and baking. I've been told that I make a good lemon bar; I made about 250 of them for the

bishop's consecration and there were no complaints!

Professional associations

I am a retired engineer and certified industrial hygienist. During my career I had the opportunity to work first in the technical field, moving into upper management at a major oil company during the latter part of my career. As one of the first women in the world to run a chemical plant, I honed my critical thinking skills and ability to work within complex systems like the Diocese of California. I believe these experiences would assist me as a member of the Standing Committee.

Summary of activities within my congregation / diocese:

I am currently the Treasurer, Godly Play Director, Parish Life Coordinator, and am a Eucharistic Minister, Eucharistic Visitor, and member of the Choir and Worship and Liturgy Committees at Grace Church in Martinez. I have served as Grace's Senior Warden three times and on Grace's Rector Search Committee. I also previously led the Youth Group and work as a member of the Outreach Committee.

I was a member of the Executive Council (EC) of the diocese from 2020 through 2022, serving as Secretary during my final year. Prior to my election to EC, I was one of the Deanery/Diocesan Representatives from my congregation for many years. Most recently, I served on the Bishop Search and Transition Committee. My diocesan work has given me a comprehensive knowledge of the polity of The

[return to table of contents](#)

Episcopal Church, which I believe would serve me well as a member of the Standing Committee.

Major activities beyond the diocese:

I have not served in active ministry outside of the Diocese of California, other than interacting with the larger church as part of the Bishop Search and Transition Committee.

In my opinion, the major issues facing the church today are:

As our society changes, The Episcopal Church must be able to change and adjust as well. This is a particular challenge for Episcopalians, who value tradition. While it is important to recognize the many good things about the way in which we do things, we must also accept that the things which drew us to this denomination many years ago may not be a strong draw for people today. By opening our hearts to allow the Holy Spirit to work, we can find a path forward that embraces the best of our traditions as well as embracing innovative new ways of being Church together.

Why are you running for this position?

I was approached and asked to consider running for the lay position on the Standing Committee. After prayerful discernment, I became convinced that my set of skills and experiences would be a good fit and allow me to contribute to the work of the Standing Committee.



Standing Committee — Clergy



Stephen Siptroth

*Grace Episcopal Church,
Martinez
Contra Costa Deanery*

Interests:

My beloved, Eileen Bissen, and I love exploring the Bay Area and areas beyond it, including the Sonoma and Central Coasts. We enjoy hiking, walking, being near water, and finding good holes-in-the-wall eateries, and

cooking. I enjoy jogging (if you'll permit me to call it that). I garden and love growing things that we can eat or share with friends. We are godparents to an amazing goddaughter we're heavily invested in.

Professional associations:

I currently serve as a bivocational priest. I work during the week as an Assistant County Counsel (supervising attorney) in Contra Costa County Counsel's Office. I am an active member of the County Counsels' Association of California, and a member in good standing of the State Bar of California.

Summary of activities within my congregation / diocese:

I am a member of and assist at Grace (Martinez); I assist at St. Aidan's (San Francisco); and I assist about monthly at Grace Cathedral's evening Eucharist. Most Sunday mornings I provide supply coverage in other congregations. I will be the long-term supply priest at St. John the Evangelist this fall. I love exploring the diversity of our Diocese's congregations and learning more about each community that I visit. I also serve, or have served, on:

Committee on Canons – October 2024-Present
Board of Directors, St. Dorothy's Rest – June 2024-Present
Regional Clergy Disciplinary Hearing Panel – January 2024-Present
Commission on Ministry – October 2023-Present

Committee on Nominations – 2023-Present (Chair in 2023 & 2024)

Clergy Housing Task Force – 2023

Bishop's Task Force for Diocesan Leadership Development – 2021-2022

Contra Costa Deanery (President, 2021; VP, 2020)

Major activities beyond diocese:

I am a practicing attorney with nearly 18 years of experience representing public agencies. For the past fourteen years, I have worked for Contra Costa County. I am currently a supervising attorney and oversee the work of several other attorneys in our office. My legal work for the County focuses on water and environmental law, flood control, transportation, land use, and real estate. I advise elected county supervisors, department heads, and departmental staff on legal requirements, and legal and business risk, connected with policies and transactions they pursue.

Between 2017 and 2019, I served on the City of Concord's Community Services Commission. We made recommendations about how the City Council should allocate funding to support low-income families and seniors living in Concord.

In my opinion, the major issues facing the church today are:

- Cultivating a culture of "we" within our Diocese. A culture of "we" invites us to see our communities of faith and our Diocese as interdependent, both vertically and horizontally. It requires building trust, investing in relationships, and making structural, canonical, policy, and financial changes to support and reflect this culture.
- Creating an environment where all of our siblings find belonging.
- Successfully implementing an achievable and measurable strategic vision that begins from a place of acknowledging the abundance we steward.
- Re-imagining congregational vitality and establishing partnerships in kin-dom building.
- Evangelizing, including through the ways we use and reuse underutilized properties to build community and meet the needs of our

[return to table of contents](#)



Standing Committee — Clergy

neighborhoods.

- Building trust and being transparent in all that we do.
- Remaining joyful and loving in the midst of anxiety.

Why are you running for this position?

I was nominated to stand for election to the Standing Committee and have discerned that I feel called to serve in this way, if elected. I believe that my work as an attorney, including some of my specific areas of practice, and my prior and current service in the church, prepare me well to serve in this way. As a supply priest, I have been able to visit many congregations across our Diocese. I have experienced the beauty and diversity of many of our communities of faith. I also have heard people in those communities name many of the same challenges and laments. If elected, I look forward to serving on the council of advice to our Bishop, participating in the ordination process in a specific way, reviewing property matters and transactions, and working collaboratively with my colleagues to enact a new strategic vision in ways that reflect our shared values, among other work.



Standing Committee — Clergy



Pamela Stevens

*St. Peter's, Redwood City
and El Buen Pastor,
Redwood City
Peninsula Deanery*

Interests:

I am interested in church history, creative museum exhibits, well-crafted documentary films, telenovelas, new ways to form and promote future leaders in the church, memorable movie lines, musical theatre, choral

music, time in nature, church memes, travel on pilgrimage and mission trips, empty-nesting with my husband David, and gathering with our large, noisy, hilarious extended families.

Professional Associations:

I am a member of the American Academy of Religion; the National Council on Public History; the Historical Society of The Episcopal Church; the Anglican Association of Bible Scholars; the Peninsula Interfaith Coalition; and the Peninsula Solidarity Cohort.

Summary of activities within my congregation / diocese:

I am Rector of St. Peter's Redwood City and also Vicar of La Mision El Buen Pastor. In the deanery, I have served as a lay deanery delegate as well as a clergy delegate, and I am completing my term as President of the Peninsula Deanery. In the diocese, I have served on the search committee for the Canon for Social and Environmental Justice, and the Bishop Search & Transition Committee; I currently serve on the Committee on Dispatch of Business.

Major activities beyond diocese:

My work beyond the diocese involves networking among clergy around the church who minister in Spanish-speaking congregations, to share liturgical resources which I am compiling. I have led Latiné pilgrimages and organized a choir camp with youth choral singers from the

[return to table of contents](#)

Bay Area to serve with a mission on the remote west side of the island of Kaua'i. This year I also led a pilgrimage trip for El Buen Pastor to engage with Anglican ministries for immigrant and refugee communities in England and Spain.

In my opinion, the major issues facing the church today are:

Broadly, some major issues are reduced numbers and a thinning bench of active participants, along with an over-reliance on the outdated financial model of a volunteer society. Immigration, Christian nationalism, and the need to reclaim a progressive Christian identity are also important broad issues.

More narrowly, the church is challenged by slow progress in making multiculturalism normative; moving beyond a pledge/plate/donor church income model by engaging in social entrepreneurship; the lack of competent stewardship of real estate assets; and neglect at reclaiming Anglican liturgy as a means of engaging with hurting people.

Why are you running for this position?

I'm running for Standing Committee because I care deeply about advising and supporting our bishop, and because I feel called to serve the diocese at this particular moment. I pray that by serving on this committee, I will bring perspectives and conversations to the Standing Committee that will open doors within our common life as a diocese.

I am a fully bilingual-bicultural person working with Latiné Episcopalians as the vicar of a Spanish-speaking mission. I am also the Rector of a 160-year-old widely diverse English-speaking parish, one that derives more than half of its revenue from its real estate. As clergy in charge of these congregations, following decades of passionate ministry experience with youth and young adults and a strong familiarity with canons and church history, I feel that I will be able to serve our diocesan community with needs that meet the current moment.



Executive Council — Lay



Lisa Guevara Perry
Saint Timothy's, Danville
Contra Costa Deanery

Interests:

Formation, Outreach and Family

Professional associations:

State Bar of California

Summary of activities within my congregation / diocese:

A member of Saint Timothy's Danville, since

and serve our neighbors. This is the core of our Christian values.

Why are you running for this position?

The call to love and serve with strength and courage has informed my work in Formation, on the Christian Nationalism Task Force and in the two resolutions I bring to Convention.

I feel called to work to build a foundation in our diocese that will support the true mission of Jesus – to love God and to show that love through the love and care we show our neighbors.

The strength of our commitment to our call to love and serve with strengthen and sustain our diocese, its people, and our neighbors.

2008. Active in formation programs and presentations, social justice programs, the Endowment Committee, and Education for Ministries. On two vestries during two rector searches. Contra Costa Deanery Delegate and the Social Justice Assembly. A member of the Resolutions Committee and the Christian Nationalism Task Force. Co-founder of Episcopalians for Action and have two resolutions before Convention – #2 Social Justice and #3 Affordable Housing.

Major activities beyond diocese:

Licensed to practice law in California for 45+ years specializing in real estate – title insurance underwriting and claims, complex real estate fraud litigation, and general civil litigation.

Managed a real estate appraisal company for over 30 years.

In my opinion, the major issues facing the church today are:

The sustainability and growth of the church have been challenged by a sense of retreat from conflict and controversy. The face of Christianity in the media has often that of hate and harm with support of policies and legislation that seek to diminish lives and rights in the hijacked name of "Christian Values". These are neither the face nor the values of the Episcopal Church. We are called to go into the world with strength and courage to love

[return to table of contents](#)



Executive Council — Lay



Eric Vezie
St. Columba's
Marin Deanery

Interests:

Church leadership
Community outreach to assist the marginalized
Building sustainable church growth via outreach and financial planning

an investment management company, where among other duties I took the lead on managing conflicts of interest facing the firm.

In my opinion, the major issues facing the church today are:

The Church needs to tackle dwindling membership by becoming a welcoming part of the community to which it belongs. How it accomplishes this will differ by parish, but creating ministries directed to young families will be central. The church also needs to extend its ministry to the marginalized in its communities, leading by demonstrating its core values. We must start with creating a healthy church, spiritually and financially, which will generate its own momentum of growth.

Why are you running for this position?

I want to enable the Church to be a force for good in our communities. For this to happen, it must be healthy — spiritually, socially and financially. The Executive Council can support the Diocese and individual parishes by partnering with the clergy and lay leaders to support the growth of the Church and its outreach. My experiences with parishes across this country and in the UK, and professionally in financial risk management and corporate governance, give me the tools to help the Diocese support and enable healthy parishes.

Summary of activities within my congregation / diocese:

Member of St Columba's Inverness for the past 18 months following relocation back to Marin after many years overseas.

Member of Finance and Endowment committee, which recently started an endowment

Major activities beyond diocese:

- Investment Committee, St Luke's Battersea, London
- Vestry, Trinity Church, Jersey, Channel Islands
- Was an active member of parishes in Chicago, New Jersey, London, and Jersey (Channel Islands). Also actively involved with Kanuga Conferences for many years.
- Community development work on the south side of Chicago: volunteered at a homeless shelter for women and children; helped develop a plan to create financial assistance program for residents of 'red-lined' neighborhoods shut out from financial institutions.
- I am now retired from a career in financial services, the last half in risk management. Was head of the European risk management division of a large investment bank. I also have governance experience as an executive member of the board of

[return to table of contents](#)



Executive Council — Clergy



Hannah Elyse Cornthwaite

*Holy Innocents
San Francisco Deanery*

Interests:

Swimming, Yoga, theologies of disability and trauma, SF Giants, Golden State Valkyries & Warriors

For the past six years, I have served in mission churches and care deeply about their health, sustainability, and the recognition of their ministries. I also know the importance of resources—both practical and spiritual—for leaders accompanying communities at the end of their life cycle. Communication, care, and faithful property stewardship all shape how a church can die with dignity. As the charter for congregational development is implemented, I believe it is vital that this work truly supports and lifts up the gifts of mission congregations, rather than placing additional burdens and barriers.

Professional associations:

- Young Adult Clergy Women International
- Small Church Big Impact Collective

Summary of activities within my congregation / diocese:

SF Deanery (President), Young Adult Working Group (chair), Trans + Non-Binary Working Group, DioCal Indigenous Convocation

Major activities beyond diocese

Small Church Big Impact Collective, TransEpiscopal

In my opinion, the major issues facing the church today are

Finances – membership decline, increased cost of living + budget reallocations/cuts. Clear articulation and commitment to young adults, youth, and the next generation. Engagement with trans folks, immigrants, and refugees. Engagement with local, national and international issues. Social and material relevance, especially locally.

Why are you running for this position?

The success of the Strategic Visioning Plan will depend on broad participation, shared ownership, and flexibility to adapt when plans must be adjusted. Strong deaneries and investment in congregational leadership are essential for this work to have a lasting impact.

[return to table of contents](#)



Secretary of the Convention



Richard Edward Helmer

*Church of Our Saviour,
Mill Valley
Marin Deanery*

Interests:

Spirituality, Religious Life, Piano & Chamber Music, Pastoral Leadership & Care, Governance & Political Life, Web Programming

Governance and Structure, Constitution and Canons, 2018-2021

- Minister Provincial (Province 8/West) of the Brotherhood of Saint Gregory, 2015-2018
- Secretary to the Episcopal Asiamerica Ministries Council, 2003-2006

In my opinion, the major issues facing the church today are:

1. Remaining prayerfully and relationally centered in our faith in Jesus and the working of the Spirit.
2. Witnessing through the church and in the world around us through acts of compassion, mercy, and justice, especially for the most marginalized and vulnerable in our midst and in the communities we are called to serve.
3. Offering prophetic witness to the transformative power of the Gospel in a world struggling with rapid change, political strife, socioeconomic division, and environmental calamity.
4. Sustaining our shared resources for ministry, while building vision to share our gifts for a more gracious future together.
5. Valuing and strengthening our democratic discernment involving all orders of ministry, especially in the face of rising autocracy.

Professional Associations:

- The Brotherhood of Saint Gregory (Life Professed) – an Anglican/Episcopal vowed religious community
- Member of the Union of Black Episcopalians

Summary of activities within my congregation / diocese:

- Rector, Church of Our Saviour, Mill Valley, 2006 – present
- Vicar, Christ Church – Sei Ko Kai, 2002-2006
- Secretary of the Convention, 2020 – present
- Assistant Secretary of the Convention, 2018-2019
- Standing Committee President, 2012-2013
- Standing Committee Secretary, 2010-2012
- President of the Marin Deanery, 2009
- Vicar, Christ Church – Sei Ko Kai, San Francisco, 2002-2006
- Secretary to the Marin Deanery and Asian Ministries
- Commission in DioCal, 2003-2008

Major activities beyond diocese:

- Deputy to General Convention, 2015 & 2024
- Alternate Deputy to General Convention, 2009, 2012, 2018, 2022
- Secretary (2015-2022) & Vice Chair (2023-2024) of the House of Deputies Resolutions Review Committee
- Appointed to the Standing Commission on

Why are you running for this position?

It has been an honor to serve as Secretary of the Convention — now in its 176th year — through the challenges of the pandemic, the transition of the episcopate, and most recently in a season of discerning strategic vision together as a diocese. I deeply value the witness and ministries of our diverse congregations and countless ministries. I find inspiration in the diligent, loving care our shared leadership brings to so many, especially as our communities and world face ever greater challenges. If called to serve again, I look forward to working with our bishop and the incredibly talented staff and volunteer leadership of this body in shaping future Conventions as the Spirit calls us together into new paths of ministry and service.



Treasurer of the Diocese



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

Interests:

My interests outside of work, family and church have included volunteer activities (primarily oriented around food insecurity). In addition, I am particularly interested in American and European history literature, am an avid road cyclist and skier,

and am teaching myself to play piano.

Professional associations:

I have had professional involvement with the National Association of Corporate Directors and NYSE Governance Services, where I have had speaking opportunities. More recently, my research has been published in the Harvard Law School Forum on Corporate Governance. In the past, my research has also been published in Risk & Compliance Magazine in addition to other professional publications.

Summary of activities within my congregation / diocese:

For the Diocese, I completed a 3-year term on Executive Council in 2019 as Chair and served on the search committee for our chief financial officer search. I have been a member of Finance Committee since 2019 and Treasurer of the Diocese beginning in 2021. For St. Stephens, I have been a Vestry member since 2024 and Finance Committee chair beginning this year. Also, I was a member of the rector search committee and currently participate on our usher and lay reader/chalice bearer teams. I've also participated on our discernment committee that has worked with several divinity school students during their path to ordination.

In my opinion, the major issues facing the church today are:

I continue to see three issues facing all churches at this time. We are experiencing greater levels of discord and divergence (political, economic and theological) than before. The challenge for TEC is to ensure for those seeking a relationship with God that we make certain our Church welcomes all. Related, we see discriminatory practices evident in ordination and membership in other churches that impacts broader views of religion. To remain as vital parts of our communities, our churches need to identify areas to implement God's community through support of local needs.

Why are you running for this position?

I want to continue deepening my involvement in the Diocese and helping support our congregations. We are faced with the continued challenges and trends that have emerged from the Pandemic, and the strains on our congregations. These may not ease, and I hope I can support our Diocese by continuing our path to increased efficiency of resources provided to clergy and congregations by the Diocese, and continue to look for areas to ease the financial burden on our congregations. I believe my professional background and work with organizations on governance and financial issues will assist me in accomplishing this.



82nd General Convention Deputy - Lay



Ronald Fisher

*Holy Innocents, San Francisco
San Francisco Deanery*

Interests:

I am married with two wonderful kids. When I am not practicing law, I am usually found camping or biking with our family, playing piano, or riding my motorcycle along Highway 1.

Why are you running for this position?

In these troubling times, the message of the Gospel—which calls us to love our neighbor, welcome the stranger, and embrace the most vulnerable—is more important and needed than ever. I feel called to support The Episcopal Church’s mission to voice these unchanging truths to power without fear or apology, and to be a space of peace, hope, and respite for all of God’s children.

Professional associations:

Member in Good Standing, California State Bar

Summary of activities within my congregation / diocese:

I have served as the Senior Warden of Holy Innocents (Noe Valley) for the past two years, and on its Bishop’s Committee for several years before that.

Major activities beyond diocese:

I am an attorney and partner at Sideman & Bancroft LLP. I am a civil trial lawyer specializing in commercial disputes and trust and estate matters. I also work on pro bono cases; past matters include obtaining injunctive relief barring the Trump administration and law enforcement from targeting journalists covering protests.

In my opinion, the major issues facing the church today are:

Articulating, living, and evangelizing the Gospel’s vision of progressive Christianity to a world that has come to equate Christianity with Christian nationalism. That includes welcoming and embracing the marginalized who have been historically ‘othered’ or rejected by Christianity, including LGBTQIA+ and communities of color.

[return to table of contents](#)



82nd General Convention Deputy - Lay



Shawn Francis Anderson

*All Saints, San Leandro
Southern Alameda
Deanery*

*Has not served as deputy
previously.*

Interests:

I love reading – everything from science fiction to political thrillers! I always have a book or two in progress.

While I do enjoy reading

for theological growth and continuing education, I mostly enjoy reading for “downtime.” Being near water makes me feel most grounded, whether I’m boating, on a ferry, or simply sitting by the shore watching the waves. I’m a certified SCUBA diver, though I haven’t been in a while. I miss the peaceful beauty of being underwater. I enjoy cooking, usually Italian dishes or something on the barbecue in the backyard. I used to golf a little and keep thinking I should start again. As a high school teacher, most of my time revolves around my students! After our last trip, I’ve developed a new interest in building homes for families in Mexico with Corazon!

Professional associations:

I am a novice with the Brotherhood of Saint Gregory, a Christian Community of The Episcopal Church. I am a volunteer with the United States Coast Guard Auxiliary, helping maintain boating safety for the public through education. I am a member of the California Teachers’ Association, as well as the California Mathematics Council.

Summary of activities within my congregation / diocese:

I currently serve as the Lay Associate to the Rector at All Saints in San Leandro. This position involves me in almost all aspects of our church community, including assisting all of our lay ministries, meeting with the Vestry

regularly, and helping with liturgy and planning. I am also the Vice President of the Southern Alameda Deanery.

Major activities beyond diocese:

As a high school teacher, that takes up the majority of my time. When I’m not working on lesson planning or grading, I teach boating safety courses and assist with performing personal watercraft safety inspections through the Coast Guard Auxiliary. I also help to take care of my 100-year-old (101 by the time we meet this year) grandmother, who lives with my mother.

In my opinion, the major issues facing the church today are:

In my opinion, one of the biggest challenges facing our Church today is how we stay rooted in tradition while also responding faithfully to the needs of the world and community around us. We’re called to be a Church that welcomes everyone, but we still struggle with full inclusion. I also believe we’re being challenged to rethink how we form disciples in a time when fewer people are showing up in traditional ways. The question is how do we build real community, deepen spiritual lives, and live out the Gospel in a way that feels meaningful and relevant today. We could also benefit from reimagining what leadership looks like – not just who leads, but how we lead together.

Why are you running for this position?

After rejoining church life in 2002, I got involved early on by serving twice on the Chapter of St. Paul’s Cathedral in San Diego. In a way, it was a time of discernment, both for me and for the community, as I explored a deeper call to serve. That experience helped me understand the importance of the behind-the-scenes work that keeps the lights on, the doors open, and the ministries running. I’ve carried that sense of responsibility with me ever since. I’m running for this position because I want to keep learning about the wider church – how we make decisions, how we show up for one another, and how we stay connected across difference. I believe in the work we are doing as a church, and I want to be part of shaping where we lovingly go from here.

[return to table of contents](#)



82nd General Convention Deputy - Lay



Laura Curlin

St. Cyprian's, San Francisco

San Francisco Deanery

Interests:

I am interested in good government reform, especially the issue of getting money out of politics and increasing transparency in elections. I work as the Director of Product for a nonprofit that makes disclosure software for cities and

states. When I'm not working, I enjoy singing with the International Orange Chorale and playing board games with friends. I dabble in gardening, crafts, and cozy video games. You might see my dog, Penny, in my Zoom background or joining us at St. Cyprian's!

Professional associations:

I am a member of the Council on Governmental Ethics Laws, a professional organization for people working in the areas of ethics, elections, lobbying, and campaign finance.

Summary of activities within my congregation / diocese:

At St. Cyprian's, I am the senior warden and help with some of everything needed for our church – from coordinating music and leading morning prayer, to hosting coffee hour and maintaining our building. I have served on the Bishop's Committee and as diocesan convention delegate since 2014.

In the San Francisco deanery, I was president 2018-2019 and lay VP 2016-2017. I have also facilitated the deanery coordinating committee to support sharing ideas and resources between deanery leaders.

In the diocese, I've served on task forces on young adult ministry and truth telling, reckoning, and healing.

Major activities beyond diocese:

I served as a deputy to General Convention for DioCal in 2024 and an alternate in 2022. As a deputy, my work included resolutions on artificial intelligence, traffic safety, crisis pregnancy centers, data analysis resources for the church, and church property development.

I was a member of the Task Force on the State of Membership and the legislative committee on Evangelism and Future Church. The task force analyzed the church's canon on membership and how it intersects with the way our congregations work today.

I am also the founding Chair of Membership for the GC Under 40 Caucus, with the mission of educating younger deputies about church governance and ensuring all deputies are informed on issues pertinent to young adults.

In my opinion, the major issues facing the church today are:

The wider world is rapidly changing in ways that affect how people connect with each other and build community (changing political environment, pandemic recovery, technological advances). Our churches are adapting to that change, but it remains an ongoing challenge.

How can our structure and governance better support collaboration? At all levels (congregations, dioceses, provinces, The Episcopal Church), how can we allocate resources and attention to best further the work of the Gospel? We have the talents and resources to do what God's calling us to do, but we haven't always heard that call together.

Meaningful ministry for youth, college students, and young adults. This is a long-term challenge throughout the church. What makes the church relevant to their lives? Choices we make now will bear fruit over decades, even if the impact is less obvious in the short term.

Why are you running for this position?

I'm running for Deputy to General Convention because governance is an important part of how we live out our



82nd General Convention Deputy - Lay

faith. I was both honored and humbled to serve as a deputy in 2024 and I hope to keep contributing to the deputation.

I aim to apply skills from my professional life to benefit the church – particularly balancing vision, constraints, and the needs of different groups. In both contexts, I can apply creative problem solving to identify steps that will move us towards our shared goal.

I am truly excited by opportunities to come together with folks from across the church, wrestle with important challenges, and then to continue that work locally. I hope to share the successes, challenges, and dreams of DioCal with the larger church while learning from and building connections with other dioceses.

[return to table of contents](#)



82nd General Convention Deputy - Lay



Jeanette Dinwiddie-Moore

*St. Paul's, Oakland
Alameda Deanery*

Has not served as deputy.

Interests:

My interests include traveling, cooking, wine tasting, enjoying life, family and friends, enjoying the arts, plays and music performances, and I am a big NBA fan.

Professional associations:

Trained as a City planner, I have been active for many years in my professional organization, the American Planning Association, and two of its divisions, i.e. Planning and the Black Community and the International Planning; and I have served on the Board of Directors and a number of committees. In 2010, I was inducted as a Fellow of the American Institute of Certified Planners. I have also served as a Site Visitor (practitioner) for the Planning Accreditation Board, am an emeritus member of the California Planning Roundtable, and serve as a mentor.

Summary of activities within my congregation / diocese:

As a cradle Episcopalian I have always been active in my parish/congregation community. At St. Timothy's, Danville, I served in various ministries and leadership including vestry member, lector, Rector Search, Lay Eucharistic Minister; and member of the Adopt-a-Family, Outreach, and Winter Coat Drive Committees. Now at St. Paul's, Oakland, I serve as the Prayers of the People writers coordinator, Lector, member of the Social Justice and Back to School Supplies committees, Altar Guild and Deanery Representative. For the Diocese, I have served on Executive Council, the Bishop's Task Force for Leadership Development, the Afro-Anglican Commission and worked on establishing our Canon for Racial, Social and

Environmental Justice. Additionally, my two resolutions were adopted: Addressing Gun Violence to Safeguard our Children and Youth and Recognizing and Celebrating Juneteenth as a Feast Day.

Major activities beyond diocese:

I serve as the co-chair for the Union of Black Episcopalians Northern California/Vivian Traylor Chapter and am a member of the Province VIII Black African Ministries group. Along with members of the Dioceses of San Joaquin and California, I helped plan the 2025 Women History Month webinar "Prophets of Hope in a Time of Hopelessness: Women Leaders of Color in The Episcopal Church". I served on the Church's Becoming Beloved Community Grant Review committee and have participated in several church seminars/webinars. When traveling, I try to experience different places of worship and have visited St. Paul's Episcopal Church within the Walls in Rome twice, Bishop Rios' former church. For my profession, I have been a guest lecturer on our Code of Ethics and Social Justice for a class at Cal State Pomona and helped organized and moderated several conference sessions on equity and inclusion.

In my opinion, the major issues facing the church today are:

The Episcopal Church along with other main stream religious organizations are being challenged by the many false religious narratives and harmful examples of White Christian Nationalism and "Christianity" being portrayed today. We are also an aging church and must be more welcoming of young adults, families, people of color and diverse backgrounds, and make room for them to engage fully in the church. We must continue to be Christ's beacon of truth, hope, honor, support, love and action for our siblings who are poor, marginalized, immigrants and excluded. We must remain vigilant in sharing God's gospel of love, truth and respecting the dignity of every human being.

Why are you running for this position?

I am running for Deputy to the 82nd General Convention as I strongly believe that, in this hostile political climate

[return to table of contents](#)



82nd General Convention Deputy - Lay

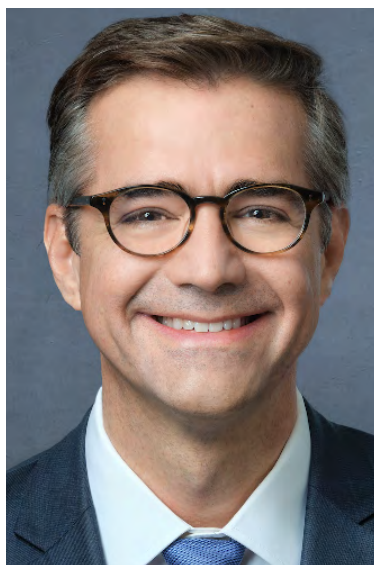
and national narrative, we as God's church of the Beloved Community need to stand firm in sharing God's Gospel of love, truth and respecting the dignity of every human being, especially our siblings who are poor, marginalized, immigrants and excluded. We have to continue to stand firm for what we believe is right - "Right is right even if no

one is doing it; wrong is wrong even if everyone is doing it." St. Augustine I believe that my work in the church and diocese has prepared me to lend my voice, time, talents and actions to work with our deputation for the change we want to see in our church - a church who welcomes and values all with God's love.

[return to table of contents](#)



82nd General Convention Deputy - Lay



Christopher Hayes

Grace Cathedral, San Francisco

San Francisco Deanery

Deputy 2018, 2022, and 2024

Interests:

I'm passionate about the intersection of law, governance, and faith. My professional interests include nonprofit law, employment and insurance litigation,

corporate governance counseling and litigation, and appellate advocacy. I also enjoy classical music, political history, and exploring how institutions—religious and secular—can rebuild trust in a polarized world. I find joy in mentoring emerging leaders and in collaborative work that strengthens the Church's witness and governance.

Professional associations:

I am admitted to the bar in California, New York, the District of Columbia, and multiple federal courts, including the U.S. Supreme Court. I'm a member of the American Bar Association, California Lawyers Association, Marin County Bar Association, and the Episcopal Chancellors Network (Board Secretary). I also belong to the American Constitution Society, American Institute of Parliamentarians, and Bay Area Lawyers for Individual Freedom. These affiliations support my work advising the Diocese and its congregations and help me stay grounded in both legal and ethical best practices.

Summary of activities within my congregation / diocese:

I serve as Chancellor of the Diocese of California and Canon to the Bishop, advising on legal, governance, and disciplinary matters. At Grace Cathedral, I've served as a eucharistic minister, lector, catechist, and stewardship commission member. I served on the Bishop Search Committee (2005–2006) and the Dean Search Committee

(2009–2010). I regularly lead diocesan trainings on fiduciary duties and canon law and helped secure nearly \$4 million in PPP loans for congregations during the COVID-19 crisis.

Major activities beyond diocese:

I chair the Working Group on Revised Article X, which is drafting proposed canons to govern the revision of the Book of Common Prayer and other liturgical texts. I recently completed service as Chair of the Standing Commission on Structure, Governance, Constitution & Canons. I served as Chair of the Legislative Committee on Title IV at the 81st General Convention and in similar roles at the 79th and 80th General Conventions. I also served as Legal Advisor to the Court of Review in a recent Title IV appeal. My prior service includes the Task Force on the Study of Marriage, the Task Force on Women, Truth & Reconciliation, and the Disciplinary Board for Bishops. I serve on the Board of the Episcopal Chancellors Network.

In my opinion, the major issues facing the church today are:

The Church is called to proclaim the Gospel in a world shaped by rapid change, social fragmentation, and institutional distrust. We must adapt to a post-pandemic reality and engage a public that has lost confidence in many traditional institutions, including the Church. We are called to foster belonging, justice, and reconciliation—especially across lines of race, gender, sexuality, and economic inequality. We must continue the work of racial healing, gender equity, and full inclusion of LGBTQ+ Christians. At the same time, we are challenged to maintain a clear Christian identity while welcoming all who seek spiritual community—a generous orthodoxy. Our governance structures must be transparent, inclusive, and responsive to the Spirit's movement. We must sustain our relationships within the Anglican Communion while faithfully pursuing the mission to which we believe God is calling us.

Why are you running for this position?

I'm running because I care deeply about The Episcopal Church's governance, witness, and future. General Convention can be a place of Spirit-led discernment and

[return to table of contents](#)



82nd General Convention Deputy - Lay

faithful innovation. I want to bring my experience—as a deputy, legislative chair, and legal advisor—to help the Church navigate complex questions with clarity and compassion. I’m especially committed to completing the work of the Article X Working Group, which is drafting new canons to guide the revision of the Book of Common Prayer. This work will shape how we pray, teach, and live as Episcopalians for generations to come. It would be a privilege to continue serving.

[return to table of contents](#)



82nd General Convention Deputy - Lay



Emily Hopkins
Resurrection, Pleasant Hill
Contra Costa Deanery

Interests:

My interests include

- striving to live sustainably and care for God's creation
- standing up for democracy
- serving my community as a volunteer
- fostering kittens and cat adoption counseling at the county animal shelter
- yoga, bicycling, singing, reading
- travel (with carbon offsets)
- creating fiber artworks and glass artworks

Professional associations:

- Episcopal Public Policy Network
- League of Women Voters
- Episcopal Election Activator
- Citizen's Climate Lobby
- National Security Leaders for America
- US Navy Public Affairs Association
- Blessed Tomorrow Climate Ambassador, EcoAmerica Program

See more at <https://www.linkedin.com/in/emily1hopkins>

Summary of activities within my congregation / diocese:

- Lay Reader
- Contra Costa Deanery Social Justice Group
- Green Movie Nights with Contra Costa Interfaith Climate Action Network and Sustainable Contra Costa
- Alternate to 80th and 81st General Conventions, tracking committees with DioCal resolutions
- Author and/or co-author Memorial 2024-M006

Eliminate Single-use Plastics and support the UN Global Plastic Treaty; 2024-D029 Commit to the 30x30 Initiative for Biodiversity; Resolution 2022-D-043: Abolish or Modernize the Electoral Count Act of 1887; Resolution 2018-C015 – Carbon Sequestration; Resolution 2018-C020: Carbon Tax

- DioCal Committee on Dispatch of Business, Assisting Secretary of Convention 2022
- Formed and led 2019 task force on Sabbatical Leave Policy for Clergy
- College for Congregational Development 2019-2020
- St. Paul's Walnut Creek Vestry 2016-2019
- Delegate or Alternate to DioCal Convention 2009-2022

Major activities beyond diocese:

I have worked collaboratively in teams within and outside the Church, with clergy and lay leaders, across all six deaneries, to design, develop and deliver various projects, including web sites, senior services programs, resolutions, and ordinances.

- Alternate to 80th and 81st General Convention (2022, 2024)
- The Episcopal Church Province VIII, Network Leader for Creation Care (since 2022)
- Green Caucus of The Episcopal Church, Founder and Convener (since 2023)
- Leader of CCL Episcopal Action Team, shepherding Resolution C020 Carbon Tax through 79th General Convention (2018)
- EPPN, Episcopal Public Policy Network
- Episcopal Election Activator, an Episcopal Church program of the Office of Government Relations
- Lobby meetings with county, state, and national elected officials
- Doubled locally adopted wood smoke ordinances in the Bay Area 2004-2006

In my opinion, the major issues facing the church today are:

I attended my first General Convention in 2018 as author of Resolution C-020, and subsequently I was elected and I have served twice as an Alternate Deputy. It is



82nd General Convention Deputy - Lay

personally and spiritually rewarding to be part of the high-performance team that our Diocese of California sends to General Convention. Besides getting to work collaboratively with other lay and clergy leaders who share a commitment to church governance and polity, I have experience crafting and shepherding resolutions at diocesan convention; developing and delivering memorials to province synod and General Convention; and testifying before committees and governing bodies. I find hope in this work. My ministry of public policy advocacy is how I live into my baptismal vows and my U.S. Navy oath of office.

Why are you running for this position?

I'm running because I care deeply about The Episcopal I attended my first General Convention in 2018 as author

of Resolution C-020, and subsequently I was elected and I have served twice as an Alternate Deputy. It is personally and spiritually rewarding to be part of the high-performance team that our Diocese of California sends to General Convention. Besides getting to work collaboratively with other lay and clergy leaders who share a commitment to church governance and polity, I have experience crafting and shepherding resolutions at diocesan convention; developing and delivering memorials to province synod and General Convention; and testifying before committees and governing bodies. I find hope in this work. My ministry of public policy advocacy is how I live into my baptismal vows and my U.S. Navy oath of office.



82nd General Convention Deputy - Lay



Sarah Lawton

*St. John the Evangelist,
San Francisco*

San Francisco Deanery

Interests:

Social justice movements: refugee & immigrant rights, labor unions, racial justice, public education, housing accessibility, LGBTQ and gender equality, international peace and development. Also travel (by train and ferry when

possible), hiking in our local forests and hills, reading, choir singing, going to baseball/basketball games (Giants, Red Sox, Valkyries!) and going for daily walks around the Mission District with my husband, Dominic Chan and our beloved dog, Little Bear. Recovering doomscroller and happy warrior.

Professional associations:

Current Associations: Steering committee member, TransEpiscopal, Episcopal Network for Economic Justice; member, Episcopal Peace Fellowship, and The Consultation (progressive coalition in The Episcopal Church). At work: RPSP-UAW (labor union).

Employment:

- 2005-present: development, UC Berkeley Labor Center; 1987-2005: fundraising, human rights advocacy in Central America, most recently with SHARE Foundation, an interfaith organization.

Volunteer:

- immigrant initiatives, 1991-present: No on 187 Campaign (1994), Faith in Action, others
- UNITE-HERE voter canvassing, Nevada, many election cycles
- Board member, Aptos Middle School (SFUSD) PTA; communications chair, 2010-2013.

- Co-founded Eugene-Springfield Solidarity Network, an Oregon community-labor organization, 1990.
- Co-founded Berkshire Food Project in college, 1986.

Summary of activities within my congregation / diocese:

St. John the Evangelist, San Francisco (1994-present): Currently Senior Warden; also stewardship, social media, choir member, lay reader, supporting St. John's neighborhood and international work including Gubbio Project, Mission Graduates, Faith in Action, Cristosal, El Porvenir

San Francisco Deanery:

President, 2015-2017, current representative from St. John's Diocese of California:

Current service:

- Co-chair, DioCal General Convention deputation, 2015-present; member since 2000
- Executive Council – representative from SF Deanery
- Member of (new) Trans & Non-Binary Working Group
- Member of (new) Task Force on Christian Nationalism
- Longtime member of Immigration Task Force

Past Service:

- Committee on Governance, 2013-2015
- Millennium Development Goals Task Force, 2006-2007
- Executive Council (aka Diocesan Council), 2000-2001
- Standing Committee 1995-1999; President 1998-1999

Major activities beyond diocese:

Appointments between Conventions:

- Committee on Corporate Social Responsibility, 2022-present (Chair)
- Theology of Social Justice Advocacy Task Force (Chair), 2018-22;
- House of Deputies Special Committee, Sexual Harassment and Exploitation, 2018
- State of the Church Committee, 2015-18 (Secretary);



82nd General Convention Deputy - Lay

- Standing Commission, Social Justice & Public Policy (Chair, 2012-15, Vice-Chair, 2009-12);
- Standing Commission, Domestic Mission & Evangelism, 2003-06 (Chair); 2000-03 (Vice-Chair);
- 20/20 Steering Committee, 2001-03 (Chair)

Committees of General Convention:

- Stewardship & Investment 2024
- Racial Justice & Reconciliation, 2022
- Social Justice & International Policy, 2018 (Chair)
- Social Justice & US Policy, 2015 (Secretary)
- National/International Concerns, 2009, 2012 (Secretary)
- Evangelism, 2006
- Official media briefer, 2009, 2012, 2018
- Awarded House of Deputies medal, 2013

In my opinion, the major issues facing the church today are:

We face change: Climate change intensification, global inequality, migration, war, religio-ethno-nationalisms, authoritarian threats to democracy. Where is the church? Many see Christianity as irrelevant or negative, yet hunger for community, joy, and love in an unstable and sometimes terrifying world. We must:

- Pray first, centering our joy of God in Christ, who calls us to love God in all people;

- Shift who “we” are, with our region’s diversity at the center, and care for poor and outcast at the beating heart; build up robust networks of youth and young adults (20s/30s) with power to lead;
- Speak and act for justice, peace, human dignity, care of creation, and democracy, working with people of all faiths (and none) who share these values, starting in our own communities and reaching outward, collaborating together in shared ministries.

Why are you running for this position?

I want us to be known for following the way of Jesus, for our loving concern for our neighbors, for living and breathing the good news of God’s love for the whole world, while resisting powers and principalities that seek to destroy. I bring prayer, faith, passion, and vision to General Convention policy-making and church leadership. I’ve led General Convention work on racial justice (truth-telling on slavery, Indigenous boarding schools); immigration (Dreamers, supporting binational LGBTQ couples); transgender rights; criminal justice (mental health, opposing solitary confinement), economic justice (worker issues, health access) and women & girls (reproductive care, sexual harassment and exploitation), international peace and justice (Central America, Middle East), and investments (advocacy, transition from investments in fossil fuels, private prisons, global human rights abuses).



82nd General Convention Deputy - Lay



Karma Quick-Panwala

*Grace Cathedral, San Francisco
San Francisco Deanery*

Interests:

Since my youth, I've enjoyed singing and playing both piano and percussion. My mother was a church music director and high school choir director, and she shared her eclectic love of music with her family.

Whether attending church at Grace, the SF Symphony, or any other concerts, music is a big part of our life, and my daughter now sings with the Cathedral Choir of Girls. Also since my youth, my hearing loss progressed over time and I have been passionate about accessibility, inclusion, disability as an identity and community, and disability justice in all spaces. My family also enjoys skiing together at Northstar each winter or spring, and we cheer for women's sports from the Valkyries to Bay FC. We also cheer for Iowa State University, where my grandfather played basketball (and Brock Purdy of the Niners was the starting quarterback).

Professional associations:

I am currently active in the Council of Parent Attorneys and Advocates (COPAA) as a special education advocate member, and created the Disability Members Committee two years ago with disabled attorney friends of mine who practiced special education law. I've been a frequent presenter at the annual conferences for the last three years, and hope to present once again on educating deaf and blind students in public schools.

I am also the Treasurer of the Deaf and Hard of Hearing Bar Association (DHHBA). Our board is planning our second in-person conference and seventh U.S. Supreme Court swearing in of DHHBA members.

I have a law degree from New College of California School of Law. Though not a licensed attorney, I work to support parents and students understanding their rights in special education for Disability Rights Education and Defense Fund, a national law and policy organization.

Summary of activities within my congregation / diocese:

Grace's Deanery Delegation is my longest calling at Grace Cathedral, as I was first elected to the delegation in 2010. I served in a convener capacity for five years before passing the baton to another delegate. In addition, I've served as a greeter, usher, and baptismal sponsor; I've served on Congregation Council, on Stewardship, and now Godly Play activities and hosting an occasional playdate. I also support the activities of the Cathedral Choir of Girls, in which my daughter sings.

From 2012 to 2015, I served on DioCal's Executive Council. After the Task Force for Disability and Deaf Awareness was created by the Convention in 2019, I worked with others across the Bay Area to develop a voluntary Handbook for Disability and Deaf Access for Churches and Institutions and a training on disability cultural competency, which can be found on the diocesan website at <https://www.diocal.org/resource/justice/>.

Major activities beyond diocese:

My first taste of Church work beyond DioCal was in three days of GC78 in Salt Lake City, collaborating with two deputies on successful legislation. Two years later, I served on The Episcopal Church's UNCSW61 delegation at the United Nations. There, I collaborated with Lynnaia Main and 19 other Episcopalians to call attention to the billions of women and girls facing inequitable conditions in labor and employment, and met with the Permanent Mission of India to the UN to draft language for the Agreed Conclusions.

Since then, I have been a part of the State of the Church Committee (2022-2024), working on the contents of the parochial report and drafting its Blue Book Report. I was a member of the Resolutions Review Committee for the 81st



82nd General Convention Deputy - Lay

General Convention, and am now working with members of The Episcopal Church's Executive Council to form a subcommittee on disability and Deaf access.

In my opinion, the major issues facing the church today are:

How can we live fully and authentically into our calling and ministries here and abroad with rising authoritarianism, and adapt our programs and people to respond in times when our Church's voice is needed to speak to power?

Church membership and overall funding continue to decline. How can we remain a significant presence and witness in a changing societal and global landscape in five or ten years, or be ready for sudden shifts like the pandemic in 2020? How can the Church adequately respond to its local communities and their needs when it is needed beyond worship? On a level closer to my heart, how can we support families, people with disabilities, and non-English-speaking siblings who are called to our ministries?

Third, in light of the above, we've an ongoing need to address our internal procedures, operations (current and future), and coming revisions to the Book of Common Prayer.

Why are you running for this position?

I run for the GC deputation because I believe we build connections for the better of The Episcopal Church through the deputation's work. Ministry beyond DioCal has led me to form friendships, partnerships, and collaborations with Episcopalians across the world to address inequality, examine our current state, and to ensure inclusion. As someone who bridges Gen X and Millennial generations, and whose children are Gen Alpha, I want to ensure we are good stewards and leaders of our Church now for its future.

I also run to bring awareness to those who have often been left out of the decision-making process. I'm proud to be a part of a faith community that does the work to recognize its history of injustice and bias. I am called to continue this deeply important work in partnership and allyship with fellow deputies in prayer and in practice before and during GC.



82nd General Convention Deputy - Lay



Warren Wong

St. James Church, San Francisco

San Francisco Deanery

Interests:

Baseball, classical music, clergy/congregational wellness, film festivals, grant writing, Hawai'i artists, hiking, and travel. Tracing my maternal family's genealogy from Cuiheng, China.

personal relationships with lay & clergy leaders and some future bishops nurturing churchwide leadership (2015, 2018), Claiming the Blessing steering committee (2004-06);

Summary of activities within my congregation / diocese:

Congregation (St. James, SF): Current convention delegate, vestry, eucharistic minister/visitor; Former endowment, Faith in Action, finance, healing, Kiva microlending, rector search, stewardship, vocations; San Francisco Deanery (16 congregations): Current delegate; Former president;

Diocese (75 congregations): Current GC Lay Deputy, co-chair Real Estate Committee (2025-), Women's Ordination: Local Commemorations (2024-27); Former president Standing Committee (2022-23), trustee Grace Cathedral (2022-24), co-chair GC Deputation (3X), chair Gift Planning (2001-12), co-chair Bishop Transition (2004-06);

Province VIII (18 dioceses 2013-22): president Synod (2018-22) & Executive Board with oversight for 20 inter-diocesan ministry networks; partnership representative Anglican Church of Hong Kong (HKSCH);

Major activities beyond diocese:

Episcopal Church (108 dioceses): Current AAPI Missioner governance circle (2025), Asian & Pacific Global Partnership Officer's advisory group (2017-25); Former convener Florence Li Tim-Oi 80th Anniversary Commemorations SF|LA|NY|UK (2022-24), Creation Care TF (2022-24);

Executive Council (DFMS 2015-22): JSCs Executive Committee, Governance & Administration, Mission Beyond, chair Economic Justice Loan, Corporate Social Responsibility, Beloved Community Grant team; General Convention's House of Deputies 800+ deputies): Current Lay Deputy (7X): Green Caucus (2023-), liaison Diocese of Taiwan (2018-); Former Deputies of Color: convener (2012-21), chair Asian Caucus; GC Committees: chair JSC Nominations, Consecration of Bishops,

Resolution Resources Authored:

- M002 DioCal Legislative Themes for the 81st General Convention
- A021 Care of Creation Loan Program for Episcopal Dioceses
- D055 50th Anniversary Triennium of the Ordination of Women
- MBMW002 Biodiversity Policy
- Resolution#5 Standing with Our Haitian Neighbors: Call to Action

Co-Sponsored:

- D030 Imagining a Church Grounded in Creation Healing as Christian Ministry
- D042 Ending Child and Forced Marriage
- D050 Net Carbon Neutrality by 2030
- A227 Commend the life of Willie Howard Mays, Jr.

Professional associations:

Current Interfaith Center on Corporate Responsibility: Climate Justice workgroup (2016-); National College of Probate Judges (2015-); The Consultation (2002-);

Former California Probate Referees Association (58 counties 1998-2018): past president, Twice Constable Fund Grant recipient: Deputies of Color Leadership Development. These grants have allowed me to form

[return to table of contents](#)



82nd General Convention Deputy - Lay

Evangelism, Governance & Structure, Stewardship & SRI, World Mission;

In my opinion, the major issues facing the church today are:

“If It’s Not About Love, It’s Not About God,” former Presiding Bishop Michael Curry.

On Sunday, I streamed the Rev. Canon Katlin McCallister’s sermon, Canon for Intergenerational Ministry (Diocese of Arizona). With her 2-year-old daughter Tessa in hand, Rev. Katlin addressed the folks in the pews, being our brothers, sisters, children, and family, then: “We don’t get to choose who we get to go to church with, but we do have to choose to love them”.

Love is a high bar, and we often fail. God wants us to love like that. With God, it’s all about love.

We’re living in especially hurtful times. For many, love replenishes our souls.

Why are you running for this position?

I am a legislator blessed with a gift for crafting critical GC legislation and ensuring its success:

- conceptualized/crafted resolutions (A021, D055, Resolution#5);
- spearheaded DioCal’s Legislative Themes with Memorial format (M002);
- created the churchwide Biodiversity Policy (MBMW002);
- co-sponsored, formed strategies for legislation to pass through GC maize; and
- help new deputies and bishops write resolutions/testimony.

With a history of collaboratively ministry, I’ve authored, sponsored, and testified on legislation, chaired committees, served as floor leader, and managed GC campaigns for elective offices.

Finally, I feel called to build Bishop Austin’s vision and DioCal’s Legislative Priorities.

I’d be honored to continue representing DioCal in Phoenix 2027.



82nd General Convention Deputy - Clergy



Kira Austin-Young

*St. Mary the Virgin, San Francisco
San Francisco Deanery*

Interests:

I am passionate about discovering how the Holy Spirit is moving in the world and in the Church today, while being grounded in a love of Jesus. As a priest, I have an interest in liturgy and Christian formation, with a strong interest in

the balance between Anglican tradition and contemporary expressions of faith. I enjoy exploring the intersection of faith and culture, including feminism, social justice, social media, and technology. My background as a trained classical singer also leads me to find spiritual resonance in the arts, and I'm grateful to live in a place with all different kinds of artistic pursuits. Outside of my clerical life, I enjoy reading fiction and spending time around the Bay Area with my husband and dog.

Professional associations:

- Associate Rector, St. Mary the Virgin, San Francisco (2023-present)
- San Francisco Deanery Vice-President (2024-present)
- Bishop's Ranch Board of Trustees Member & Vice-President (2024-present)
- Diocese of California Executive Council (elected 2024 Diocesan Convention)
- Vanderbilt Divinity School alumna
- Rice University alumna

Summary of activities within my congregation / diocese:

As Associate Rector at St. Mary's, I primarily oversee our parish programming – Christian formation at all levels, parish life including Young Adult, outreach, and social justice ministries. As part of the pilot cohort of Vital &

Thriving, I also serve as the spiritual leader for the St. Mary's Missional Innovation Team.

Major activities beyond diocese:

- Interim Rector/Priest-in-Charge, St. Ann's Episcopal Church, Nashville (2018-2023)
- Priest-in-Charge, Epiphany, Lebanon (TN) (2013-2018)
- CPE Resident and PRN Chaplain, Vanderbilt Medical Center and Children's Hospital (2011-2023)
- 2 terms as an Bishop & Council representative in the Diocese of TN
- Clergy Alternate Deputy for Diocese of TN to the 80th General Convention
- Contributing writer with Upper Room Publishing and United Methodist Publishing (2014-present)
- Contributing writer to Forward Day by Day devotionals (May 2024)
- Author of Pro-Choice and Christian: Reconciling Faith, Politics, and Justice (pub 2017)
- Member of Religious AF Camp at Burning Man (2023)

In my opinion, the major issues facing the church today are:

I believe, as our Presiding Bishop does, that The Episcopal Church is at a crossroads. Declining membership and aging congregations are urgent realities, but they're also a call to reimagine how we share the Gospel in today's world. We can't simply maintain what has been; we need bold, creative ways to engage people who crave meaning but distrust institutions. I think another critical issue is living into our identity as a truly inclusive, justice-oriented church—not just in statements, but in transformative action around racial equity and economic justice. We're also called to navigate a polarized culture without losing our soul: offering a vision of unity rooted in Christ, not ideology. These challenges demand courage and hope, but I believe the Spirit is already moving, calling us to a deeper, braver, more vibrant future.

Why are you running for this position?

I am running as a clergy deputy for the General Convention because I believe deeply in the governance and mission of The Episcopal Church. Having served



82nd General Convention Deputy - Lay

as an alternate deputy at the 80th General Convention, I witnessed firsthand the meaningful conversations, courageous decisions, and the collaborative spirit that shape our Church's future. That experience affirmed my call to participate more fully in this vital work. I am committed to joining the tradition of DioCal's representation with integrity, compassion, and a deep love for the Episcopal tradition. I bring both pastoral experience and a strong theological foundation, along with a passion for justice, inclusion, and the ongoing work of reconciliation. I want to help ensure the Church remains responsive to the needs of our time while grounded in our faith. I'm excited to contribute to shaping our common life for generations to come.



82nd General Convention Deputy - Clergy



Richard Edward Helmer

*Church of Our Saviour
Marin Deanery*

Interests:

Spirituality & Religious Life, Pastoral Leadership & Care, Governance & Political Life, Piano & Chamber Music, Web Programming

Governance and Structure, Constitution and Canons, 2018-2021

- Minister Provincial (Province 8/West) of the Brotherhood of Saint Gregory, 2015-2018
- Secretary to the Episcopal Asiamerica Ministries Council, 2003-2006

In my opinion, the major issues facing the church today are:

1. Remembering who we are, especially in the face of rising autocracy and open threats to the Gospel and baptismal values of empathy, compassion, self-offering, and justice.
2. Remembering *Whose* we are in the face of forces of domination and incessant claims on our attention, time, resources, and loyalty.
3. Resourcing proclamation of the Gospel and our continued call to bring compassionate justice to the marginalized and care for all those who enter our common life seeking sanctuary, sacramental nurture, and spiritual support.
4. Safeguarding our democratic values and our gathered wisdom through a time of multiple threats on human dignity and the life of Creation.

Professional associations:

The Brotherhood of Saint Gregory (life professed member) – an Anglican/Episcopal vowed religious community

Summary of activities within my congregation / diocese:

- Rector, Church of Our Saviour, Mill Valley, 2006 – present
- Vicar, Christ Church – Sei Ko Kai, 2002-2006
- Secretary of the Convention, 2020 – present
- Assistant Secretary of the Convention, 2018-2019
- Standing Committee President, 2012-2013
- Standing Committee Secretary, 2010-2012
- President of the Marin Deanery, 2009
- Vicar, Christ Church – Sei Ko Kai, San Francisco, 2002-2006
- Secretary to the Marin Deanery and Asian Ministries Commission in DioCal, 2003-2008

Major activities beyond diocese:

- Deputy to General Convention, 2015 & 2024
- Alternate Deputy to General Convention, 2009, 2012, 2018, 2022
- Secretary (2015-2022) & Vice Chair (2023-2024), House of
- Deputies Resolutions Review Committee
- Appointed to the Standing Commission on

Why are you running for this position?

General Convention has been a love of mine for many years — if elected again, this would be my seventh triennium of serving as part of our deputation. The witness of our highest governing body in discerning the Spirit through democratic process has only grown in importance in recent years, especially as the democracy in which our Church was born is under increasing threat. I treasure the careful work of helping perfect legislation that bears witness to our baptismal covenant and that leads our historic Church into new avenues of ministry and opportunities for growth and service. And I am excited to see where the Spirit leads us in this time that is both dangerous and yet ripe with opportunity for witness to the love of Christ.



82nd General Convention Deputy - Clergy



Eric Metoyer

*Diocesan Staff
San Francisco Deanery*

*Deputy 2015, 2018, 2022,
2024*

Interests:

Reading histories of the Church and of California, attending meetings of book collectors, time with family and friends. I continue to serve as a board member of two schools, in Vermont and

San Francisco. I also am an avid traveller on passenger trains, the opportunity to meet other passengers to learn about their lives whilst traveling in different parts of the country from is a privilege, indeed. The latter is a wonderful ministry of presence in a very individualized, hurried, stressed world.

I continue to follow Univ of California Football, in all its ups and downs.

Professional associations:

- Member of the Union of Black Episcopalians
- San Francisco Interfaith Council
- Peninsula Solidarity Cohort
- Episcopal Urban Caucus
- The Book Club of California

Summary of activities within my congregation / diocese:

Member of clergy in the diocese, weekly participation in celebration of the Holy Eucharist and preaching in congregations around the diocese.

Attendance at various social justice events in the Bay Area; marches, meetings, workshops.

Major activities beyond diocese:

Board Member: Braid Mission, Cathedral School for Boys (SF), Corporate, Lyndon Institute (VT), member of the Executive Council of the The Episcopal Church. Member of Union of Black Episcopalians, The Consultation, former member of Living Stones Cooperative and of the Task Force for Church Planting and Evangelism.

In my opinion, the major issues facing the church today are:

- a) Encouraging the revitalization and renewal of the congregations of the Church, becoming committed followers of Christ in the Way of Jesus. This include providing the resources to congregations can use to be more involved in their church and community
- b) Supporting marginalized and threatened communities in our world and church – migrants, refugees, the unhoused and the hungry for whom Jesus speaks of in the Sermon on the Plain (Luke 6:20-49)
- c) Realizing and understanding the great changes in our current society. I wonder: How can Episcopalians be witnesses of God's love and truth through following Jesus' Way of Love: <https://www.episcopalchurch.org/way-of-love/>.

Why are you running for this position?

Serving as a Deputy to General Convention allows me the privilege to share the stories of the Diocese of California directly to The Episcopal Church, gathered at General Convention. It happens in the committee rooms, in the conference meetings, and convention floor when I stand at the microphone to say: 'Madame President, Fellow Deputies, I speak from the Diocese of California'.

I am also a church governance nerd! The work doe in the conference meetings, the floor of convention, creates the policy of The Episcopal Church. The policy that supports climate justice, women's ministry, LGBTQ+ ministry, the church that speaks truth to power and be living examples of Christ's love and work in the world. This process and detail work is what I enjoy doing.

All of this work, and more, is why I wish to serve as Deputy to Convention from the Diocese of California.



82nd General Convention Deputy - Clergy



Ruth Meyers
All Souls, Berkeley
Alameda Deanery

Deputy to 6 General Conventions and Alternate 4 times

Interests:

Swimming (I'm a US Masters swimmer – you'll see me at 6 am at the Albany pool), ballet (I take ballet classes and have season tickets to the SF Ballet), hiking (I

completed the St. Dorothy's Rest Woods to Waves hike for the first time this year), reading, crossword puzzles and other word and number puzzles, cooking and baking.

Professional associations:

- Associated Parishes for Liturgy and Mission
- Episcopal Peace Fellowship
- North American Academy of Liturgy
- Societas Liturgica (international, ecumenical association of liturgical scholars)

Summary of activities within my congregation / diocese:

At All Souls, I preside and assist at celebrations of the Eucharist, preach on occasion, and teach adult classes a few times each year.

In the Diocese of California, I convene the Task Force on Christian Nationalism and previously served on the Diocesan Liturgical Commission.

I've been part of the DioCal deputation to General Convention since 2015.

Major activities beyond diocese:

I'm currently a member of the "Working Group to Review Canons and Implement Changes Related to

Revised Article X of the Constitution," which is working on church-wide canons related to the Book of Common Prayer.

I'm a member of the board of the Bible and Common Prayer Book Society, which provides Prayer Books and Bibles to Episcopal churches.

I've served on several churchwide interim bodies: Task Force on Liturgical and Prayer Book Revision, 2019-2021; House of Deputies Special Committee on Sexual Harassment and Exploitation, 2018 (vice chair); Task Force on the Study of Marriage, 2016-2018; Standing Commission on Liturgy and Music, 2008-2015 (chair, 2009-2015).

I advocate for immigrants through participation in the Interfaith Movement for Human Integrity.

In my opinion, the major issues facing the church today are:

The climate crisis, the ongoing legacy of racial injustice in this country, hostility towards immigrants, a growing gap between rich and poor, housing insecurity, attacks on LGBTQ people and efforts to erase trans identities, and so much more are exacerbated by the rise of authoritarianism in our country and the wider world. Responding as faithful Christians calls for worship and formation that build up the body of Christ and enable us to witness to God's love, justice, and mercy. How will we draw from our heritage to meet the challenges of our time? How will the church continue to proclaim good news in the world, as membership and participation in church decline? How will we build a more diverse church that welcomes people from different racial, ethnic, and cultural backgrounds?

Why are you running for this position?

I'm a Convention geek, and it has been a joy and privilege to be part of the DioCal deputation. In prior service as a deputy, I served on the Prayer Book, Liturgy, and Music legislative committee, including as chair, vice chair, and secretary. I understand the legislative process and have authored several resolutions on liturgy, governance, and social justice. I have built effective relationships with



82nd General Convention Deputy - Lay

deputies and bishops from around The Episcopal Church, finding common ground on the issues we face. I value the opportunity to listen for the Spirit in the midst of many voices. The next Convention will consider finally adding marriage rites for all to the 1979 Prayer Book; having led the work of the Standing Commission on Liturgy and Music to develop those rites, it would be a privilege to bring this work to completion as a deputy.

[return to table of contents](#)



82nd General Convention Deputy - Clergy



Cameron Partridge

*St. Aidan's, San Francisco
San Francisco Deanery*

Interests:

I love hiking (especially San Bruno Mountain, especially when the wildflowers are out), photography (especially outdoors), reading (sci fi/fantasy, other fiction, memoirs, and YA fiction) cooking and baking, listening to music, and exploring the Bay Area

with my family. Even as someone who grew up in the Bay Area, I always feel like there is so much more to explore.

Professional associations:

American Academy of Religion, the Gathering (GenX and Millennial Episcopal clergy), the Historical Society of The Episcopal Church

Summary of activities within my congregation / diocese:

I've been the rector at St. Aidan's since 2016. We're connecting with our neighborhood through food ministries—especially our weekly food pantry and monthly senior luncheon – showing up with and for our neighbors in times of loss, sharing space for trainings and events. We're preparing to build a kitchen on our main floor to strengthen our food ministries. Through Know Your Rights trainings, formation series, marches and protests, we are seeking to equip and encourage one another in response to the terrifying, changing landscape for immigrants and LGBTQIA+ adults and youth.

Diocesan activities

- General Convention Deputation, last two conventions
- Trans & Non-binary Working Group (2025-)
- SF Regional Dean

- Commission on Ministry (2020-)
- Bishop's Advisory Group for 50th Anniversary Triennium of the Ordination of Women (2025-)
- Ecumenical House board (2017-)

Major activities beyond diocese:

- Co-Chaplain to The Episcopal Church Executive Council (2024-)
- Episcopal Church Task Forces: Study of Marriage (2012-2015); Liturgy and Prayer Book Revision (2018-2021); House of Deputies Committee 16 on Churchwide Leadership (2022); Standing Commission on Formation and Ministry Development (2022-)
- The House of Deputies LGBTQ Caucus, The Consultation (coalition of peace and justice groups in The Episcopal Church) & TransEpiscopal (transgender, non-binary, and allied Episcopalians)
- I served among the Campus Ministry Coordinators of Province 1 (2012-13)
- I'm an academic/scholar as well as a priest, trained in early and contemporary Christian theologies and studies of women, gender and sexuality. I have taught and continue to attend conferences and write in these areas.

In my opinion, the major issues facing the church today are:

- To convey in the public square and practice in our communities our Church's social justice positions – e.g. support for immigrants to this country, for trans youth and adults, for environmental justice, for the importance of DEI – expressed by General Convention and reflecting the Good News of God's in-breaking kingdom that Jesus proclaimed and called us to embrace
- To equip our congregations to connect with our neighborhoods in this time of intense pain, injustice and polarization, grounded and sustained by our faith
- To encourage a spirit of adaptation and collaboration within and across congregations, increasing our capacity to do things we cannot do on our own



82nd General Convention Deputy - Lay

- To plant churches in a variety of forms, not only those that may feel familiar
- To strengthen and continue to adapt Christian Formation at all age levels, including in our seminaries as they consolidate, close, or merge

Why are you running for this position?

I am passionate about the opportunity for lay and ordained people to participate in the governance of The Episcopal Church at its highest level. I have participated

in GC since before I was a deputy, starting in 2009 on TransEpiscopal's team whose organizing and testimony led The Episcopal Church to positions of unequivocal support for trans and non-binary people. I was proud to serve on DioCal's deputation over the last two Conventions and have collaborated on several resolutions, including one creating the Gender Justice Staff Officer position on the churchwide staff. Our Presiding Bishop wrote in a July 4th opinion piece that churches like ours are "some of the last institutions capable of resisting this administration's overreach and recklessness." This upcoming General Convention has an opportunity to strengthen that capacity. I would be honored to contribute to that collective work.



82nd General Convention Deputy - Clergy



Marisa Tabizon Thompson

*Church of the Epiphany
Peninsula Deanery*

*Deputy once for Diocese of
Nebraska.*

Interests:

Family – spending time with my spouse, children, and cats

Community – engaging it, growing it, celebrating it

Music – church choirs

and hymns, study of Gospel Music, and even the occasional karaoke time

Ethics/Social Justice – a focus of my Doctor of Ministry degree, but moreover, my commitment to teaching, preaching, and living the Baptismal Covenant

Nature – hiking, swimming, beaches, trees, and caring for the environment

Service – serving the community through education, feeding programs, and community organizations

Reading – My GoodReads list has over 700 books in the to-read category (I might have a problem...). Current books include *The Amen Effect* (Sharon Brous), *The Nickel Boys* (Colson Whitehead), and *Run Rose Run* (Dolly Parton and James Patterson)

Professional associations:

In addition to a wide and deep variety of experiences in the church, I have an extensive background with Girl Scouts of the USA on the national, regional, and local level. I spent two years serving the FBI as a chaplain.

Service to the schools has long been a part of my background – from stepping in as a volunteer chaplain to helping with crossing guard duty. I was active with the Omaha-based Tri-Faith Initiative. Committed to combatting food insecurity, I established The Pantry (University of Oregon), The Pantry on Blondo (Omaha), and the Allied Churches of Alamance County Pantry

(North Carolina). A sampling of more specific associations and service are listed in other parts of this document.

Additionally, I have degrees from the Clark Honors College at the University of Oregon, Yale Divinity School, and Drew University.

Summary of activities within my congregation / diocese:

My current diocesan service includes:

- Member of Executive Council
- Intake Officer
- Chair of Assessment Appeals Committee
- Peninsula Deanery

In prior dioceses, I served in roles such as:

- Rauscher Outreach Fund Committee, Member, Diocese of Nebraska
- Sacred Ground Facilitator, Diocese of Nebraska
- Bishop and Trustees, Member, Diocese of Nebraska
- Canons Review, Diocese of Nebraska
- Diocesan Council, Member, Diocese of North Carolina
- Ministry Resource Support Team, Member, Diocese of North Carolina
- Fair Share Appeals Committee, Member, Diocese of North Carolina
- Constitution and Canons Task Force, Member, Diocese of Oregon
- Episcopal Academy for Formation/Mission, Board Member, Oregon
- Diocesan Consultant, Diocese of Oregon
- Diocesan Committee on Human Sexuality, Diocese of Oregon
- Diocesan Council, Program/Budget Committee, Diocese of Oregon

Major activities beyond diocese:

TEC:

- Court of Review, Member, The Episcopal Church
- Standing Commission on Governance, Structure, Constitution, and Canons
- Gathering 2016, Gathering 2023, and Gathering 2026, National Clergy Conferences



82nd General Convention Deputy - Lay

- General Convention Deputy from the Diocese of Nebraska
- Member of the Secretariat for General Convention
- Task Force for Ecumenical and Interreligious Work
- Contributor, Statements on Interreligious Relations
- Contributor, Forward Movement: Planning for Rites and Rituals

Federal Bureau of Investigation, Regional Chaplain

Girl Scouts of the USA: National Board Member, Credentials Chair, Governance Committee, Troop Leader, WAGGGS/International Relations Group

Greening Forward, Board Member

University of Oregon:

- Faculty Grievance Appeals Committee
- Religious Directors' Association
- Formal Hearings Board

Yale Divinity School:

- Sacramental Whiners
- Student Council
- Latino/a Association

In my opinion, the major issues facing the church today are:

There are 3 major issues facing the church: identity, tradition, and action. Current culture is placing churches

under the umbrella of Christian nationalism. We need to make it clear that this is NOT our identity, instead promoting a message that is of and by Jesus, focused on the sanctity of love and dignity, focused on service and welcome to all, and the words and actions of Jesus as our guide. We need to exist in a multifaith, multicultural world in a way that is proactive in maintaining our tradition, bringing who we are into larger efforts without losing our rich past. We need to examine our actions, worship, spaces so that we may identify and hold those parts that make us who we are without getting caught up in what are not essential Episcopal constructs. And it is critical that we act, recognizing that the world needs our thoughts and prayers to be manifested in action and service.

Why are you running for this position?

I am running because I truly believe in the work of the church, here and throughout the denomination. I want to represent our diocese and our voice as we work through the needs of the world in a larger body. I hope to bring our unique perspective to the table while increasing our platform through broader connections. I hope to focus on things such as justice and equity, clergy discipline, and ecumenical and interfaith work. As a policy and canons nerd, I believe I can serve our diocese by knowing this place as well as the system that governs our Church. It would be an honor and a blessing to represent the Diocese of California at the next General Convention.



82nd General Convention Deputy - Clergy



Deborah White

*Grace, Martinez
Contra Costa Deanery*

Interests:

I enjoy reading and writing and spending time with friends and family. My spouse and I have two adult children. My eldest son is currently serving in The Episcopal Church's Young Adult Service Corps, and my younger son is finishing his degree in film, with

a special interest in truly horrifying practical makeup effects. We love watching films, bike-riding, and traveling together. On my recent sabbatical, we visited Australia and New Zealand. When I am not at church or with my family, you can usually find me doing exactly what my mom told me not to do – talking to strangers.

Professional associations:

I am a member of the Interfaith Council of Contra Costa County and the Contra Costa Deanery. In addition, I work closely with the City of Martinez's Homeless Action Coalition. Grace is a member congregation of Hope Solutions, which provides housing and services to individuals and families. Prior to being ordained, I was a Clinical Forensic Psychologist for many years. I have retained my interest in psychology and remain a licensed Clinical Psychologist in the state of California and a member of the Society for Personality Assessment.

Summary of activities within my congregation / diocese:

I am the Rector of Grace Church in Martinez where we seek to serve our local community through ministries such as Laundry Love with Grace; Winter Nights; Community Thanksgiving Dinner; and advocacy for housing services and low-income housing development in Martinez. I am the Regional Dean of the Contra Costa

Deanery and the Chair of the diocesan Governance Committee. I previously served the Diocese of California as the President of the Standing Committee, Secretary of the Executive Council, and on the boards of Grace Cathedral and The Episcopal Impact Fund, a diocesan institution.

Major activities beyond diocese:

I am running for a second term as a General Convention Deputy. At General Convention 81 in 2024 I served on the Safety, Wellness, and Mental Health legislative committee; proposed two resolutions that were successfully passed by GC; and collaborated and/or testified on several other resolutions with other GC deputies. Prior to being ordained, I worked in broadcast journalism, as a Social Worker with chronically mentally ill people on the streets of Baltimore, as a Psychologist in the California state prison system, for the Departments of Mental Health in Massachusetts and California, and as a forensic psychological expert witness. I have retained my interest in the needs of unhoused people, assisting those with mental illness, and forensics and criminal justice.

In my opinion, the major issues facing the church today are:

Many people are concerned with the decline in church membership and the financial difficulties that accompany it. While I am also worried about these trends, I believe the larger issue is one of corporate identity. We need to be unified in our vision of who we are as church and how we can best carry out Jesus's mission to love one another in concrete and tangible ways in a tempestuous and changing world. I know in my heart that if we focus on missional ministries – engaging and helping the unhoused, the unwell, the hungry, and others who feel unloved, people will be drawn to the importance and beauty of that work and the One who inspires us to do it.

Why are you running for this position?

The work of General Convention is multi-layered and requires a willingness to learn and work within a complex system on behalf of all the members of The Episcopal Church. I feel called to participate in this ministry, particularly during this crucial time. The Episcopal Church is attempting to grow into our common mission to seek and serve Christ in all



82nd General Convention Deputy - Lay

persons, loving our neighbors as ourselves. There is much to be done, and the Diocese of California has a great deal to contribute. I would be honored to continue to represent

the people of this diocese as part of the DioCal Deputation.

[return to table of contents](#)



82nd General Convention Deputy - Clergy



Mauricio Wilson

*St. Paul's
Alameda Deanery*

*Alternate in Diocese of
Long Island in 2009;
Alternate in DioCal 2015,
2022, 2024*

Interests:

Liturgics, Preaching,
Racial Reconciliation,
Social Justice,
Congregational Vitality,
Financial Sustainability

solid history of being at the forefront of change, innovation and advocacy in the Anglican Communion. And though these things may happen at a very slow pace, we are among the fastest moving religious organizations in the world. I hope to continue being part of the diverse representation that comes from the diocese of California.

of Ministry, Polity and Governance of the Church.

Professional associations:

National Association of Episcopal Schools

Summary of activities within my congregation / diocese:

C.F.O. of the Board of the Directors of Clausen House,
Member of the Board of St. Paul's Episcopal School, Afro
Anglican Commission Diocese of California.

Major activities beyond diocese:

National President of the Union of Black Episcopalians

In my opinion, the major issues facing the church today are:

The church needs to work bringing hope to communities that are increasingly hearing messages of negativity and strive. Jesus told his disciples to not be afraid, yet today in many of our communities, fear is exactly what seems to permeate our discourse: fear of lower A.S.A., of less money in the coffers, of less people going to seminary, of others' differences.

Why are you running for this position?

I offer myself to be a General Convention Deputy because I believe in being part of the solution to the problem and challenges of our Church and the world. The Episcopal has a

[return to table of contents](#)



Assessment Formula Task Force

The Committee on Resolutions will submit this resolution to the Convention for its consideration.

Resolved, That the 176th Convention of the Episcopal Diocese of California establishes an Assessment Formula Task Force to work in collaboration with the Executive Council and Finance Committee to evaluate the current diocesan assessment formula and to propose a revised assessment formula and/or assessment methodology;

Resolved, That the Assessment Formula Task Force will consist of at least nine members appointed by the Bishop, including representatives from congregations of diverse sizes, means, and geographic locations, as well as members with financial and canonical expertise, striving to be to be equitable, transparent, sustainable, and supportive of the shared mission of the Diocese and its congregations;

Resolved, That the Assessment Formula Task Force is directed to seek input from congregational leaders and diocesan bodies throughout its process; and

Resolved, That the Assessment Formula Task Force, in collaboration with the Executive Council, will present its final report to the 177th Convention of the Diocese, to include a proposed assessment formula and/or assessment methodology for review and adoption by the Convention and submission to the Finance Committee by April 1, 2027 in accordance with Canon 18.02(e) for use in calculating assessments for fiscal year 2028.

Explanation:

This resolution is offered in the belief that The Episcopal Church, including the Diocese of California, is committed to mutual support and generosity, recognizing each congregation's financial stewardship as a faithful response to God's abundance, strengthening all members of the Diocese to participate more fully in God's mission in the world.

The resolution addresses long-standing concerns about the fairness and transparency of the current diocesan assessment formula. It calls for the creation of a representative Assessment Formula Task Force that will work closely with the Executive Council to lead a thorough and consultative review process. The resolution affirms the vital role congregations play in equipping their members to carry out God's work in the world, advancing the diocesan mission of compassion, justice, and spiritual vitality across the diverse communities of the Bay Area. The goal is to develop an assessment formula and/or assessment methodology that both reflects the varying capacities of congregations and sustains the ministries of the Diocese.

Fiscal Impact:

This resolution would have no impact on the 2027 budget. The impact on the 2028 budget will depend on the findings and recommendations of the task force and the resulting actions taken by the 2026 and 2027 Conventions.

Submitted by:

Paul Fromberg – St. Gregory of Nyssa, San Francisco (contact: paulfromberg@saintgregorys.org); Lori Walton – St. James, Fremont; Hannah Cornthwaite – Holy Innocents, San Francisco; Phil Brochard – All Souls, Berkeley; Liz Tichenor – Resurrection, Pleasant Hill; Sarah Stewart – St. Paul, Burlingame; Will Scott – St. Anselm, Lafayette; Laura Eberly – St. James, Oakland.



Social Justice

The Committee on Resolutions will submit this resolution to the Convention for its consideration.

Resolved, That the 176th Convention of the Diocese of California prioritizes the public communication of the Episcopal Church's social justice affirmations of love, justice, peace, and the dignity of every human being, of every race, religion, ethnicity, gender, orientation, economic status, citizenship or housing status, and the goals of diversity, equity, and inclusion;

Resolved, That this Convention prioritizes the creation of public communications and media content that clearly state the Episcopal Church's support for its social justice affirmations and goals in a format that can be easily shared, repurposed, and published by individual congregations and congregants;

Resolved, That this Convention empowers and encourages congregations and congregants to create and publish content that clearly identifies and states the Episcopal Church's support for those social justice affirmations; and

Resolved, That this Convention encourages and empowers congregations and congregants throughout the diocese to participate in and lead governmental initiatives, federal, state, and local legislation, lawful civil actions, protests, rallies, petitions, and public forums which promote the Episcopal Church's social justice affirmations and goals.

Explanation:

Why Social Justice is important –

Communities throughout the Diocese of California and beyond have been impacted negatively by the lack of equality, equity, justice, peace, and mercy. As Christians we are called to love one another and are empowered to manifest equality, equity, justice, peace, and mercy by actions based in bravery, kindness, persistence, faith and hope.

This resolution seeks to fulfill our Strategic Vision as it relates to social justice by clearly stating the trust and support for those within our diocese who work toward

that vision. It proclaims to those who answer the Gospel's call to love and serve in these ministries, we see you, we trust, we support you.

The issues and areas in which we are called to serve are many and require the collaboration of all. The social justice crises included within the scope of this resolution include, but are not limited to, affordable housing, racial inequities, immigration, LGBTQ rights, women's health, healthcare, senior services, environmental protection, increasing unemployment, food insecurity, poverty, and violence to name a few. Our Christian and Episcopalian values and position supporting social justice is often lost in the noise dominating the social narrative.

How this resolution seeks to advance the goal of social justice –

The diocese recognizes the need for clergy, lay-led groups and individual congregants to work privately as well as in the public domain toward our goal of promoting social justice. The diocese further recognizes that most social justice issues are common across all diocesan jurisdictions and require coordinated effort to be effective.

While many diocesan parishes and individual congregants already work tirelessly on social justice issues, these actions are often done independently and localized to their respective jurisdictions. In today's world of broadly distributed social and digital media, it is important to strengthen our collective voice and make the position of the Episcopal church heard and recognized in the public domain. It recognizes that it is impractical for those working toward the goal of social justice to seek approval for every action undertaken to that end or for any public communication published.

By this resolution the diocese seeks to confer its support of efforts to address the social justice crises by civic, legislative and parish-level initiatives, to identify them as Episcopalian, and to undertake them in a manner that promotes the Gospel's call to love, justice, peace, and the dignity of every human being.

The diocese further empowers clergy, lay-led groups



Social Justice

and individual congregants to work on social justice initiatives, even if they do not personally reside in the city or jurisdiction in which they seek to act. The Diocese of California is resident in Alameda, Contra Costa, Marin, San Francisco, San Mateo, and portions of Santa Clara counties, and confers its authority to its clergy, lay-led groups, and individual congregants working toward social justice in those counties.

Biblical Citations supporting our call as Christians to act to promote social justice. [LINK](#)

This resolution supports the resolutions listed in Policies for Action of the Episcopal Church

Fiscal Impact:

None for the 2027 budget.

Submitted by:

Lisa Guevara Perry, attorney, Saint Timothy's, Danville, Episcopalians of Action (contact: Lisa@pmcapp.com); Terry J. Young, Saint Clare's, Pleasanton, Chair, Episcopalians of Action; Ann Butcher, Saint Bartholomew's, Livermore, Episcopalians of Action.

Endorsed by:

The Reverend Todd Bryant, Saint Timothy's, Danville; The Reverend Susan Geissler O'Neil, Saint Timothy's, Danville; The Vestry of Saint Timothy's, Danville; The Reverend Ronald Culmer, Saint Clare's, Pleasanton; The Social Justice Committee, Saint Paul's, Oakland: Co-Chairs - Michael Schooler and Paula Hawthorn, Members - Victoria Larson, Gary England, Irene Plunkett, Maura Lane, Hannah Keene, and Francis Dibble.



Affordable Housing

The Committee on Resolutions will submit this resolution to the Convention for its consideration.

Resolved, That the 176th Convention of the Diocese of California supports lawful civic programs and legislation, federal, state, and local, that enable the development of, and promote access to, safe, affordable, inclusive, and practicable housing for all God's children;

Resolved, That this Convention supports congregations and congregants in the creation and publication of local-use content that clearly states the Episcopal Church's position supporting safe, affordable, inclusive, and practicable housing for all God's children;

Resolved, That this Convention encourages the Diocese of California, and empowers its congregations, clergy, lay-led groups, and individual congregants, to take a visible public leadership role to support safe, affordable, inclusive, and practicable housing for all God's children, including taking practical steps of support in local civil initiatives, ministries, and other efforts; and

Resolved, That this Convention supports theological discussions, formation classes, and other group discussion settings to foster understanding of the need for safe, affordable, inclusive, and practicable housing for all God's children.

Explanation:

Theological basis –

As Christians we are called to support the Gospel of Jesus Christ, which is based on love and care for all of God's children. Efforts to ensure practicable affordable housing affirm this commitment to promoting love, justice, peace, and the dignity of every human being, of every race, religion, ethnicity, orientation, economic status, or housing status. This resolution seeks to fulfill our Strategic Vision as it relates to affordable housing by clearly stating the trust and support for those within our diocese who work toward that vision. It proclaims, to those who answer the Gospel's call to love and serve in this ministry, we see you, we trust you, we support you.

Biblical Citations [LINK](#).

[return to table of contents](#)

Why safe affordable housing is important –

When housing costs are factored in, California has the highest percentage of people living in poverty of any state in the nation. Housing availability and housing costs are factors in a crisis within California that impacts both the housed and unhoused. Those who do not currently own a home find it nearly impossible to purchase a first home, thereby missing out on the potential to gain generational wealth, which in turn perpetuates this cycle. Many who are technically "housed" live in the realm of extreme housing insecurity. They are unable to withstand a rent increase, an otherwise minor medical issue, or minor car trouble. The impact of these stressors falls heavily on young people and those with young children.

The lack of affordable housing disrupts many aspects of family and community throughout the Bay Area [LINK](#).

How this resolution seeks to advance the goal of safe affordable housing –

The Diocese of California recognizes the need for clergy, lay-led groups, and individual congregants to work toward its goal of affordable housing. It recognizes that it is impractical for those working toward the goal of affordable housing to seek approval from the diocese for every action undertaken to that end. By this resolution the Diocese of California seeks to confer its support of those efforts to address the affordable housing crisis by means that promote love, justice, peace, and the dignity of every human being and that proclaim the Gospel's call to love and care for all of God's children.

The Diocese of California further understands that clergy, lay-led groups, and individual congregants working toward affordable housing may not personally reside in the city or jurisdiction in which they seek to act on behalf of affordable housing. The Diocese of California is resident in Alameda, Contra Costa, Marin, San Francisco, and San Mateo counties and seeks to confer its authority to its clergy, lay-led groups, and individual congregants working toward affordable housing in those counties.

This resolution supports the Policies for Action of the Episcopal Church regarding Housing. See the Policy for



Affordable Housing

Action [link](#) listing those resolutions and [link](#) for full text of Housing resolutions.

Fiscal Impact:

None for the 2027 budget.

Submitted by:

Lisa Guevara Perry, attorney, Saint Timothy's, Danville, Episcopalians of Action (contact: Lisa@pmcapp.com); Terry J. Young, Saint Clare's, Pleasanton, Chair, Episcopalians of Action; Ann Butcher, Saint Bartholomew's, Livermore, Episcopalians of Action.

Endorsed by:

The Reverend Todd Bryant, Saint Timothy's, Danville; The Reverend Susan Geissler O'Neil, Saint Timothy's, Danville; The Vestry of Saint Timothy's, Danville; The Reverend Ronald Culmer, Saint Clare's, Pleasanton; The Social Justice Committee, Saint Paul's, Oakland: Co-Chairs – Michael Schooler and Paula Hawthorn, Members – Victoria Larson, Gary England, Irene Plunkett, Maura Lane, Hannah Keene, and Francis Dibble; Christopher Land, Saint Bartholomew's, Livermore.



Commemorating Roberto Clemente

The Committee on Resolutions will submit this resolution to the Convention for its consideration.

Resolved, That the 176th Convention of the Episcopal Diocese of California commends the observance of December 31, or an alternative date of August 18, as a local commemoration of Roberto Clemente for optional use in congregations and institutions throughout the Diocese of California, using either the propers for the Common of Saints or other propers authorized by the bishop;

Resolved, That this Convention encourages other dioceses and Episcopal communities to honor Roberto Clemente's legacy and to lift up his example of courage, humility, and self-giving love as a modern witness of Christ's call to serve the least of his siblings; and

Resolved, That this Convention directs the Secretary of the Convention to forward the following resolution to the 82nd General Convention of the Episcopal Church to add Roberto Clemente to the Episcopal Church Calendar:

Resolved, the House of _____ concurring, That the 82nd General Convention designate December 31, or an alternative date of August 18, in the Episcopal Church Calendar as the commemoration of the life and work of Roberto Clemente, athlete, advocate for youth, humanitarian, and faithful Christian; and be it further

Resolved, That the 82nd General Convention direct the Standing Commission on Liturgy and Music to prepare appropriate biographical and liturgical resources for trial-use inclusion in Lesser Feasts and Fasts and report back to the 83rd General Convention.

Recommended Propers (subject to authorization by the bishop):

Traditional Collect

O Almighty and everlasting God, who didst call thy servant Roberto Clemente to glorify thee not only in strength of arm but in strength of character: Grant us grace to follow in his steps, in humble service to the poor, in justice for the forgotten, and in fearless witness to thy

love; that, with him, we may finish our course in faith and rise to thy eternal joy; through Jesus Christ our Lord, who liveth and reigneth with thee and the Holy Ghost, one God, now and forever. Amen.

Contemporary Collect

Gracious God, you inspired your servant Roberto Clemente with a passion for justice and a heart for the poor. As he used his gifts to serve others and gave his life in an act of compassion, so strengthen us to follow his example: to seek the good of our neighbor, to use our talents for your glory, and to build a world where dignity is restored to all your people; through Jesus Christ our Savior, who lives and reigns with you and the Holy Spirit, one God, now and forever. Amen.

Lessons and Psalm

Wisdom 3:1–9

Psalm 112:1–9

1 John 3:16–18

Matthew 25:31–40 or Luke 10:23–37

Preface of a Saint (1)

Explanation:

This resolution encourages local faith communities to commemorate the life and faith of Roberto Clemente and petitions the General Convention to add Roberto Clemente to the calendar of commemorations on the date of his death (December 31) with appropriate collects and readings in Lesser Feasts and Fasts. The date of Clemente's birth (August 18) would serve as an alternative date for the commemoration, should it be found pastorally preferable.

Roberto Clemente Walker (August 18, 1934–December 31, 1972) was a Hall of Fame baseball player, a humanitarian, and a tireless advocate for the dignity of all people. Born in Carolina, Puerto Rico, Clemente rose to prominence in the United States as a right fielder for the Pittsburgh Pirates, where he became a 15-time All-Star, 12-time Gold Glove winner, and 1966 National League MVP. But his legacy extends far beyond the baseball field.

Clemente was a proud Afro-Caribbean man who spoke openly about racial discrimination, injustice, and the dignity of marginalized communities—especially in

[return to table of contents](#)



Commemorating Roberto Clemente

the face of prejudice within Major League Baseball and American society. He used his platform to challenge systems of inequality and to uplift the voices of the poor and the forgotten.

Fluent in Spanish and English, Clemente was a bridge-builder between cultures and peoples. Deeply grounded in his Christian faith, he saw sports as a means to serve others and to glorify God. He once said, “Any time you have an opportunity to make a difference in this world and you don’t, then you are wasting your time on Earth.”

On December 31, 1972, Clemente died in a plane crash while en route to deliver humanitarian aid to earthquake victims in Nicaragua. He was 38 years old. His death on a mission of mercy sealed his legacy, not only as a sports icon, but as a model of sacrificial love, compassion, and service to neighbor.

Roberto Clemente’s life continues to inspire generations, especially within Latino/a communities, among athletes, and across churches and schools that uphold his example of humble, courageous service. St. Stephen’s Episcopal Church in Orinda has recently begun to commemorate Roberto Clemente in worship and educational settings. Sharing this resolution is one way we hope to inspire other faith communities across the Diocese and the greater Church to recognize and honor Clemente’s faith, courage, and legacy of self-giving love.

While formal liturgical commemorations on December 31 have been limited, Clemente’s name is invoked near August 18 (the date of his birth).

Currently, the Episcopal Church calendar commemorates very few Latin American or Latino/a figures, and even fewer lay people. The inclusion of Roberto Clemente would represent a significant step in honoring the faithful witness of the laity, the vocation of athletes and public servants, and the diverse contributions of Hispanic and Caribbean leaders in the life of the Church. We commend the commemoration of Roberto Clemente, especially in contexts where his witness helps bridge cultural identities with Christian discipleship. The themes of his life—

courage, generosity, dignity, and sacrificial love—resonate deeply with our baptismal promises and with the Church’s ongoing call to justice and mercy.

As *A Great Cloud of Witnesses* reminds us: “[The saints] illuminate different facets of Christian maturity to spur us on to an adult faith in the Risen Christ and the life of the Spirit. ...And, seeing them in those around us, we may be better able to cultivate these virtues and forms of holiness in the life of the Church—through grace—as we strive to imitate Christ as well” (p. XIII).

Roberto Clemente’s life and legacy clearly reflect this vision. His addition to our calendar is both fitting and long overdue.

Fiscal Impact:

This resolution would have no impact on the diocesan budget.

Submitted by:

The Rev. Matt Warren, St. Stephen’s, Orinda, (contact: matt@ststephensorinda.org.)



Sustainability Principles

This resolution will not be submitted to the Convention by the Committee on Resolutions. See Rules of Order 1.5.

Resolved, That the 176th Convention of the Diocese of California affirms and seeks to implement General Convention Resolution A020 (2022) supporting the United Nations Sustainable Development Goals, and encourages its congregations and institutions to work towards achieving those goals;

Resolved, That this convention directs the Executive Council, in consultation with the Standing Committee, to develop a Statement of Sustainability Principles for their fiduciary roles, reflecting sustainable decision-making choices for future generations; and

Resolved, That the Executive Council report to the 178th Convention its findings and actions responding to this resolution, including constitution and canon amendments as may be appropriate.

Explanation:

The 80th General Convention expresses its support for Sustainable Development Goals (A020 – GC2022: note 1) and encourages all parishes, dioceses, and jurisdictions to support the United Nation’s Decade of Action (2020-2030) to achieve Sustainable Development Goals.

What is Sustainability? In the [charter](#) for the UCLA Sustainability Committee (note 2), sustainability is defined as: “the integration of environmental health, social equity and economic vitality in order to create thriving, healthy, diverse and resilient communities for this generation and generations to come. The practice of sustainability recognizes how these issues are interconnected and requires a systems approach and an acknowledgement of complexity.” Sustainable practices support ecological, human, and economic health and vitality. Sustainability presumes that resources are finite and should be used conservatively and wisely with a view to long-term priorities and consequences of the ways in which resources are used. In simplest terms, sustainability is about our children and our grandchildren, and the world we will leave them.

The Executive Council is the legal Board of Directors for the Diocese of California and shares some fiduciary duties with the Standing Committee. The legal standard of Fiduciary Duties for Directors of California Nonprofit Public Benefit Corporations is outlined in a DioCal Executive Council document (note 3). On pages 1–5, the duties and conduct a director is held accountable for are identified as 1) *Duty of Care*, 2) *Duty of Loyalty*, and 3) *New Standards of Conduct for California Nonprofits*.

The United Nations Environment Programme Finance Initiative (UNEP FI) and its Fiduciary Duty in the 21st Century study (note 4) shares the practice of Environmental, Social, and Governance (ESG) factors in the fiduciary role for investors. Policymakers have encouraged and imposed new requirements. The financial sector has been applying this economic model to a more sustainable pathway. Economies are updating their frameworks for both the private and public sectors. DioCal’s investment portfolio is managed with the Domestic and Foreign Missionary Society’s (DFMS) \$450 mm portfolio, where ESG fiduciary policies are applied.

The subsequent *Fiduciary Duty in the 21st Century Final Report* makes recommendations on how the fiduciary duties have evolved over the past 15 – 20 years. A comparison is available as noted below (Note 5).

The Church Pension Fund Sustainability Report (note 6) was written as a response to the General Convention’s “Divestment and Just Transition” resolution (A089 – GC 2022). The CPF provides a five-page summary with an explanation of: 1) Corporate Values and Environmental Sustainability; 2) Investments and Environmental Sustainability; and 3) Collaboration Across the Church. It’s also interesting to note that Examples of integrated finance and sustainability policies align with one another as shown in Page 16 (Box 3) and are consistent with CPG’s Corporate Values.

In summation, the Executive Council and Standing Committee need to evaluate how the Fiduciary Role and Duties have evolved and Integrate sustainability principles into a concise document so that all our diocesan bodies will be better positioned to perform.

[return to table of contents](#)



Sustainability Principles

References

1. Encourage Support of the United Nations Sustainable Development Goals {[A020 – GC 2022](#)}
2. [UCLA's Comprehensive Sustainability Plan](#)
3. Fiduciary Duties of Directors {[DioCal Executive Council – Documents](#)}
4. [Fiduciary Duty in the 21st Century](#) {UN Environment Programme – Finance Initiative}
5. [Comparison of traditional and modern fiduciary duties](#) from Fiduciary Duty in the 21st Century Final Report {UNEP FI}
6. [The Church Pension Fund Sustainability Report](#) {Response to Resolution A089 – GC2022}

[Frequently Asked Questions can be found here.](#)

Fiscal Impact:

This resolution would have no impact on the diocesan budget.

Submitted by:

Warren J. Wong, Delegate – St. James, SF wjwstjames@gmail.com (San Francisco Deanery)

Emily Hopkins – Resurrection, Pleasant Hill emilyhopkins4@gmail.com (Contra Costa Deanery)



Pension Participation for Non-Stipendiary Clergy

The Committee on Resolutions will submit this resolution to the Convention for its consideration.

Resolved, That the 176th Convention of the Diocese of California declares it to be the policy of this Diocese that all active non-stipendiary clergy shall receive financial support sufficient to enable participation in programs offered by the Church Pension Fund;

Resolved, That beginning in fiscal year 2026, all congregations and organizations in this Diocese served by active non-stipendiary clergy with a current letter of agreement, excluding those listed as retired in the parochial report, must pay such clergy a nominal honorarium of at least twenty-five dollars (\$25) per month and the corresponding Church Pension Fund contribution of eighteen percent (18%);

Resolved, That compensation paid under this resolution shall not replace or reduce payment by the congregation or the diocese for other expenses customarily covered under the clergy's letter of agreement, including but not limited to: Diocesan Convention, Clergy Conference, continuing education, discretionary fund, mileage, or similar expenses; and

Resolved, That a cleric may decline the honorarium and corresponding Church Pension Fund contribution, provided it is documented in the letter of agreement.

Explanation:

This resolution will give non-stipendiary clergy access to the Church Pension Group. It is in response to Resolution A135 of the 81st General Convention, which encourages each diocese to provide all active, currently non-stipendiary clergy of any order, under the age of 72, canonically resident and serving in the Episcopal Church with a current letter of agreement, a minimum honorarium of \$25 per month and to pay assessments to the Church Pension Fund on their behalf, beginning January 1, 2025.

By entering the Church Pension Group system as an active participant, these clergy will have access to some of the

following:

- CREDO: A week-long wellness retreat for active clergy at various stages of ministry
- Church record of ordination and position
- Financial planning
- Access to member-funded Retirement Savings Plan (RSVP)
- Life insurance benefit
- Pre-retirement survivor benefit
- Eligible child's benefit
- Short-term disability
- Long-term disability
- Access to Medicare supplement plan at the cleric's expense.

The cost to a congregation for this resolution would be \$354 per year per non-stipendiary cleric (\$25 per month plus the 18% CPG assessment). While modest, this investment provides non-stipendiary clergy with access to valuable supports otherwise unavailable to them. For example, clergy may attend a highly subsidized CREDO wellness retreat, which focuses on spiritual, vocational, financial, and physical health. In addition, for non-stipendiary clergy who later become stipendiary, these years of credited service will count toward their pension calculation. Even a relatively small number of credited years can make a meaningful difference in a pension, especially when combined with later stipendiary service.

To note: Since 2018, more than 20 dioceses, including the dioceses of Arizona, Washington, Atlanta, and Virginia, have passed similar resolutions to support non-stipendiary clergy's participation in Church Pension Group programs, many with a focus on diaconal service and participation. The passage of this resolution would bring the Diocese of California into a positive movement toward further equity for clergy in The Episcopal Church.

References and Resources:

General Convention base resolution:

[General Convention 81. Resolution A135, Compensation for Non-Stipendiary Clergy.](#)



Pension Participation for Non-Stipendiary Clergy

List of dioceses with resolutions on Church Pension Group participation for non-stipendiary clergy, including links for the resolutions and explanation:

[Association for Episcopal Deacons: Deacon Compensation – Convention Resolutions.](#)

Church Pension Fund slide deck with benefits for compensated deacons: A presentation outlining the benefits available through the Clergy Pension Fund for compensated deacons, including health and wellness resources, retirement planning, and access to CPG programs.

[The Church Pension Fund Clergy Pension Fund: Webinar for Deacons, December 8, 2020.](#)

Study guide for diaconal participation in the Church Pension Group, with an historical overview of General Convention legislation:

[FAQs: Resolution for Compensation for Non-Stipendiary Clergy. 136th Convention of the Diocese of Oregon. October 4, 2024.](#)

An in-depth discussion of resolutions for deacon participation in the Church Pension Plan and implications for deacons, dioceses, and the Church Pension Group:

[Mill-Curran, Lori, A Primer About Minimal Diaconal Compensation Resolutions \(2021\).](#)

Fiscal Impact:

\$354 annually for each non-stipendiary cleric, paid by the congregation or institution served by that person. The impact on the diocesan budget will depend on the number of such clerics serving the diocese rather than individual congregations or institutions.

Submitted by:

The Rev. Dr. Jonathan Owens, Deacon, Christ Episcopal Church, Sausalito (contact: owensj2016@fau.edu); The Rev. Rebekah Hays Estera, Deacon, Church of the Advent of Christ the King, San Francisco (contact: rh.estera@gmail.com)

Endorsed by:

Donna Alexander (SEA deanery delegate), The Rev. Paul Allick, The Rev. Jac Cherry, The Rev. Hannah Elyse Cornthwaite, The Rev. David Erickson, The Rev. Jureck Fernandez, The Rev Dede Jamison, The Rev. David Grant Smith, The Rev. Bob Kossler, The Rev. Ruth Meyers, Karma Quick-Panwala, The Rev. Stephen Siptroth.

