Love Beyond Our Doors: Justice, Mercy, & Witness

177TH CONVENTION

OF THE EPISCOPAL DIOCESE OF CALIFORNIA

FRIDAY & SATURDAY, OCTOBER 23 & 24, 2026

Day of Convention Booklet

This document lists nominees, canon changes, and resolutions to be voted on at the 177th Convention of the Episcopal Diocese of California.

All Convention Materials — Including this Booklet — Are Available at diocalconvention.org

Strategic Vision Implementation Team - Report on Expanding Horizons

2026 Reports to Convention

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

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Agenda: October 23 and 24

Adopted by the Committee on Dispatch of Business October 6, 2026

Friday, October 23
Meeting Online

5:00 PM Opening Prayer, Welcome, & Orientation Q&A
5:15 PM Strategic Vision Planning Committee Report with Q&A
5:55 PM BREAK
6:05 PM Assessment Formula Task Force Report with Q&A
6:55 PM Closing Prayer & Adjourn

Saturday, October 24
Meeting In Person at Grace Cathedral

7:30 AM Open for Check-In, VPoll Sign-in & Quorum Poll; Community Fair & Hospitality on Plaza
8:30 AM Orientation
9:00 AM Call to Order, Hymn, Procession of Congregational Banners
9:10 AM Welcome and Organization of Convention, Committee on Credentials Report, Quorum
9:25 AM Report of the Committee on Canons
9:35 AM Report of the Committee on Resolutions
9:45 AM Report of the Committee on Dispatch of Business - Consent Calendar
10:00 AM Report of the Standing Committee
10:10 AM Admission of the Parish of St. Columba's, Inverness
10:15 AM Report of the Committee on Nominations
10:20 AM First Ballot & **BREAK**
11:00 AM Holy Eucharist & Bishop's Address
12:30 PM Announcements, Blessings, & **LUNCH**
1:30 PM Mid-Day Prayers, Announce Results of First Ballot
1:40 PM St. Dorothy's Rest Celebrating 125 Years
1:50 PM Resolution #1: Task Force on Artificial Intelligence
2:05 PM Report on Justice Ministry in the Diocese
2:15 PM Courtesy Resolution - Bishop's Advisory Group on Celebrating the Ordination of Women
2:25 PM Report of the Task Force on Christian Nationalism
2:35 PM Resolution #2: Stand Up Against Hate
2:50 PM Report of the Canon to the Ordinary
3:00 PM Second Ballot & **BREAK**
3:15 PM Resolution #3: Shareholder Strategy to Address AI Data Centers
3:30 PM Canonical Amendment Resolutions
4:10 PM Report on the Second Ballot
4:15 PM Report of the Executive Council
4:25 PM Action on Financial Resolutions and 2026 Budget
4:40 PM Additional Resolutions as needed
5:00 PM Blessing, Dismissal, & Adjourn

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Community Fair

The following ministries, institutions, task forces, committees, community groups, and authors will be joining us at Convention! Please stop by the fair located on the plaza adjacent to coffee and lunch.

AAHPI+ (Asian American Hawaiian Pacific Islander+) Ministry

The DioCal AAHPI+ Ministry is a welcoming community of Episcopal Asians, Pacific Islanders, Native Hawaiians, Middle Easterners and allies. We gather for fellowship, worship, and social events that celebrate our diverse heritage and experience. We strive to be a vibrant presence in DioCal that honors our communal history by standing in solidarity and advocating for marginalized and persecuted communities today. Whether through cultural gatherings, prayer, or justice work, all are invited to connect, have fun, and grow together.

Bayview Mission: A Ministry of Love and Service

For the past 23 years, Bayview Mission has been a Special Mission of the Diocese of California, serving the community of Bayview–Hunters Point in San Francisco. For many years, we had the privilege of serving some of the most marginalized members of our city. Today, Bayview Mission is a community of 10 dedicated volunteers. We continue to serve infants and children, seniors, Veterans, and people experiencing transitional circumstances. At the heart of our ministry is one simple rule: "Leave your judgment at home." We continually ask ourselves, "What is the greater need?" Through listening to our community, we recognized an urgent need among infants and toddlers for diapers, wipes, formula, clothing, and blankets. In response, we shifted our ministry and resources to meet those needs where they were greatest.

The Bishop's Ranch

The Bishop's Ranch is a retreat and conference center of the Episcopal Diocese of California, welcoming people of all ages for rest, renewal, connection, and community in the hills of Sonoma County. Throughout the year, The Ranch hosts parish retreats, summer camps, conferences, family gatherings, spiritual programs, and nonprofit groups, welcoming nearly 6,000 guests annually. With warm hospitality, beautiful Ranch Lands, comfortable accommodations, nourishing meals, and spaces designed for gathering, The Ranch offers room to step away from the everyday and reconnect with one another, with Creation, and with what matters most.

Braid Mission

Braid Mission is an institution of the diocese that supports foster youth through teams of volunteers who gather weekly for fun, companionship, and building trust. Since 2014 we have supported nearly 100 vulnerable youth in our community and trained hundreds of volunteers.

Cal Canterbury + Ecumenical House SF State + Stanford Canterbury

The Diocese of California supports three campus ministries: Cal Canterbury, Ecumenical House at SF State, and Stanford Canterbury. Visit our booth to learn more about each of our ministries, or visit us online.

Confirm Not Conform Confirmation Curriculum

Confirm Not Conform is a comprehensive confirmation program developed right here in the Diocese of California—at St. John's, Oakland. For over 20 years, Confirm Not Conform has encouraged confirmands to explore, articulate, and own their faith—through the study and practice of Scripture, sacraments, creeds, prayer and service. Other Christian denominations and religions, and the nature of heresy, are examined as well. The curriculum is currently available in both youth and adult editions. Confirm Not Conform unabashedly centers justice, equity, diversity and inclusion for everyone, especially BIPOC and LGBTQIA2S+ youth. Because we all deserve to be treated with dignity and respect. Learn more at confirmnotconform.com.

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Diocese of California
DioCal will have the following swag and resources available for pickup at convention: Convention themed recycled cotton bags, Episcopal Pride shield pins, justice posters and signs, Episcopal Diocese of California tri-fold resource for introducing people to the Episcopal Church, and an updated DioCal staff contact page!

Episcopal Community Services of San Francisco
Episcopal Community Services (ECS) is a proud partner with the Diocese, in our sacred work to end homelessness in the Bay Area. ECS helps 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. Stop by our exhibitor table to learn more about how we can partner with you!

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. In 2025, the Impact Fund distributed $960,000+ in grants to 50+ organizations, impacting 100,000+ lives. To learn more, please visit www.episcopalimpact.org.

Episcopal Peace Fellowship: Bay Area
The Bay Area chapter of the Episcopal Peace Fellowship relaunched this year with meetings at San Damiano Friary in San Francisco and All Souls in Berkeley.

Ohlhoff Recovery Program
The mission of Ohlhoff Recovery Programs is to provide the highest quality of treatment services for substance use disorders, empowering individuals and families to take responsibility for their own recovery. For over 68 years, Ohlhoff has been at the forefront of addiction treatment in Northern California. The Ohlhoff residential campus and the outpatient facility are located in San Francisco, in Alamo Square and the Sunset District. Our experienced staff of psychiatrists, addiction counselors, and licensed mental health professionals leverage decades of clinical knowledge to offer the most current treatment options available. Our structured programs include Inpatient, long-term residential, Intensive Outpatient, Continuing Care, and Aftercare Services. Newsweek rated us one of the top 20 addiction treatment centers in California.

The School for Deacons
The School for Deacons of the Episcopal Diocese of California provides formation and education for those discerning and preparing for the distinctive ministry of the diaconate. Rooted in prayer, Scripture, service, and the baptismal call to seek and serve Christ in all people, the School prepares deacons to be a bridge between the church and the world—bringing the needs, hopes, and concerns of our communities to the church and carrying the church's witness and ministry into the world. Through theological education, spiritual formation, field education, and practical ministry experience, the School equips deacons to serve alongside the bishop and the people of God as agents of compassion, justice, reconciliation, and hope.

Sojourn Chaplaincy
For more than 40 years, Sojourn has been embedded within the San Francisco Department of Public Health. Founded in 1982 through an interfaith

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Community Fair

The following ministries, institutions, task forces, committees, community groups, and authors will be joining us at Convention! Please stop by the fair located on the plaza adjacent to coffee and lunch.

endeavor led by the Episcopal Diocese of California in response to the AIDS crisis, Sojourn recognized the complex needs we face when accessing medical care long before medicine began any conversation about "whole person care," stepping in to fill critical gaps in SF's medical and service-based systems. Today, Sojourn is the primary provider of spiritual and emotional care services within Zuckerberg San Francisco General Hospital and the Department of Public Health. We provide compassionate, emotional, and spiritual support to the city's most marginalized people facing some of the greatest challenges of their lives, while offering crucial care and debriefing services for public health hospital staff. Through vital efforts such as our Transgender Spiritual Care Initiative and our Community Chaplaincy Program, we meet the unique needs of our community and serve as an essential clinical training site for deacons, priests, and laypersons called to a path of service.

St. Dorothy's Rest

St Dorothy's Rest is a camp and retreat center located in the redwoods of Sonoma County. Founded in 1901 by Nellie and the Rev Otis Lincoln, St Dorothy's original mission was to provide a summertime place of healing and rest for critically-ill children. Since then, our work has expanded into a year-round schedule that includes church groups, retreats in spirituality and the arts, healthcare partnerships, environmental and ecological sustainability, and other uses, but in all we do, we seek to preserve the spirit of our founding vision: "God has made this place a rest."

St. Columba's Episcopal Church & Retreat House

We are an inclusive contemplative community incarnating the Mystical Body of Christ in Word, Sacrament, and spiritual intimacy.

A spiritual truth to which our culture and society have so successfully numbed us is that the contemplative life is not a luxury or a quaint pastime but a matter of grave spiritual, social, and now even planetary urgency. Contemplatives know this intuitively. The prayer of silence that confronts the tyranny of the false self and opens us to the transforming power of the Spirit is a moral imperative.

- Fr. Vincent Pizzuto, Contemplating Christ, 90.

Trans, Non-Binary, and Two-Spirit Working Group

The Episcopal Diocese of California's Trans, Non-Binary, and Two-Spirit Working Group creates space for transgender, non-binary, and Two-Spirit people and their allies to connect, share experiences, and work together toward a more fully inclusive church. The group supports education, advocacy, pastoral care, and community-building across the Diocese, helping congregations grow in understanding and in their welcome of gender-diverse people. Through conversation, resources, and collaboration, the Working Group seeks to celebrate the gifts of trans, non-binary, and Two-Spirit people and strengthen the church's commitment to dignity, belonging, and the love of God for all.

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Union of Black Episcopalians, Northern California Vivian Traylor chapter

The Union of Black Episcopalians carries forward a legacy of more than two centuries of Black leadership in the Episcopal Church. The Northern California chapter, founded in the 1980s through the work of Vivian Traylor of St. Augustine's Episcopal Church in Oakland, works to strengthen leadership, foster belonging, and advocate for racial justice. Through educational forums, Absalom Jones and Juneteenth celebrations, support for those discerning ordained ministry, and advocacy for greater representation in church leadership, we seek to build a church where people of the African diaspora are seen, heard, and empowered to serve.

Young Adult Ministry Task Force

The Episcopal Diocese of California's Young Adult Ministry Task Force works to strengthen and expand opportunities for young adults to build community, deepen their faith, and participate fully in the life of the Church. The Task Force listens to the experiences and needs of young adults across the Diocese and explores new ways to support connection, spiritual formation, leadership, service, and fellowship.

Publishers Table:
The Rev. Lois Williams
Elaine Glimme
The Rev. Deacon Cara Meredith

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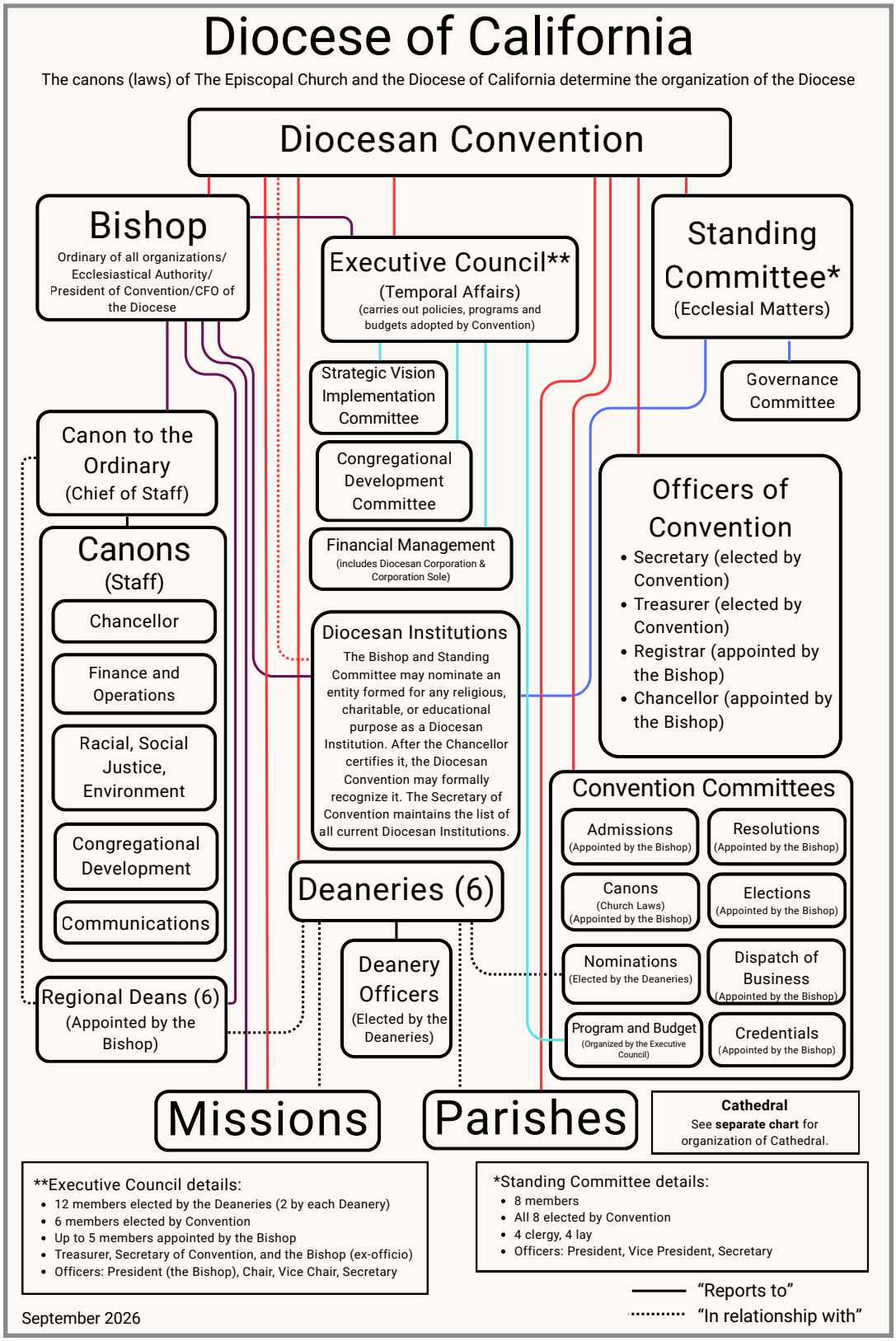
Diocesan Organization Chart



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CLERGY
Ordinations, Transfers, New Calls, & Necrology

Changes recorded since the 176th Convention

ORDINATIONS

to the Diaconate

Emily Hansen Curran
Elaina Jo LeGault
Debie Thomas
Cara Meredith
Jocelyn Sideco

to the Priesthood

Ingrid Jacobson
Miguel Bustos
Emily Hansen Curran
Elaina Jo LeGault
Andrew Schule
Debie Thomas

TRANSFERS

Canonical Residency Changed to the Diocese of California

Ryan Zavacky *from West Missouri*
Weston Morris *from North Carolina*
Harlowe Zefting *from New York*
Martha Korienek *from Los Angeles*

NEW CALLS

Richard Edward Helmer – Precentor, Grace Cathedral
Lizette Larson-Miller – Priest-in-Charge, St. Mark's Berkeley
Julia McCray-Goldsmith – Interim Rector, Our Saviour Mill Valley
Tom Fregoso – Priest-in-Charge, Incarnation, San Francisco
Bob Kossler – Interim Canon for Operations and Finance, DioCal
Laura Eberly – Canon for Congregations, DioCal
Elaina Jo LeGault – Children & Family Minister, St. Mary the Virgin, San Francisco
Debie Thomas – Curate, St. Mark's, Palo Alto
Este Gardner – Priest-in-Charge, Santiago/St. James, Oakland
Martha Korienek – Rector, St. James, San Francisco
Stacey Grossman – Priest-in-Charge, St. Francis, San Francisco
Stephanie Spellers – Priest-in-Charge, St. Gregory of Nyssa, San Francisco
David Chatel – Priest-in-Charge, Nativity, San Rafael
Jane Gould – Interim Rector, St. John's, Ross
Brian Seage – Interim Associate Rector, St. Stephen's, Belvedere

NECROLOGY

Peter Champion – 7/5/1952 - 10/6/2025
Robert Switz – 9/16/1936 - 11/20/2025
Jan Cazden – 3/11/1948 - 12/26/25
Walter Ramsey – 7/19/1944 - 3/31/2026
William "Buzz" Nern, Jr. - 5/7/1940 - 3/30/2026
Nina Olmedo-Jaquenod - 2/15/1928 - 7/20/2026

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2026 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
The Rev. Jane Stratford - President
Don Miller - Vice President
The Rev. Beth Lind Foote - Secretary

Class of 2026
Don Miller
The Rev. Jane Stratford

Class of 2027
Gretchen Lintner
The Rev. Pamela Stevens

Class of 2028
Vinie Miller
The Rev. Beth Foote

Class of 2029
The Rev. Stephen Siptroth
Marj Leeds

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
Paul Berning, Peninsula
Neil Crawford, Contra Costa
Anna Haight, Marin
Maria Meyer, San Francisco
Mike Scrutton, Southern Alameda
The Rev. David Grant Smith, Peninsula
Harlowe Zefting, Contra Costa

Ex officio
Christine Bensen, Executive Council
Gretchen Lintner, Standing Committee
Richard Edward Helmer, Secretary of the Convention

2 Vacancies, Alameda
1 Vacancy, Marin
1 Vacancy, Southern Alameda

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Executive Council

Bishop and President
The Rt. Rev. Austin Keith Rios

Officers
The Rev. Todd Bryant - Chair
Sarah Lawton - Vice Chair
Br. Shawn Harold Anderson - Secretary

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. Marisa Tabizon Thompson, Peninsula
Shawn Harold Anderson, Southern Alameda

Class of 2028
The Rev. Hannah Elyse Cornthwaite, Convention
Lisa Perry, Convention
The Rev. Jim Dahlin, Alameda
Ellen Clark, Marin
Kathleen Crisp, Contra Costa
Sarah Lawton, San Francisco
The Very Rev. Jeff Dodge-Hogarth, Southern Alameda

Bishop's Appointees
Tish Busselle, Peninsula
Eric Vezie, St. Columba's

Standing Committee Representative
Marj Leeds, Contra Costa

Ex officio
Richard Edward Helmer, Secretary of the Convention
Lane Ringlee, Treasurer of the Diocese
Christopher Hayes, Esq, Chancellor

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2026 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
Shawn Harold Anderson
Matthew Burt
David Frangquist, Secretary Emeritus
Stephanie Martin Taylor, Canon for Communications
The Rev. Canon J. Sierra Reyes, Canon to the Ordinary
Harlowe Zefting
Joy-Leilani Garbutt, Consulting
The Rev. Pamela Stevens, Consulting
Jack Fagan, Consulting

Committee on Credentials
Richard Edward Helmer, Chair (ex officio)
Denise Obando
Shawn Harold Anderson

Committee on Admissions
Richard Edward Helmer (clergy)
Denise Obando (lay)
Shawn Harold Anderson (lay)

Committee on Resolutions
David Frangquist - Chair
The Rev. Jim Dahlin
Birgit Eschmann
The Rev. Stephanie Green
The Rev. Jude Harmon
The Rev. Darren Miner
Lisa Perry
Birgit Jacobsen
Philip Matthews
Paula McKinney

Committee on Elections
Matthew Burt, Co-chair
The Rev. Krista Fregoso, Co-chair
The Rev. Harlowe Zefting
Tonantzin Martinez Borgfeldt

Committee on Canons
Christopher J. Hayes, Esq. - Chair
Prof. Margalynne Armstrong, Esq.
The Rev. Pam Jester
Michael O. Glass, Esq.
The Rev. Canon 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
Sarah Crawford, Payroll and Benefits Coordinator
The Rev. Canon Laura Eberly, Canon for Congregations
Shari Gonzales, Associate for Finance & Operations
The Rev. Canon Bob Kossler, Interim Canon for Operations and Finance
Canon Stephanie Martin Taylor, Canon for Diocesan Communications
Eric Metoyer, Canon for Racial, Social, and Environmental Justice
Canon Denise Obando, Canon for Compliance
The Ven. Canon Nina Pickerrell, Archdeacon
Max Remele, Accountant
The Rev. Canon J. Sierra Reyes, Canon to the Ordinary
Elizabeth Simpson-Falck, Communications Associate
Travis Stevens, Vocations Officer
Michael Stroup, Archivist

Regional Deans
The Very Rev. Bruce O'Neill, Alameda
The Very Rev. Deborah White, Contra Costa
The Very Rev. Kyle Seage, Marin
The Very Rev. Rebecca Goldberg, Peninsula
The Very Rev. Cameron Partridge, San Francisco
The Very Rev. Jeff Dodge-Hogarth, Southern Alameda

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2026 Appointed Officers and Committees of the Diocese and Convention

2026-2027 Commission on Ministry

Co-Chairs
Cynthia Faust (1st term)
Co-chair to be announced during Convention

Class of 2027
The Rev. Dcn. Jac Cherry (1st term)
Cynthia Faust (1st term)
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. 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 2030 will be appointed by the Bishop with the confirmation of the Convention on October 24.**

Appointees to the Regional Disciplinary Board*
The Rev. Ryan Zavacky (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
Susan Aley, Finance Committee
Tish Busselle, Executive Counci, Peninsula - Chair
Christine Bensen, Executive Council, San Francisco
Jeff Dodge-Hogarth, Executive Council, Southern Alameda
Elizabeth Olson Lennon, Executive Council, Alameda
Arthur Perkins, Finance Committee
Lane Ringlee, Finance Committee
Eric Vezie, Executive Council, Marin
Vacant, Executive Council, Contra Costa

Finance Committee
Lane Ringlee - Chair
Bruce Deal
Susan Aley
Arthur Perkins
Vance Frost
Ellen Clark
Bob McCaskill

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

Committee on Assessment Appeals
Marisa Tabizon Thompson - Chair Bishop's Appointee
Jeff Dodge-Hogarth, Bishop's Appointee
Jurek Fernandez, Executive Council Chair appointee
Carolyn George, Bishop's Appointee
Anthony Mei, Bishop's Appointee
Mike Oliver, Bishop's Appointee
Arthur Perkins, Finance Committee

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Rules of Order

Rules of Order

Last amended by the 175th Convention in 2024

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

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Rules of Order

governing or urging conduct or policy at the diocesan level may be regarded as a single resolution.

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

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

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

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

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

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

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

During Convention

Section 2. Order of Business.
Both the Annual and Special Conventions shall open with divine worship, at which service the Bishop may read an address. Following the service, the President shall take the chair, after which the Order of Business shall be as follows:

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

Rule 2.2. The Convention having been organized, the President may yield the chair to the Chair of 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

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Convention, using the normal methods for publishing Convention materials, which may include electronic posting or distribution. Matters placed in the Consent Calendar may include, but are not limited to

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

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

Rule 2.7. Report of the Committee on Resolutions.

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

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

a) Report of the Committee on Canons.
b) Report of the Treasurer of the Diocese, including the report of the audit of the Treasurer's Books.
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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Section 5. Nominations.

Rule 5.1. Under the proper order of business, the Committee on Nominations 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

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

Rule 5.2. Upon completion of nominations, the Committee on Elections 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 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 mark shall be as specified by the manufacturer.

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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;

d) maintain auditable records of who voted and the

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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.

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Consent Calendar & Special Orders

Adopted by the Committee on Dispatch of Business
October 6, 2026

Special Order #1: Consent Calendar for the 177th 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 177th 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:** Consideration of Budget & Financial Resolutionss
   e) **Special Order #5:** Reconsideration
   f) **Resolution B.** Canons 8.04, 8.05 & 8.06 Executive Council and Diocesan Corporation Oversight of Committees
   g) **Resolution C:** Canon 16.01(f) Committee on Governance Oversight and Term Length
   h) **Resolution E.** Canons 22.01, 8.01(a), 8.01(c), 10.03(b)(i), 18.02(b)(iii) & 20.04(a) Gender

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: Report of the 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 Order #3: Report of the 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

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

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.

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Resolution A: Canons 18.03 & 18.04 Assessment Appeals

As authorized by Canon 21.03, the Committee on Canons has made minor changes for clarity and internal consistency. In all other respects, the Committee on Canons finds the amendment suitable in form for adoption.

RESOLUTION TEXT:

Resolved, that Canon XVIII, Section 18.03 of the Canons of the Diocese of California be amended to state as follows:

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

Section 18.03 Appeal of Assessment

(a) By **~~March 31~~** ***July 15*** of each year, the Chief Financial Officer ***or designee*** shall send to the vestry of each parish and to the Bishop's Committee of each organized mission a statement of its assessment for the forthcoming year**~~, and each~~**. ***Each*** vestry and Bishop's committee shall, **~~within 60 days following such close~~**, return ***to the office of the Chief Financial Officer*** its written commitment***, including the commitment to pay monthly, quarterly, or semi-annually,*** for payment of the amount assessed or a notice of appeal of the amount of the assessment ***no later than 30 days after the close of diocesan convention of the same year.***

(b) Any appeal of an assessment shall be referred to the Assessment Appeals Committee, except clerical or computational errors, which may be corrected by the Chief Financial Officer.

~~(b)~~ ***(c)*** The Chief Financial Officer shall report to Executive Council at its **~~June~~** ***January*** meeting all notices of **~~appeal~~** ***approved clerical or computational appeals*** and the amounts involved, together with the recommendation of the Finance Committee for any adjustments in the total budget required by reason of the pendency of such appeals.

~~(c)~~ ***(d)*** With the concurrence of the Bishop, Executive Council may adjust the budget in such manner as it deems proper.

Further resolved, that Canon XVIII, Sec. 18.04 of the Canons of the Diocese of California be amended to state as follows:

Sec. 18.04. ~~Committee on Appeals.~~ ***Assessment Appeals.***

(a) ~~Any appeal of an assessment shall be referred to the Committee on Appeals, except clerical or computational errors, which may be corrected by the Treasurer's office.~~ ***All assessment appeals not due to clerical or computational errors will be submitted to the Assessment Appeals Committee.***

(b) ~~Promptly following each Annual Convention, the Committee on Appeals shall be established as follows: a Chair appointed by the Bishop and confirmed by the Executive Council; one person appointed by the Chair of Executive Council; one person appointed by the Finance Committee; and six persons appointed by the Bishop and confirmed by Executive Council, two of whom shall be members of parishes or organized missions whose total operating income for the prior year was less than the average total operating income of all parishes on which the assessment was based, and two of whom shall be members of parishes or organized missions whose total operating income for the prior year was equal to or greater than the average total operating income of all parishes on which the assessment was based. At least three of such six shall be lay persons.* *The Assessment Appeals Committee is a committee of the Executive Council. The Chair is appointed by the Bishop before the January meeting of the Executive Council each year. Additional members are confirmed by the Executive Council annually. The Committee must include at least one member of the Finance Committee and at least one member of the Executive Council. Including the chair, the Committee must include at least seven members, at least three of whom must be lay persons, and represent the financial diversity of the diocese.***

~~(b)~~*(c)* **~~A parish or organized mission, having given notice of appeal within the period specified in Section 18.03, shall perfect such appeal by providing the Chair of the Committee on Appeals, not later than June 1~~**

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Resolution A: Canons 18.03 & 18.04 Assessment Appeals

~~**of the year considered, with a written statement of grounds for appeal and copies of its current budget and financial statements for the two previous years. The Committee on Appeals is not empowered to consider an appeal not noticed in accordance with Section 18.03 and not perfected in accordance with this subsection.**~~ ***A parish or organized mission seeking an assessment appeal from the Assessment Appeals Committee must apply by May 31 of the year considered using a form approved by the Committee, which will include but is not limited to a written statement of grounds for appeal, copies of its current budget and financial statements for the two previous years and documentation of the vestry or bishop's committee vote to seek an appeal.***

(d) Assessment relief is intended to be used for extraordinary, nonrecurring circumstances and cannot be granted for more than three consecutive years. Parishes and organized missions applying for assessment relief through the appeals process must not be in arrears to the diocese.

~~(c)~~***(e)*** The Committee ~~**on Appeals shall**~~ ***may*** take such action as it deems appropriate to ~~**investigate, hear and**~~ determine each appeal, including but not limited to informal conferences by one or more Committee members with an officer or officers, or the vestry or Bishop's committee of the parish or organized mission appealing, or a formal hearing before the Committee. After such consideration as the Committee ~~**on Appeals**~~ deems appropriate, with or without a formal hearing, the ~~**committee**~~ ***Committee*** may ~~**by vote of a majority of its members**~~ dismiss the appeal or recommend to the Executive Council an adjustment of the assessment ***in part or in full***.

~~(d)~~***(f)*** The Executive Council may accept, reject, or modify the recommendation of the ***Assessment Appeals*** Committee ~~**on Appeals**~~, or it may return the matter to the ~~**said**~~ Committee for further consideration. The action of the Executive Council under this subsection shall be subject to the concurrence of the Bishop.

Further resolved, that Canon XVIII, Section 18.05 of the Canons of the Diocese of California be repealed as follows:

~~**Sec. 18.05. Monthly Payments.**~~

~~**(a) Each parish and mission of the Diocese shall pay to the Chief Financial Officer, each month, one-twelfth of its assessment for the Diocesan Operating Fund. The payments between the beginning of the fiscal year and the publishing of the assessments for that year shall be on the basis of the assessment for the preceding year, and adjustments shall be made the following month.**~~

~~**(b) Each month, the Chief Financial Officer shall provide the treasurer of each parish and mission with a statement of the balance then due on, and each parish and mission shall pay to the Chief Financial Officer one-twelfth of, their respective assessments. The Chief Financial Officer shall provide a final statement to each parish and mission not later than the tenth day of December and shall indicate the balance due as of December 31.**~~

EXPLANATION:
The purposes of this canon amendment are: (1) to streamline and enhance transparency in assessment charges and expectations; (2) to align canons with practices that better reflect the timing of congregational budgeting and parochial reports in financial planning; (3) to clarify the process for assessment appeals; and (4) to ensure both broad representation and flexibility in determining members of the Assessment Appeals Committee.

Canon 18.03:

The changes in 18.03 (a) are meant to address logistical realities and reaffirm assessments as a two-way partnership between congregations and the Diocesan structure. Currently, the canons are not being fulfilled as written due to factors largely outside of the control of diocesan staff, such as parochial report deadlines and BLS consumer price index measurements. Adjusting the date will allow more time for the work to be done accurately. Furthermore, changing the process to invite congregations to respond will ensure everyone is aware of

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Resolution A: Canons 18.03 & 18.04 Assessment Appeals

expectations while also signaling payment intentions to aid in budget planning.

The addition of 18.03 (b) clarifies the options for an assessment appeal. This clarification is carried over into 18.03 (c). In making this clarification, appeals are clearly separated into those related to mathematical errors, which can happen in a shorter time frame, from those that require a more in-depth appeal process related to other circumstances.

Canon 18.04:

This canon is revised to specify the work of the Assessment Appeals Committee, which is distinct from the work of the diocesan CFO.

Section (a) clarifies eligibility for appeal in broad terms.

Section (b) is focused solely on the composition of the Assessment Appeals Committee. The current construct is complicated and confusing. This suggested revision will keep broad representation while allowing more space for expertise as needed on the Committee. This section also clarifies reporting/accountability structure.

Section (c) offers the previous section (b) in plainer form.

Section (d) defines eligibility to apply for assessment relief by noting that congregations, mission or parish, cannot receive relief more than three years in a row, and they must be caught up on their diocesan financial commitments. This articulation is in line with the current practice of the process. Further, it reinforces the intention for relief to be temporary and not a permanent solution to a financial shortfall. Those churches who need extra support for over three years in a row need additional support in other ways. Finally, section c specifies the possible decisions available to the appeals committee.

Sections (e) and (f) reflect the consistency of the name of the committee while also being re-ordered due to the addition of new sections.

Canon 18.05:

This canon is being stricken completely. The process outlined is both cumbersome and unnecessarily detailed for diocesan canons. Furthermore, it limits congregations to a single payment plan. By striking this entire section and adding the expectation for payment schedules in 18.03 (a), we are preserving the part that is most necessary for the work of both congregations and the diocesan offices.

SUBMITTED BY:
The Assessment Appeals Committee; the Rev. Marisa Tabizon Thompson, Chair.

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Resolution B: Canons 8.04, 8.05 & 8.06 Executive Council Oversight of Committees

The Committee on Canons finds the 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 Canon VIII, Section 8.04(a) of the Canons of the Diocese of California be amended to state as follows:

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

Canon VIII. Executive Council and Diocesan Corporation

Sec. 8.04. Finance Committee.

(a) The Executive Council shall maintain and ~~**supervise**~~ ***oversee*** a Finance Committee, which shall be composed of

(i) a Chair and up to four (4) other persons appointed by the Bishop with the advice and consent of the Executive Council,

(ii) two (2) persons appointed by (but who need not be members of) the Executive Council, and

(iii) ex officio, the Treasurer, the Chief Financial Officer, and the Chancellor of the Diocese, all of whom shall be non-voting members of the Finance Committee.

(b) Members of the Finance Committee shall be appointed for regular terms of three (3) calendar years, may be reappointed for one (1) succeeding term, and may be reappointed after an absence of one (1) year.

(c) The duties of the Finance Committee shall be:

(i) To assist the Committee on Program and Budget in the performance of its duties, to provide financial and statistical information for its use in preparation of proposed budgets, to review such proposed budgets for financial integrity and to report its recommendations to Executive Council and to Convention;

(ii) To maintain general supervision of the financial affairs of the Diocese;

(iii) To direct that an annual audit be made of the financial records of all parishes, missions and other organizations carrying out Diocesan programs;

(iv) With the consent of the Executive Council, but subject to any general or specific guidelines that may be adopted by Convention, from time to time to set and alter the criteria for

(A) the use of any Diocesan line of credit,

(B) nonoperating expenses, and

(C) expenditures from the endowment, gifts or other reserves, or from assets of the Diocese, including but not limited to the Corporation Sole;

(v) To require compliance by custodians of trust and endowment funds and of securities held by or for any parish, mission or organization of the Diocese with standard business practices prescribed by the Canons of The Episcopal Church and of the Diocese;

(vi) To act as adviser on financial matters to the Bishop, and, upon request, to individual parishes within the Diocese;

(vii) To require that appropriate liability, property, worker compensation, and other customary and appropriate insurance be maintained on all property owned by the Diocese, the Corporation Sole, and each parish, and by all Diocesan Institutions, including by adoption of minimum acceptable insurance limits and approval of insurance carriers;

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Resolution B: Canons 8.04, 8.05 & 8.06 Executive Council Oversight of Committees

(viii) To require adequate bonding or fidelity insurance of all persons handling funds of the Diocese and of any organization under its jurisdiction; and (ix) To perform such other duties relating to the business affairs of the Diocese as may be referred to it by the Executive Council.

Resolved, that Canon VIII, Section 8.05(a) of the Canons of the Diocese of California be amended to state as follows:

Sec. 8.05. Committee on Program and Budget.

(a) The Executive Council shall organize and ~~**supervise**~~ ***oversee*** the Committee on Program and Budget, which shall be composed of

(i) one (1) Member of Executive Council from each Deanery, who shall be appointed by the Chair of the Executive Council, and

(ii) three (3) members of the Finance Committee, designated by vote of that Committee, together with a Chair, who shall be nominated by the Bishop and confirmed by the Executive Council. All members of the Committee on Program and Budget shall be designated not later than March 1 of each year.

(b) The Committee on Program and Budget shall have responsibility for initially evaluating all requirements and requests for funding from the Diocesan Operating Fund, subject to review and approval by the Executive Council. In accordance with the procedures approved by Executive Council, it shall also consult with such representatives of commissions, Deaneries, committees, organizations, agencies and programs receiving or requesting funding from the Diocesan Operating Fund as it may deem appropriate and necessary.

(c) Prior to approval by the Executive Council, the proposed budget shall be reviewed for its financial integrity by the Finance Committee, which shall report its recommendations to the Executive Council. The proposed budget, as recommended by the Executive Council, shall be made available to all members of Convention at least ten (10) days prior to the date of such Convention, either by mail or at preconvention Deanery meetings.

Resolved, that Canon VIII, Section 8.06(a) of the Canons of the Diocese of California be amended to state as follows:

Sec. 8.06. Congregational Development Committee.

(a) The Executive Council shall organize and ~~**supervise**~~ ***oversee*** a Congregational Development Committee, which shall be composed of

(i) the Bishop or a person designated by the Bishop;

(ii) one (1) Cleric and one (1) lay person designated by each Deanery; and

(iii) such other persons as may be appointed by the Bishop, not to exceed seven (7) in number. The Bishop shall appoint the Chair.

(b) The duties of the Congregational Development Committee shall be:

(i) To assist the Bishop in the development of missions and specialized mission projects;

(ii) To make recommendations to the Finance Committee and Executive Council concerning the use, management and preservation of real and personal property devoted to mission use; and Sec. 8.07 Canon IX 38 Canons

(iii) To originate, coordinate and oversee policies concerning the temporal affairs of missions in accordance with these Canons, and resolutions of Convention and the Executive Council.

(c) All decisions and actions of the Congregational Development Committee shall be subject to the Bishop's approval.

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Resolution B: Canons 8.04, 8.05 & 8.06 Executive Council Oversight of Committees

EXPLANATION:
The Executive Council's responsibilities with regard to the Finance Committee, Committee on Program and Budget, and Congregational Development Committee should be updated from "supervising" to "overseeing" these committees to better reflect the relationship between them and the Executive Council. The duties of each committee are specified in the canons, eliminating the need for the Executive Council to exercise the direct, hands-on control over day-to-day operations implied by the word, "supervising." The term, "overseeing" more accurately describes the Council's appropriate role: monitoring performance and providing guidance and accountability. This change clarifies the Executive Council's governance function related to these committees, allows the committees appropriate autonomy in their canonically-assigned work, and reduces ambiguity about where responsibility lies.

SUBMITTED BY:
The Committee on Governance

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Resolution C: Canon 16.01(f) Committee on Governance Oversight and Term Length

As authorized by Canon 21.03, the Committee on Canons has made minor changes for clarity and internal consistency. In all other respects, the Committee on Canons finds the 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 Canon XVI, Section 16.01(f) of the Canons of the Diocese of California be amended to read as follows:

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

Sec. 16.01. Standing Committee.

(a) The Standing Committee, which shall be comprised of four Clerics and four lay persons, shall be the council of advice to the Bishop and shall perform such duties as are required by and in conformance with the Constitution and Canons of The Episcopal Church and the Constitution and Canons of this Diocese.

(b) The term of office of members of the Standing Committee shall be four (4) years. At each Annual Convention one Cleric and one lay person shall be elected for such term. No person who has served for a full term of four years, or for more than two years in an unexpired term, shall be eligible for-election until after the expiration of one full year. Vacancies may be filled by the Standing Committee to serve until the next Annual Convention, which shall elect a member for the unexpired term. The Sec. 16.02 Canon XVI 64 Canons Secretary shall promptly notify the Bishop of any vacancies, and of the names of persons appointed to fill such vacancies.

(c) The officers of the Standing Committee shall be a President, a Vice President and a Secretary, to be elected from and by the members thereof at the first meeting during the Annual Convention of the Diocese.

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

Executive Council, and any member of the Convention for a purpose reasonably related to such person's interest as a member of the Convention.

(e) The Standing Committee shall make a full report of its activities to each Annual Convention.

(f) Committee on Governance. The Standing Committee shall organize and **~~supervise~~** ***oversee*** a Committee on Governance, which shall **~~regularly~~** monitor the process of governance in the Diocese to ensure that

(i) the existing governance process is functioning as described in these Canons and is transparent to the wider Diocesan community,

(ii) best practices are being employed based on the specific needs of the Diocese, and

(iii) the existing Diocesan structures are providing adequate responses to emerging challenges.

The committee shall consist of three (3) members appointed by the Standing Committee and three (3) members appointed by the Executive Council. The **~~Standing Committee~~** ***committee*** shall designate **~~the Chair of the Governance Committee~~** ***its chair*** from among its members. Members of the committee shall each serve a term of three (3) years, arranged so that one appointee from each body shall begin a full term each year. The terms of members shall commence on January 1 next following their appointment, except in the case of any person appointed to serve out the unexpired term of a member who has resigned or been removed, in

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Resolution C: Canon 16.01(f) Committee on Governance Oversight and Term Length

which case the person so appointed shall begin serving immediately upon ~~his or her~~ appointment. ***A member may be reappointed for one succeeding term***. No person who has served ~~a full term~~ ***two full terms*** shall be eligible for appointment to a new term until at least one (1) year after the expiration of the ***second*** term served.

EXPLANATION:
The Committee on Governance is charged with monitoring whether the Diocese's governance structures remain functional, transparent, and responsive to emerging challenges—a mandate that depends on institutional memory and long-cycle judgment that a three-year term does not adequately allow time to develop. Governance reforms often take years to implement and longer to evaluate fairly, and assessing best practices requires comparing the Diocese's evolving needs against experience accumulated over time; a three-year term risks rotating members out just as they have gained the context needed to evaluate these matters well, forcing the Committee to repeatedly relearn history it has already lived through. Allowing for a second three-year term better matches the natural timeline of governance work, giving members enough continuity to see a reform through from proposal to evaluation, while still preserving turnover as a safeguard against entrenchment.

SUBMITTED BY:
The Committee on Governance

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Resolution D: Canon 13.07 Deacons and Archdeacons

The Committee on Canons is reporting a substitute to Resolution D and I in the form of Resolution J.

The original text of Resolution D is available on the convention website.

Resolution E: Canons 22.01, 8.01(a), 8.01(c), 10.03(b)(i), 11.20, 18.02(b)(iii) & 20.04(a) Gender

As authorized by Canon 21.03, the Committee on Canons has reported a substitute. The Committee concluded that Canon 22.01 should continue to function as a rule of construction and revised the proposed amendment accordingly. The substitute also includes conforming amendments to remove gendered pronouns from other canons. In all other respects, the Committee on Canons finds the substitute 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 Canon XXII, Section 22.01 of the Canons of the Diocese of California be amended to state as follows:

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

Sec. 22.01. ~~Gender~~ *Gendered Language*.

~~**Whenever the masculine gender of any term is used herein, it shall also be deemed to include the feminine gender, and vice versa.**~~ ***A reference to a person in the Constitution or Canons of the Diocese includes persons of every gender, regardless of the gendered term or pronoun used.***

Further resolved, that Canon VIII, Section 8.01(a)(iv)(A) be amended as follows:

> No person serving as a Bishop's Appointee shall be eligible for reappointment as such until at least one (1) full year has expired after the completion of ~~**his or her**~~ ***the*** last previous term of office.

Further resolved, that Canon VIII, Section 8.01(a)(iv)(B) be amended as follows:

> ... The terms of office of the Convention Representatives shall commence on January 1 next following their election, except in the case of any person elected to serve out the unexpired term of a Member who has resigned or been removed, in which case the person so elected shall begin serving immediately upon ~~**his or her**~~ election.

Further resolved, that Canon VIII, Section 8.01(a)(iv)(C) be amended as follows:

> ... The terms of office of Deanery Representatives shall commence on January 1 next following their election, except in the case of any person elected to serve out the unexpired term of a Member who has resigned or who has been removed, in which case the person so elected shall begin serving immediately upon ~~**his or her**~~ election.

Further resolved, that Canon VIII, Section 8.01(c)(iii) be amended as follows:

> (iii) If any Bishop's Appointee or Deanery Representative resigns or is removed, the remaining portion of ~~**his or her**~~ ***the*** term may be completed by a replacement Member selected in the same manner as was the former Member in question. ...

Further resolved, that Canon X, Section 10.03(b)(i) be amended as follows:

> ... A Trustee elected by the Cathedral congregation shall not be eligible for election for more than one (1) consecutive term, and thereafter one (1) full year shall elapse before ~~**he or she**~~ ***the Trustee*** shall again be eligible for election by the Cathedral congregation.

Further resolved, that Canon XI, Section 11.20 be amended as follows:

> **Sec. 11.20. Results of Election.**
>
> The rector, ~~**or in his absence**~~ ***or, in the absence of the rector,*** the Cleric in charge or one of the wardens, shall forward to the Bishop promptly after each annual meeting the names, addresses and telephone numbers of the wardens, other members of the vestry, Delegates to Convention and their alternates, and Treasurer and

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Resolution E: Canons 22.01, 8.01(a), 8.01(c), 10.03(b)(i), 11.20, 18.02(b)(iii) & 20.04(a) Gender

Secretary then in office. If any change occurs in any office, the Bishop shall be promptly notified ~~of the same~~.

Further resolved, that Canon XX, Section 20.04(a) be amended as follows:

(a) Upon individual application, any Cleric and ~~his or her~~ immediate family dependents may participate effective as of the date of Canonical Residence in the Diocese, and upon payment of the applicable premium. Any Cleric and immediate family dependent eligible may, in the event of change of classification, continue coverage upon payment of applicable premiums so long as canonical residence is maintained.

EXPLANATION:
The Canons should accurately reflect the full inclusion of all baptized members in the life and leadership of the Church. Revising the Canons to use neutral language brings the text into alignment with the Church's theological affirmation that all people are called to ministry and leadership. Beyond precision, inclusive language sends a meaningful signal that all offices are genuinely open to all people, and it keeps the Diocese consistent with the broader trend toward neutral drafting reflected in General Convention actions. Accordingly, the Diocese should amend its Canons to remove gendered terms and adopt neutral alternatives throughout.

SUBMITTED BY:
The Committee on Governance

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Resolution F: Canon 13.03 License to Officiate

As authorized by Canon 21.03, the Committee on Canons has revised the proposed amendment to conform more closely to the Constitution and Canons of The Episcopal Church by incorporating the churchwide licensing requirements applicable to both Priests and Deacons. The Committee concluded that reproducing portions of the churchwide canons in diocesan law could create unnecessary inconsistencies if the churchwide canons are later amended. By incorporating the churchwide requirements by reference, the amendment maintains conformity. In all other respects, the Committee on Canons finds the amendment suitable in form for adoption.

RESOLUTION TEXT:

Resolved, that Canon XIII, Section 13.03 of the Canons of the Diocese of California be amended to state as follows:

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

> **Sec. 13.03. License to Officiate**. **~~Clerics~~** ***A Priest or Deacon*** who **~~are~~** ***is*** not **~~Canonically Resident~~** ***canonically resident*** in the Diocese **~~may not officiate more than one day by preaching, administering the sacraments or holding any public service, without first obtaining a license to do so from the Bishop.~~** ***must obtain a license from the Ecclesiastical Authority of the Diocese whenever such a license is required by the Constitution and Canons of The Episcopal Church. Upon expiration or withdrawal of the license, the Priest or Deacon must immediately cease to officiate.***

EXPLANATION:
The purposes of this canon amendment are: (1) to provide consistency between the Constitution and Canons of the Diocese of California and the Constitution and Canons of the Episcopal Church as specified in the **Constitution of the Diocese of California Article II, sec. 2.1**.(i.e., – "conforming amendment"), and (2) To rectify the unreasonable demand that Clerics obtain a license to officiate in the Diocese of California in order to exercise clerical responsibilities for more than one day is unduly onerous.

(1) Diocesan **Canon XIII, Clerics and Their Duties. Sec. 13.03. License to Officiate**, currently states: "Clerics who are not Canonically Resident in the Diocese may not officiate more than ***one day*** by preaching, administering the sacraments or holding any public service without first obtaining a license to do so from the Bishop" while **The Constitutions and Canons of the Episcopal Church (Canon 9, Sec. 7. Licenses)** allows for a much more reasonable time frame, stating that, "No Priest shall preach, minister the Sacraments, or hold any public service, within the limits of any Diocese other than the Diocese in which the Priest is canonically resident for ***more than two months*** without a license from the Ecclesiastical Authority of the Diocese in which the Priest desires to so officiate."

In addition, we recommend adding the non-discrimination language that is found in the Episcopal Church canon specifying that no cleric "shall be denied such a license on account of the Priest's race, color, ethnic origin, sex, national origin, marital status, sexual orientation, disabilities, or age, except as otherwise provided in these Canons. Upon expiration or withdrawal of a license, a priest shall cease immediately to officiate." This is currently absent from the diocesan canon.

(2) The Committee on Governance believes the Episcopal Church standard is both more practical and reasonable and proposes adjusting the diocesan canon from one day to two months to correspond to the Episcopal Church language.

History: In 2025, The Canon Chancellor of the Diocese of California suggested making this change in accordance with the **Constitution of the Diocese of California Article II, sec. 2.1.**

SUBMITTED BY:
The Committee on Governance

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Resolution G: Canons 1.02, 1.03 & Rule 8.2 Hybrid Convention

As authorized by Canon 21.03, the Committee on Canons has changed the proposed amendment to clarify that Canon 1.03 authorizes a hybrid Convention outside a public emergency while preserving the existing authority to conduct a Convention wholly or partly by electronic means during a public emergency. The Committee has also made conforming changes to terminology and to Rule 8.2 of the Rules of Order. In all other respects, the Committee on Canons finds the amendment suitable in form for adoption.

RESOLUTION TEXT:

Resolved, that Canon I, Section 1.02 of the Canons of the Diocese of California be amended to state as follows:

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

Sec. 1.02. ~~**Public**~~ Emergency. In the event of an emergency as defined in subdivision (n) of Section 9140 of the California Corporations Code or successor statute, the following shall apply:

(a) Notwithstanding Section 1.01, the Ecclesiastical Authority of the Diocese may fix the date of the Annual Convention for any date that is practicable under the circumstances.

(b) The Ecclesiastical Authority of the Diocese may call for any Annual or Special Convention to be conducted, in whole or in part, by electronic transmission or by electronic video screen ~~**transmission**~~ ***communication*** pursuant to rules of order providing the Clerical and Lay members a reasonable opportunity to participate in the Convention and to vote on matters submitted to the Convention, including an opportunity to read or hear the proceedings of the Convention concurrently with those proceedings. The Secretary of the Convention shall maintain a record of any votes or other actions taken by means of electronic transmission or electronic video screen communication. Participation in the Convention through the use of electronic transmission or electronic video screen communication pursuant to this Canon constitutes presence in person at the Convention for all purposes.

(c) In the event the Ecclesiastical Authority is incapacitated as a result of the emergency, the powers of this Section may be exercised by the first Officer of the Convention in the order listed in Canon V who is not so incapacitated.

Further resolved, that Canon I, Section 1.03 of the Canons of the Diocese of California be enacted as follows:

Sec. 1.03 Hybrid Convention.

The Ecclesiastical Authority of the Diocese may call for any Annual or Special Convention to be conducted in part by electronic transmission or by electronic video screen communication pursuant to rules of order providing the Clerical and Lay members a reasonable opportunity to participate in the Convention and to vote on matters submitted to the Convention, including an opportunity to read or hear the proceedings of the Convention concurrently with those proceedings. The Secretary of the Convention shall maintain a record of any votes or other actions taken by means of electronic transmission or electronic video screen communication. Participation in the Convention through the use of electronic transmission or electronic video screen communication pursuant to this Canon constitutes presence in person at the Convention for all purposes.

Further resolved, that Rule 8.2 of the Rules of Order be amended as follows:

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)**~~ ***Canon 1.02 or Canon 1.03.***

EXPLANATION:

The purpose of this canon amendment is to remove the caveat that there must be a Public Emergency in order for the Ecclesiastical Authority of the Diocese to call for a convention to be conducted, in whole or in part, by

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Resolution G: Canons 1.02, 1.03 & Rule 8.2 Hybrid Convention

electronic transmission.

As part of safety protocols established by the Diocese of California in response to the COVID 19 pandemic, **Canon I. Date of Convention** was amended to include a new section **(Sec. 1.02)** that allowed for The Ecclesiastical Authority to "call for any Annual or Special Convention to be conducted, in whole or in part, by electronic transmission or by electronic video screen transmission pursuant to rules of order providing the Clerical and Lay members a reasonable opportunity to participate in the Convention and to vote on matters submitted to the Convention, including an opportunity to read or hear the proceedings of the Convention concurrently with those proceedings" in the case of a Public Emergency. This allowed the diocesan conventions which took place during the pandemic (2020, 2021, 2022) to be held via electronic transmission. **Section 1.02** was developed as a temporary measure responding to the health emergency.

Canon 1 provides the Ecclesiastical Authority with flexibility in determining the Time, Date, and Location of (physical) Location of Annual Convention. The recommended canon change clarifies that authority to include the option of a hybrid convention format.

History: In 2025, The Canon Chancellor of the Diocese of California suggested making this change to reflect the advancements in technology and access which allow for all the Clerical and Lay members a reasonable opportunity to participate in the Convention and to vote on matters submitted to the Convention pursuant to rules of order.

SUBMITTED BY:
The Committee on Governance

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Resolution H: Canon XVII Diocesan Institutions

The Committee on Canons will not present or move Resolution H for Convention action this year following the request of the proponent (the Committee on Governance) of Resoution H.

For reference, the original resolution text is on the diocesan convention website.

UPDATE: THE COMMITTEE ON CANONS PASSED THE FOLLOWING

Resolved, that, at the request of the Committee on Governance as the proponent of Resolution H, the Committee on Canons withdraw its recommendation that the 177th Convention adopt the Committee's substitute for Resolution H and submit no resolution or recommendation for Convention action on Resolution H this year. The Committee's previously published report and substitute will remain part of the published record.

SUBSTITUTE RESOLUTION TEXT REPORTED BY THE COMMITTEE ON CANONS:

Resolved, that Canon XVII of the Canons of the Diocese of California be amended to state as follows:

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

Sec. 17.01. Eligibility.
No group or entity within this Diocese shall represent that it is sponsored by or connected with The Episcopal Church or the Diocese unless it has met the provisions of this Canon and only so long as it continues to be so qualified.

Sec. 17.02. Purposes.
The Convention may recognize an entity formed for any religious, charitable, or educational purpose as a Diocesan Institution.

Sec. 17.03. Qualification.
The Convention may recognize ~~**a group or**~~ ***an*** entity as a Diocesan Institution if***:***

(a) it is a corporation in good standing under the Nonprofit Corporation Law of California or the Nonprofit Religious Corporation Law of California;

(b) the Bishop and ***the*** Standing Committee have first recommended ~~**such action and**~~ ***recognition; and***

(c) the Chancellor has certified that its articles of incorporation and bylaws meet the requirements of this Canon.

Sec. 17.04. Corporate Requirements.
~~**Each Diocesan Institution shall be a corporation in good standing under the Nonprofit Corporation Law of California. Except as otherwise provided in this Canon XVII,**~~ ***Except as expressly varied by an agreement effective under Section 17.05,*** the articles of incorporation or bylaws of each Diocesan Institution shall provide that:

(a)~~**The**~~ ***the*** Bishop, or some other person appointed by the Bishop, shall be a member of the governing board;

(b)~~**At**~~ ***at*** least a majority of the members of the governing board shall be Clerics Canonically Resident in the Diocese or persons eligible, under Article VI, Section 6.4, of the Constitution of the Diocese, for election as Delegates to the Convention;

(c) ~~**No**~~ ***no*** person shall be elected or appointed to the governing board without the prior written consent of the Bishop and the Standing Committee; and

(d) ~~**No**~~ *no* amendment to the articles of incorporation or bylaws shall take effect without the prior written consent of the Bishop and the Standing Committee.

Subdivision (b) shall not apply to a Diocesan Institution operating in more than one diocese if a majority of its governing board consists of Clerics Canonically Resident in those dioceses or members in good standing of The Episcopal Church in those dioceses.

Sec. 17.05. ~~**Exceptions**~~ ***Institution-Specific Agreements.***

(a) ~~**Section 17.04(b) shall not apply to any Diocesan Institution owning or operating facilities in more than one diocese, provided that a majority of the members of the governing board are members in good standing of The Episcopal Church in one or another of those dioceses.**~~ ***A***

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Resolution H: Canon XVII Diocesan Institutions

Diocesan Institution and the Diocesan Corporation may enter into a written affiliation, sponsorship, or relationship agreement that expressly varies one or more requirements of Section 17.04 or establishes additional terms governing their relationship. No agreement may vary Sections 17.01 through 17.03 or Sections 17.07 through 17.10. The purpose of an agreement under this Section is to permit institution-specific governance arrangements where the requirements of Section 17.04 do not adequately reflect the institution's mission, corporate structure, regulatory requirements, or relationship to the Diocese.

(b) ~~**Upon written petition of an institution, the Bishop and Standing Committee may waive the requirements of Section 17.04 for institutions in which the Church participates with other denominations on an ecumenical basis, or in which community or other considerations justify such exception.**~~ ***The agreement shall identify its parties, the reciprocal commitments supporting it, the provisions of this Canon that it varies, its term, amendment and renewal procedures, cure rights, termination rights, surviving obligations, reporting requirements, and the consequences of expiration or termination.***

(c) The agreement and any related amendments to an institution's articles of incorporation or bylaws shall become effective only after all corporate, canonical, and legal approvals required of every party have been obtained.

(d) The agreement shall be approved by the Bishop and the Standing Committee. Any financial commitment, disposition or use of Diocesan property, indemnification, assumption of liability, or other matter requiring additional authorization shall not become effective until that authorization has been obtained.

(e) The agreement controls only the matters it expressly addresses. In all other respects, this Canon controls. If no agreement becomes effective, this Canon applies without variation.

(f) The agreement shall state the steps required to restore compliance with this Canon upon expiration or termination. Failure to restore compliance within the agreed period may be addressed under Section 17.07.

Sec. 17.06. Reports.

(a) ***Each Diocesan Institution shall submit to the Bishop and the Standing Committee:***

(1) ~~**Within ten (10) days after any Diocesan Institution files a Form 990 information return with the Internal Revenue Service or a registration or registration renewal, with the California Attorney General's Registry of Charitable Trusts, it must submit a copy to the Bishop and the Standing Committee. Whenever the California Nonprofit Corporation Law requires a Diocesan Institution to request the California Attorney General's consent the Diocesan Institution must, not later than ten (10) days before doing so, submit a copy of that request to the Bishop and the Standing Committee. Within ten days after any Diocesan Institution amends its articles of incorporation or bylaws, it must submit a copy to the Bishop and the Standing Committee.**~~ ***within ten (10) days after its adoption, any amendment to its articles of incorporation or bylaws; and***

(2) annually, a current roster of its governing board.

(b) Each Diocesan Institution shall give prompt written notice to the Bishop and the Standing Committee of:

(1) any proposed merger, dissolution, or sale or transfer of substantially all its assets;

(2) any material change in its corporate form or tax-exempt status;

(3) any matter for which the consent of the Bishop and the Standing Committee would be required under this Canon or any agreement entered into under Section 17.05; and

(4) any proposed amendment to the institution's articles of incorporation or bylaws that would affect the Diocese's rights under this Canon or under any agreement entered into under Section 17.05.

(c) The Bishop or Standing Committee may require annual or special reports from any Diocesan Institution regarding the composition of its Board or its business and affairs to ~~**insure**~~ ***ensure*** congruence between the mission and interests of the

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Resolution H: Canon XVII Diocesan Institutions

Diocese and the Diocesan Institution.

(d) An agreement under Section 17.05 may require additional reporting appropriate to the institution and the matters governed by that agreement.

Sec. 17.07. Termination.
After consideration of a report from the Bishop and the Standing Committee that a Diocesan Institution ~~**does not conform**~~ ***no longer conforms*** to the requirements of this Canon ~~**XVII**~~ or that ~~**its standards of performance do not warrant**~~ continued recognition ***is unwarranted***, the Convention may revoke ~~**the**~~ ***its*** status ~~**of any group or entity**~~ as a Diocesan Institution, or take other action as it deems appropriate. The report of the Bishop and Standing Committee, which shall be prepared after notice and opportunity for hearing, shall set forth the facts and conclusions upon which the recommendation is based.

Sec. 17.08. List of Institutions.
The Secretary of Convention shall report ~~**the names of all Diocesan Institutions in the Journal of Convention**~~. ***in the Journal of the Convention the name of each Diocesan Institution, whether an agreement under Section 17.05 is in effect, its effective date, and the provisions of this Canon that it varies. The report shall not disclose confidential, privileged, proprietary, personnel, or financial terms.***

Sec. 17.09. Disclaimer.
The acceptance, under the provisions of this Canon, of any group or entity as a Diocesan Institution, or the continued recognition of any such Diocesan Institution heretofore accepted, is made without any warranty, representation or assurance of any kind of any responsibility whatever on the part of the Bishop, the Diocese, or any committee, department, constituent part of the Diocese or any of its employees, agents, or ~~**representative**~~***representatives*** for any financial, contractual or legal obligation now existing, or which may hereafter be incurred, by or on behalf of any such Diocesan Institution, except as may be expressly undertaken in a written agreement duly executed pursuant to appropriate corporate action authorized by the Executive Council and specifically approved by the Bishop.

Sec. 17.10. General Exceptions.
This Canon XVII shall not apply to organizations authorized by religious communities, to organizations chartered by the Diocesan Corporation, or to a parish, a mission, the Cathedral, The Episcopal Church, or the Eighth Province of The Episcopal Church. Unless another canon expressly provides otherwise, the only Diocesan canons applicable to Diocesan Institutions are found in this Canon XVII.

REPORT OF THE COMMITTEE ON CANONS:
The Committee on Canons has reviewed the proposed amendment to Canon XVII submitted by the Committee on Governance.

The Committee on Canons first wishes to acknowledge the substantial work performed by the Committee on Governance. The Committee on Governance undertook a comprehensive review of Canon XVII after concerns were raised regarding the diversity of governance structures among existing Diocesan Institutions. The Committee consulted with diocesan leadership and the executive directors of several institutions and identified a genuine issue: the institutions currently recognized under Canon XVII differ significantly in mission, corporate structure, regulatory environment, funding sources, and relationship to the Diocese. A single uniform governance model may not fit every institution equally well.

The Committee on Canons agrees with that underlying observation.

The Committee's concern is not the objective of providing flexibility. Rather, it is the mechanism chosen to accomplish that objective.

The submitted proposal would create two canonical classifications of Diocesan Institutions, assign named institutions to those classifications, and establish different governance requirements for each classification. The Committee agrees that Canon XVII should provide a practicable means of accommodating the materially different circumstances of Diocesan Institutions. The Committee does not, however, recommend accomplishing that purpose through fixed classifications. The institutions' governing documents, corporate forms, regulatory circumstances, and relationships with the Diocese are not uniform, and the present record does not establish that two classifications adequately reflect those

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Resolution H: Canon XVII Diocesan Institutions

differences.

The Committee instead reports a substitute that retains Canon XVII's existing requirements as the default while authorizing institution-specific written agreements. The Committee concluded that institution-specific agreements provide a more precise means of accommodating differing institutional circumstances than classifications that apply uniformly to institutions with materially different governance structures and legal relationships. Those agreements may provide tailored governance and reporting arrangements, identify the reciprocal commitments supporting the continuing relationship, and vary specified canonical requirements after appropriate institutional and diocesan approval and any necessary amendments to the institution's governing documents. If no agreement becomes effective, the existing canonical requirements remain applicable.

The substitute thus provides the flexibility sought by the Committee on Governance without reducing existing canonical protections for an entire class of institutions before replacement protections have been negotiated and accepted. The substitute rests on three principles:

1. Existing Canon XVII protections should remain in effect unless and until specifically modified through an approved agreement.
2. Institution-specific governance arrangements should reflect the institution's mission, corporate structure, regulatory requirements, and relationship with the Diocese.
3. Any variation of the Diocese's canonical governance rights should be documented through a written agreement containing reciprocal commitments and approved through the processes required by church law, civil law, and the parties' governing documents.

The substitute also incorporates those elements of the submitted proposal that can be implemented independently of the proposed classification framework. It expressly permits recognition of corporations organized under either the California Nonprofit Corporation Law or the California Nonprofit Religious Corporation Law, preserves existing Convention oversight of recognition and termination, and modernizes several reporting and administrative provisions.

The Committee believes that this approach better balances flexibility and accountability. It allows relationships with individual institutions to evolve over time while preserving the Diocese's existing rights until any alternative arrangement has been negotiated, approved, and, where necessary, implemented through amendments to the institution's governing documents.

Pursuant to Canon 21.03, the Committee therefore reports the accompanying substitute for Convention's consideration.

EXPLANATION FROM PROPONENT:
At the request of the Standing Committee, the Committee on Governance (the "COG") reviewed Canon 17 relating to Diocesan Institutions.This request was prompted by the Standing Committee's recognition that several of the Diocesan Institutions were not in compliance with the requirement that all such institutions have at least a majority of Episcopalians on their boards and had not been for some time. The COG chose to widen its scope to consider the entire canon and make recommendations for change throughout where appropriate.

The goals of the COG in considering a canon change were:

1. To recognize and preserve the relationship between the Diocese of California and all its institutions.
2. To acknowledge and seek to remedy the discrepancy between the canonical requirement that Diocesan Institutions have a majority of Episcopalians on their boards and the inability of certain institutions to meet this requirement.
3. To avoid repeated use of the exception clause in section 17.05 so that it becomes less of an exception and more of the actual rule with regards to some of the Diocesan Institutions.
4. To eliminate burdensome requirements that no longer served a purpose.

Proposed Change to Episcopalian Board Member Majority Requirement

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Resolution H: Canon XVII Diocesan Institutions

The COG is proposing to amend Canon 17 to provide that Diocesan Institutions be divided into two categories: Affiliated Institutions and Community Institutions, using the following criteria:

Affiliated Institutions are strongly affiliated with and integral to the operation of our diocese such as retreat centers (Bishop's Ranch, St. Dorothy's Rest), Campus Ministries (Canterbury House and Canterbury Foundation), educational institutions (the School for Deacons) and our outreach arm (Episcopal Impact Fund).

Community Institutions have deep roots in the diocese but function as community organizations, serving mostly non-Episcopalians. Many of these institutions have become strongly professionalized since their founding as largely volunteer organizations, are heavily regulated and mainly funded by public sources. These are Claussen House, Good Samaritan Family Resource Center, Braid Mission and Episcopal Community Services.[1]

It should be noted that none of the Community Institutions currently meet the majority board rule and, conversely, all of the Affiliated Institutions do.

The COG then proposes that the Episcopalian board minimum be reduced to 25% for the Community Institutions and remain at a majority for the Affiliated Institutions. This recommendation was accepted by the Standing Committee, subject to the requested reclassification of Episcopal Community Services noted in footnote 1.

We have consulted with the executive directors of the institutions that would be classified as Community Organizations under this proposal and receive the strong support of Beth Stokes, the ED of Episcopal Community Services, Mario Paz, the ED of Good Samaritan Family Resources and Jaynette Underwood, ED of Clausen House.[2]

Other Recommended Changes to Canon 17

1. Allowing reclassification by the Convention of Diocesan Institutions in certain circumstances.
2. Allowing the approval of board members by the Bishop and Standing Committee to take place prior to or within a reasonable time after a new member's election or appointment, rather than requiring prior approval.
3. Removing the requirement that Diocesan Institutions submit a copy of their IRS Form 990 to the Bishop and Standing Committee as the submitted forms are readily available online.

We have included other changes throughout the updated canon to provide clarity or consistency in language or change section numbers as needed.

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[1] The Standing Committees requested that Episcopal Community Services be classified as an Affiliated Institution. The COG provided a memo to the Standing Committee and met with the Canon to the Ordinary and the CFO of the Diocese to explain why it believes that Episcopal Community Services belongs in the Community Institutions category. The bishop will be consulted when he returns from vacation in August and we will advise the Committee on Canons accordingly.

[2] We are still waiting to hear from several Community Organizations and will update the committee if we hear from them.

SUBMITTED BY:
The Committee on Governance

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Resolution I: Canon 13.07 Archdeacons

The Committee on Canons is reporting a substitute to Resolution D and I in the form of Resolution J.

The original text of Resolution I is available on the convention website.

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Resolution J: Canon 13.07 Archdeacons

The Committee on Canons reports a ssubstitute to Resolution D and I in the form of Resolution J.

The original text of Resolutions D and of Resolution I are available on the convention website.

SUBSTITUTE RESOLUTION TEXT REPORTED BY THE COMMITTEE ON CANONS:

Resolved, that Canon XIII, Section 13.07 of the Canons of the Diocese of California be amended to state as follows:

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

Sec. 13.07. Archdeacons.
~~Archdeacons of the Diocese may be appointed by the Bishop, subject to confirmation by the Convention of the Diocese, or, when the Convention is not in session, by the Executive Council and the Standing Committee. They may be removed by the Bishop at any time, with the concurrence of the Standing Committee. The duties of the archdeacon shall be those specified by the Bishop, in consultation with the Executive Council. The salaries of those appointed to serve as archdeacons shall be fixed by the Convention.~~ ***The Bishop may appoint Archdeacons as provided in Canon III.7.2 of the Canons of the Episcopal Church.***

REPORT OF THE COMMITTEE ON CANONS
The Committee on Canons received two proposals concerning Canon XIII, Section 13.07, Archdeacons. Resolution D, submitted by the Committee on Governance, would replace the existing section with a broader canon concerning the Community of Deacons and the life and work of deacons in the Diocese. It would reproduce selected portions of Canon III.7 of the Canons of The Episcopal Church while omitting others. Resolution I, submitted by the Rev. Deacon Jac Cherry, would retain portions of the existing section while requiring that an Archdeacon be an ordained deacon, canonically resident and in good standing in the Diocese, and forfeit the office upon ordination to the priesthood.

The Committee agrees that the existing diocesan canon reflects an earlier understanding of the office of Archdeacon and should be amended. Canon III.7.2 of The Episcopal Church provides that the Bishop may appoint one or more deacons from the Community of Deacons as Archdeacons to assist the Bishop in the formation, deployment, supervision, and support of deacons and those preparing to become deacons, and in the implementation of that canon. Because the Diocese accedes to the Constitution and Canons of The Episcopal Church, Canon III.7.2 governs the appointment of Archdeacons and the functions described in that provision without requiring its substantive provisions to be repeated in the diocesan canons.

The Committee does not recommend selectively restating portions of Canon III.7 in diocesan law. Resolution D would broaden Section 13.07 from a canon concerning Archdeacons into one regulating the Community of Deacons and several aspects of the life and work of deacons generally. At the same time, it would reproduce only selected parts of the churchwide canon. For example, it would omit provisions addressing deacons' accountability to the Bishop, a Council on Deacons, letters of agreement, chaplaincies, participation in church governance, and post-ordination formation and mentoring. A partial restatement could create uncertainty about the applicability of provisions not reproduced and could become incomplete or inconsistent if the General Convention later amends Canon III.7.

The Committee likewise does not recommend the additional provisions contained in Resolution I. Canon III.7.2 already identifies the persons eligible for appointment as an Archdeacon. Resolution I would also address the effect of ordination to the priesthood upon continued service as Archdeacon, a question not expressly addressed in Canon III.7.2. The Committee recommends addressing both matters through a direct reference to the churchwide canon rather than through separate diocesan provisions.

The Committee also considered the Bishop's August 28, 2026, letter to the Community of Deacons. The letter announced a period of intentional listening concerning

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Resolution J: Canon 13.07 Archdeacons

the Archdeacon role and stated that the voices and experiences of deacons would help guide how the position is shaped and defined going forward. The Committee's substitute addresses the relationship between the diocesan and churchwide canons without prescribing additional diocesan provisions while that conversation proceeds.

Accordingly, as authorized by Canon 21.03, the Committee reports a substitute amending Canon 13.07 to provide that Archdeacons may be appointed as provided in Canon III.7.2 of the Canons of The Episcopal Church. The Committee recommends adoption of the substitute.

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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 2025 and 2026, 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. A copy of our audited financial statements and the independent auditors' report is available on the website of the Diocese.

Financial Results for Calendar Year 2025

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 $60.6 million from $55.6 million, a net gain of $5 million during 2025. This was largely due to our positive investment returns on the Endowment and Expanding Horizons Funds and our operating funds which increased by $5.6 million.

Operating Fund

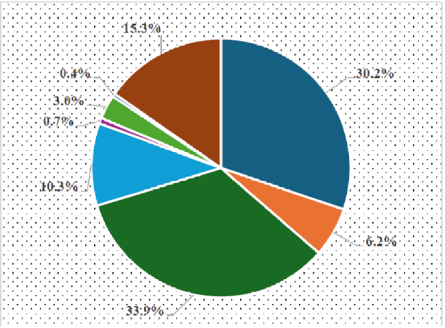
The operating fund of the Diocese reported a 2025 surplus on an accrual basis of $378,041, primarily due to higher investment income and lower expenses. The primary sources of revenue for the operating fund are assessments, gifts, fee income, and the annual income distribution from the Endowment Fund.

Our cumulative contributions and surpluses in our Operating Fund are held at an investment account at Schwab. The balance in this fund as of end of 2025 was $3.2 million.

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 2025 was $11.4 million.
- The annual withdrawal rate for program support is 4.00% of trailing 12 quarter average assets with an additional .25% for administrative expenses.
- The DFMS portfolio is broadly diversified as follows (as of 5/31/26; source: TEC Finance Office):



Asset Allocation by Class	Target	Current
U. S. Large Cap	37.0%	30.2%
U. S. Small/Mid Cap		6.2%
Non-U. S. Equities	26.0%	33.9%
Core Fixed Income	13.5%	10.3%
Cash	0.0%	0.7%
Real Estate	3.5%	3.0%
Private Equity	5.0%	0.4%
Hedge Funds	15.0%	15.3%

The pie chart indicates current allocations; the table above includes target allocations.

Expanding Horizons Campaign Fund

The Expanding Horizons Campaign Fund was established in 2016 and as of the conclusion of 2025, the Fund had assets of $6.68 million and receivables (future contributions expected) of $1 million. In 2025:

- Distributions of $236,800 primarily for Vital & Thriving grants and curriculum were partially offset by investment income of $139,375 and contributions of $127,332.
- Funds were invested in short-term money market, US Treasury Notes and certificates of deposit recognizing the shorter-term distribution requirements. Our Investment Committee is reviewing our policy and approach to investing these funds.

Custodial and Deferred Gifts Funds

These funds have specific and restricted uses largely as follows

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Treasurer's Report to Convention

with end of 2025 balances noted:

- Custodial: gifts and grants designated by donors for specific projects/programs ($873,392)
- Deferred Gifts: these are funds reflecting Charitable Remainder Trusts which are donated funds with use of funds restricted by donors ($12.4 million).

Payroll and Benefits Receivables

Our Diocese provides important operational services to churches and organizations within our Diocese. Some of these are funded thru the budget, such as legal and human resources support. In addition, processing of payroll and benefits is provided by our Diocese, services that are not typically offered in other Episcopal dioceses. At the end of 2025 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 and also thru notes (loans) we hold after the transition of our line of credit facility.

- In 2025, we transitioned the line of credit relationship to Heritage Commerce from U.S. Bancorp as the original line of credit expired. It is notable that Heritage was acquired by Citizens Business Bank, a subsidiary of CVB Financial, in April, 2026.
- We had outstanding line of credit loans to various congregations and ministries of approximately $304,507 at the end of 2025. In addition, we had short-term advances and notes receivable of $1.2 million.
- Our Diocese incurs the line of credit debt on behalf of congregations and ministries, and we remain compliant with related financial covenants.

2026 Forecast and 2027 Budget

The operating fund is currently expected to generate a modest amount of excess revenue over expenses for the 2026 fiscal year after budget corrections were implemented.

The Program & Budget Committee, Finance Committee, and Executive Council are recommending for your approval a 2027 operating fund budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2027 budget is included in the Convention materials. The 2027 budget approved earlier this year assumed a cost of living increase for salaries of 3.8% in contrast to the increase in 2026 of 1.5%, consistent with the Consumer Price Index prepared by the Bureau of Labor Statistics representing the San Francisco Bay Area and in keeping with prior years' practice. The actual percentage increase of 3.8% is submitted to Convention for approval as the recommended COLA for 2027 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, the line of credit loan available to parishes and other Diocesan institutions, and any short-term advances or notes receivable provided to parishes and 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.

In 2026, the Executive Council and Finance Committee at the Committee's recommendation convened an Investment Committee to evaluate our holdings in our investment accounts (Operating, Expanding Horizons and Endowment). A summary of these meetings was discussed at each month's Finance Committee and Executive Council meetings. 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

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Treasurer's Report to Convention

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

I wish to express my thanks to Rev. Robert Kossler, Max Remele, 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, Investment Committee, and Committee on Program & Budget for their dedicated service.

Blessings,

Lane T. Ringlee, Treasurer September 24, 2026

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Summary of the Financial Position of the Diocesan Corporation

The Episcopal Church in the Diocese of California

Statement of Financial Position

December 31, 2025

		2025		2024
Assets				
Cash and cash equivalents	$	4,169,443	$	15,022,923
Receivables, net		3,158,109		4,398,721
Investments		53,582,243		37,644,967
Charitable remainder trusts		12,410,062		11,299,863
Notes receivable		980,677		1,646,336
Notes receivable held for investment, net		527,745		531,536
Prepaid expenses		931,238		-
Property and equipment, net		4,297,499		4,283,914
Total assets	$	80,057,016	$	74,828,260
Liabilities and Net Assets				
Liabilities:				
Accounts payable and accrued expenses	$	2,237,859	$	2,084,639
Deferred revenue		20,675		55,943
Line of credit		304,507		1,646,336
Funds held for affiliated church		6,975,652		6,340,643
Funds held in trusts for beneficiaries		9,912,555		9,086,334
Total liabilities	$	19,451,248	$	19,213,895
Net Assets:				
Without donor restrictions				
Available for general operations		9,035,520		8,657,479
Board-directed endowment		11,468,704		10,408,399
Total without donor restrictions		20,504,224		19,065,878
With donor restrictions				
Restricted for specific purpose		9,091,910		8,742,932
Endowment earnings, net of deficiencies		13,098,724		9,970,609
Endowment - perpetually restricted		17,910,910		17,834,946
Total with donor restrictions		40,101,544		36,548,487
Total net assets	$	60,605,768	$	55,614,365
Total liabilities and net assets	$	80,057,016	$	74,828,260

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Statement of Activities of the Diocesan Corporation

The Episcopal Church in the Diocese of California

Statement of Activities

For the Year Ended December 31, 2025

	2025	2024
Support and Revenue:		
Parish and mission assessments	$ 3,793,263	$ 3,703,039
Contributions and gifts	1,937,631	2,128,721
Other income	87,044	238,616
Change in value of charitable remainder trusts	283,978	8,747
Investment income, net	5,556,530	3,815,370
Total support and revenue	$ 11,658,446	$ 9,894,493
Expenses:		
Program services	$ 4,362,851	$ 5,169,630
General and administrative	2,013,620	1,919,859
Fundraising	290,572	399,646
Total expenses	$ 6,667,043	$ 7,489,135
Change in Net Assets	$ 4,991,403	$ 2,405,358
Net Assets, beginning of year	55,614,365	53,209,007
Net Assets, end of year	$ 60,605,768	$ 55,614,365

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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, 2025 (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

September 30, 2026

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Summary of the Financial Position of the Corporation Sole

The Episcopal Bishop of California (A Corporation Sole)

Statement of Financial Position

	2025	2024
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

2027 Budget Highlights

Our budget reflects our values. It is designed to express the vision our diocese discerned together and to strengthen trust in our stewardship of what is entrusted to us. Prepared by the Committee on Program and Budget and approved by the Finance Committee and the Executive Council.

$5,538,640	$5,534,343	$4,298	3.8%
Total sources of funds	Total funds used for ministry	Net — a balanced budget	COLA (Bay Area CPI, set by EC)

A balanced plan

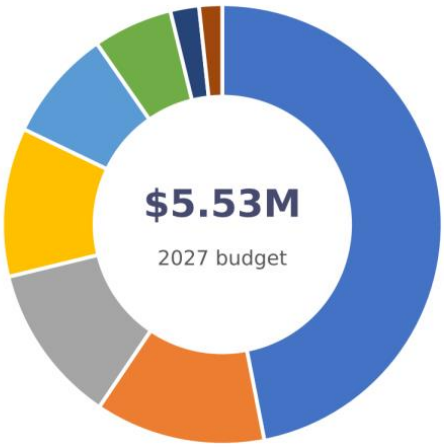
Revenue and expenses are matched by design. Most of our spending goes to people and shared ministry, and those costs rise with Bay Area inflation. The 3.8% cost-of-living adjustment follows the formula set by the Executive Council, based on the April Bay Area CPI. The margin is intentionally thin, reflecting real investment in our ministries.

Where the money comes from

Source	2027	% of total
Net parish assessments	$4,175,000	75.4%
Endowment income	$644,287	11.6%
Fees — planned giving, endowment, payroll & benefits administration	$536,353	9.7%
Bishop's Discretionary (Christy Fund), Expanding Horizons & interest	$183,000	3.3%
Total sources of funds	**$5,538,640**	**100.0%**

Three of every four dollars for shared ministry come from our congregations' faithful stewardship. Before we count on assessments, we set aside $110,000 to relieve any congregation, parish, or mission facing hardship.

Where the money goes



Salary & Benefits	$2,597,509	**46.9%**
Facilities & Admin	$692,434	**12.5%**
Outreach Outside Diocese	$649,500	**11.7%**
Program Spend	$605,800	**10.9%**
Mission Support	$455,000	**8.2%**
Legal & Professional	$323,500	**5.8%**
Travel	$116,800	**2.1%**
New Program Requests	$93,800	**1.7%**

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2027 Budget Highlights

New investments for 2027

Program and Budget considered 16 requests totaling more than $300,000 and funded ten, each within a focus area of the Strategic Vision.

Investment	Strategic Vision focus area	2027
Immigrant Family Emergency Fund	VII · Beyond Our Doors	$25,000
Emergency Preparedness & Safety	VI · Repair & Healing	$25,000
Mission Lay Leader Training	I · Formation & Leadership	$10,000
Young Adult Formation — San Francisco	I · Formation & Leadership	$10,000
Capital Support for Missions	II · Congregational Development	$10,000
Clergy Cohort & Collaborative Development	I · Formation & Leadership	$4,200
School for Deacons Outreach	I · Formation & Leadership	$4,000
Sacred Resistance & BRAID (RESJ)	VII · Beyond Our Doors	$3,250
Committee on Ministry Gatherings	I · Formation & Leadership	$1,500
Standing Committee (increase)	IV · Finances	$850
Total new investments	**Five focus areas**	**$93,800**

Line-item detail for every ministry area appears in the YTD Actual vs. Budget report in the Appendix.

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2027 Proposed Diocesan Budget

	Convention Approved 2026 1.5% COLA	2027 Draft to 2026 Convention 3.8% COLA	Change $	Change %
Sources of Funds for Ministry				
Parish assessments	$ 3,820,000	$ 4,285,000	$ 465,000	12.2%
Less: Assessment relief reserve	(70,000)	(110,000)	(40,000)	n/m
Net parish assessments	**$ 3,750,000**	**$ 4,175,000**	**$ 425,000**	**11.3%**
Endowment income	$ 550,000	$ 644,287	$ 94,287	17.1%
Bishop's Discretionary (Christy Fund)	125,000	125,000	-	0.0%
Expanding Horizons — Canon/Deans	18,000	18,000	-	0.0%
Fees — Planned giving, endowment & payroll	465,000	536,353	71,353	15.3%
Interest income	40,000	40,000	-	0.0%
Total endowment, misc. income & fees	**$ 1,198,000**	**$ 1,363,640**	**$ 165,640**	**13.8%**
Total Sources of Funds for Ministry	**$ 4,948,000**	**$ 5,538,640**	**$ 590,640**	**11.9%**
Funds Used for Ministry				
Episcopate Ministry	$ 761,123	$ 820,209	$ 59,086	7.8%
Public Witness & Support to Wider Church	835,531	895,255	59,724	7.1%
Congregational Ministry & Lifelong Formation	1,446,777	1,635,046	188,269	13.0%
Communications	398,337	417,452	19,115	4.8%
Church Governance	10,500	10,500	-	0.0%
Finance & Administration	1,493,282	1,662,080	168,798	11.3%
Congregational & Program Requests (new)	-	93,800	93,800	n/m
Total Funds Used for Ministry	**$ 4,945,550**	**$ 5,534,343**	**$ 588,793**	**11.9%**
Net Surplus / (Deficit)	**$ 2,450**	**$ 4,298**	**$ 1,848**	**n/m**

Line-item detail for each ministry area appears in the YTD Actual vs. Budget report in the Appendix, which shows the 2026 approved budget, actuals through September 30, 2026, and the 2027 draft side by side.

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2027 Assessment Formula Resolution

Resolved, That for purposes of calculating the 2027 Diocesan assessment, each parish or mission's 2025 operating income is defined as the amount reported on **Line 6** of the financial section of its 2025 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 2025 operating income for assessment purposes shall consist only of the amounts received through pledges by the Cathedral congregation during 2025, in accordance with Diocesan Canon 18.02(b)(ii); and

Resolved, That the 2027 assessment for each parish, organized mission, and the Cathedral shall be 5.0% of its 2025 operating income (as defined above) up to **$100,406**, and **17.0%** of such income above **$100,406**, provided that no parish, mission, or the Cathedral shall have an increase in its 2027 assessment (before any appeals) of more than **50%** or **$26,868**, whichever is less, over its initial 2026 assessment.

EXPLANATION:
The current 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 2025 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.

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2027 Proposed Salary Resolution and Mandatory Minimum Compensation

Resolved, That effective January 1, 2027, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 3.8% as reflected in the 2027 Mandatory Minimum Salary Schedule shown below.

Resolved, That Years of Experience be defined as Credited Service with The Church Pension Fund. 2027 Mandatory Minimum Compensation Including Self-Employment Tax

Congregation Classificaton	0 to 4 Years Experience	5 to 9 Years Experience	10+ Years Experience
A	$ 100,406	$ 105,981	$ 111,557
B	$ 103,749	$ 109,888	$ 116,020
C	$ 107,134	$ 113,789	$ 120,483
D	$ 115,128	$ 124,338	$ 133,550
E	$ 122,718	$ 133,870	$ 145,139

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 3.8% for 2027 to accommodate for inflation.
5. That the minimum transportation allowance be $0.76/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2027.
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.

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2027 Congregational Grade Structure

Congregational Grade Structure 2027

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			
$0	–	$111,558	4
$111,559	–	$214,124	8
$214,125	–	$427,907	12
$427,908	–	$856,495	16
$856,496	–	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.

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2026 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 2025 parochial reports filed in spring 2026.
- Normal Operating Income does not include mission subsidies provided by the Diocese.
- Clergy data is as reported by CPG at August 5, 2026. 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 Benefits Eligible, 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.
- **PTNBE** stands for Part Time Not Benefits 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 PTNBE 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.

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2026 Clergy Compensation Report

Clergy Compensation							
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation	
$ 1,006,693	70	12	02/12/2026	FTBE	Yes	$	244,909
$ 813,536	123	31	01/01/2026	FTBE	No	$	223,859
$ 657,278	50	18	01/01/2026	FTBE	Yes	$	184,605
$ 1,334,576	154	14	01/01/2026	FTBE	Yes	$	181,164
$ 1,627,703	453	30	08/01/2026	FTBE	No	$	180,893
$ 1,298,748	162	30	01/01/2026	FTBE	No	$	180,628
$ 928,650	103	12	01/01/2026	FTBE	Yes	$	178,133
$ 988,375	136	11	01/01/2026	FTBE	Yes	$	172,164
$ 1,146,562	112	13	01/02/2026	FTBE	Yes	$	171,600
$ 878,546	185	23	01/01/2026	FTBE	No	$	164,147
$ 624,880	82	35	01/01/2026	FTBE	No	$	162,575
$ 746,486	117	13	01/01/2026	FTBE	No	$	156,219
$ 841,864	119	25	01/02/2026	FTBE	Yes	$	154,134
$ 386,533	81	31	06/01/2026	FTBE	Yes	$	152,276
$ 838,393	150	20	01/02/2026	FTBE	Yes	$	151,952
$ 554,736	75	32	01/01/2026	FTBE	Yes	$	151,798
$ 1,627,703	453	11	08/01/2026	FTBE	No	$	150,075
$ 593,772	77	17	02/01/2026	FTBE	Yes	$	147,794
$ 307,281	33	11	01/01/2026	FTBE	Yes	$	145,305
$ 1,627,703	453	24	08/01/2026	FTBE	No	$	144,900
$ 1,334,576	154	14	01/01/2026	FTBE	No	$	140,796
$ 747,627	142	18	04/01/2026	FTBE	No	$	140,293
$ 659,555	102	16	01/01/2026	FTBE	Yes	$	138,060
$ 682,387	138	12	01/01/2026	FTBE	No	$	137,878
$ 394,710	92	20	01/01/2026	FTBE	No	$	137,185
$ 560,888	107	22	01/01/2026	FTBE	No	$	131,646
$ 380,354	56	18	07/21/2026	FTBE	Yes	$	130,000
$ 613,089	85	7	06/01/2026	FTBE	No	$	128,000
$ 336,732	56	8	06/01/2025	FTBE	No	$	126,706
$ 323,587	59	9	02/01/2026	FTBE	No	$	126,089
$ 374,288	49	21	01/01/2026	FTBE	No	$	125,660
$ 1,298,748	162	10	07/02/2026	FTBE	No	$	125,617
$ 329,540	59	28	01/01/2026	FTBE	Yes	$	123,764
$ 296,399	55	14	07/01/2026	FTBE	No	$	123,600
$ 1,146,562	112	3	01/01/2026	FTBE	No	$	123,120
$ 867,564	86	31	01/01/2026	FTBE	No	$	121,815

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2026 Clergy Compensation Report

Clergy Compensation							
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation	
$ 200,333	48	9	01/01/2026	FTBE	Yes	$	120,559
$ 624,880	82	6	01/01/2026	FTBE	No	$	118,579
$ 358,810	83	11	01/01/2026	FTBE	No	$	118,450
$ 115,573	20	17	01/01/2026	FTBE	No	$	117,387
$ 928,650	103	9	01/01/2026	FTBE	No	$	115,008
$ 398,508	34	2	01/01/2026	FTBE	No	$	114,357
$ 338,189	52	13	01/01/2026	FTBE	No	$	113,645
$ 283,359	49	10	01/01/2026	FTBE	No	$	112,000
$ 316,558	43	19	01/01/2026	FTBE	No	$	111,773
$ 249,575	42	12	01/01/2026	FTBE	No	$	111,773
$ 149,891	66	21	01/01/2026	FTBE	No	$	111,773
$ 378,687	66	29	01/01/2025	FTBE	No	$	110,120
$ 144,998	27	1	03/01/2026	FTBE	No	$	107,473
$ 464,777	43	4	01/01/2026	FTBE	No	$	107,000
$ 250,751	44	19	01/01/2026	FTBE	Yes	$	106,579
$ 1,627,703	453	2	08/01/2026	FTBE	No	$	105,570
$ 746,486	117	3	01/01/2026	FTBE	No	$	105,256
$ 878,546	185	3	01/01/2026	FTBE	No	$	103,789
$ 867,564	86	4	01/01/2026	FTBE	No	$	100,592
$ 838,393	150	21	01/02/2026	FTBE	No	$	98,866
$ 659,555	102	1	01/01/2026	FTBE	Yes	$	96,850
$ 928,650	103	0	06/15/2026	FTBE	No	$	96,730
$ 153,030	33	1	05/16/2025	FTBE	No	$	95,300
$ 988,375	136	0	01/01/2026	PTNBE	No	$	95,094
$ 256,540	44	14	01/01/2026	FTBE	No	$	92,817
$ 435,645	82	12	03/01/2026	FTBE	No	$	89,100
$ 813,536	123	20	01/01/2026	FTBE	No	$	81,560
$ 153,030	33	11	01/01/2026	FTBE	Yes	$	80,686
$ 988,375	136	13	01/01/2026	PTBE	No	$	76,224
$ 231,123	24	2	01/08/2026	FTBE	No	$	75,000
$ 1,006,693	70	2	06/01/2026	FTBE	No	$	73,620
$ 1,627,703	453	3	08/01/2026	FTBE	No	$	68,428
$ 305,214	31	1	07/01/2026	PTBE	No	$	61,548
$ 878,546	185	1	01/01/2026	PTBE	No	$	56,650
$ 1,334,576	154	0	06/15/2026	PTBE	No	$	56,000
$ 174,190	22	14	02/01/2026	FTBE	Yes	$	55,943
$ 135,954	29	19	01/01/2026	PTBE	No	$	55,887
$ 111,625	29	6	01/01/2026	PTBE	No	$	53,736
$ 394,710	92	1	01/01/2026	PTBE	No	$	51,607
$ 137,970	15	11	01/01/2026	PTNBE	No	$	43,000
$ 477,986	55	0	07/01/2026	PTBE	No	$	41,600
$ 71,840	12	11	09/01/2024	PTNBE	No	$	41,040

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2026 Clergy Compensation Report

Clergy Compensation							
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation	
$ 57,565	25	14	01/01/2026	PTNBE	No	$	20,774
$ 200,333	48	0	01/01/2026	PTNBE	No	$	20,000
$ 386,533	81	6	01/01/2026	PTNBE	No	$	12,756
$ 91,034	14	21	01/01/2026	PTNBE	No	$	7,700
$ 1,006,693	70	8	01/01/2026	PTNBE	No	$	5,172
$ 283,359	49	2	04/10/2026	PTNBE	No	$	1,800
$ 316,558	43	6	01/01/2022	PTNBE	No	$	300

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List of Nominees

Standing Committee

Elect: 2 — one lay member and one clergy member, four year terms, term begins upon election at Convention. The runner-up for the lay seat will fill a vacancy with an unexpired term through 2027.

Lay

Debbie Veatch
Don Miller

Clergy

Kevin Deal

Executive Council

Elect: 2 — at least 1 must be lay. Three year terms, term begins January 1, 2027.

Lay

John Lerner
Kerstin Magary

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

NOTE: Click on nominee name to be linked directly to entry.

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Standing Committee — Lay

Debbie Veatch

St. Mary the Virgin, San Francisco
San Francisco Deanery

Interests:
Foremost is sharing time with family and friends, including my husband, three adult children and their families, especially our toddler grandson. I also spend meaningful time on St. Mary's ministries and with the children and horses of the Brady Therapeutic Riding Program.

Hospitality is our family's "love language." My instinct to welcome and feed people was honed through a sabbatical year spent volunteering at a Waldensian (pre-Luther Reform church) guesthouse in Tuscany, similar but more rustic than The Bishop's Ranch. The cook was often absent, so I learned to cook and serve three Italian meals a day for up to 100 guests. This experience makes facilitating St. Mary's Shrove Sunday Pancake Breakfast easy.

Professional associations
After practicing law for many years, I resigned as a partner and "retired" very early to care for and balance the needs of our young children and aging parents (while family sometimes proved even more demanding than clients, they brought exponentially more joy).

During my career, I began to appreciate the value of listening. When I listened to the goals and requirements of my client and those presented by opposing counsel, we could work together and negotiate to achieve each client's mutually desired outcome of closing a complex finance transaction. My pro bono efforts involved representing immigrants with asylum and deportation cases.

Summary of activities within my congregation / diocese:
Current St. Mary's activities:

- Children & Family Ministry Implementation Team lay leader: re-imagining and implementing programs for children and families
- Youth acolyte leader
- Weekly Centering Prayer facilitator
- Stephen Minister: offering trained, Christ-centered, pastoral care to people in crisis or difficulty
- Lay eucharistic minister & visitor

Previous St. Mary's activities:

- Vestry member during rector search and transition, senior warden, and vestry clerk
- Vital + Thriving Steering Team leader

Diocesan Activities:

- Bishop Search and Transition Committee member, including the profile, meet and greet, and hospitality teams, and candidate shepherd
- Deanery representative and convention delegate currently, and previously for St. Luke's, San Francisco, and St. Timothy's, Danville

Major activities beyond the diocese:
Upon leaving the practice of law, my service focused on our children's school communities. From preschool through middle school, I served on the parent boards of our children's schools, including four years as president, during which I led fundraising events and facilitated community service opportunities. I also served as an admissions ambassador, offered classroom and library support, and led recognition efforts for faculty and coaches.

For six years, my daughter and I participated in National Charity League, a mother-daughter service organization. During those years, we served approximately 100 hours annually through a host of non-profits throughout San Francisco, learning about the needs of our community and how we could support their missions. I also served two terms on the board as secretary and parliamentarian.

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Standing Committee — Lay

In my opinion, the major issues facing the church today are:
Based on fear rather than love. In listening to people from many congregations through Vital + Thriving and six bishop search listening sessions, I understand that we share similar dreams and challenges, although they manifest in different ways. Since Bishop Austin was called, more listening has led to discernment of our common vision and purpose. The Strategic Vision Plan offers a path, albeit a challenging one. However, God has given our diocese abundant resources of gifted clergy and laity, plus financial and tangible assets. These resources can prove sufficient through sound stewardship and creative revenue approaches which may yield bountiful harvests we cannot yet imagine. God invites us to trust God and one another, and set aside fear and build trust so that we may do justice and love mercy. Then, and as the hymn proclaims, "they will know we are Christians by our love."

Why are you running for this position?
Alongside my hope, I recognize the many challenges of our congregations, diocese, and the world are real. Countless powerful forces oppress us, especially those with the fewest resources and agency.

Throughout my life, I have been blessed through witnessing the faithful service of parents and grandparents through Episcopal and Lutheran ministries, and by nurturing clergy who empower and equip me to heed God's call to ministry. Congregational and diocesan leadership roles have given me understanding of our Episcopal and diocesan polity, structures, and operations, and collaborative skills. My practices of centering prayer and reflection ground my deep listening to God and God's people, and give me courage to turn share love through action. Through prayerful discernment, I offer my time and talent to the diocese. If it is God's and the people's desire, I shall serve joyfully.

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Standing Committee — Lay

Don Miller

St. Clement's, Berkeley
Alameda Deanery

Interests:
Hiking in the Berkeley and East Bay Hills, growing my own produce and herbs, cooking to relax, photography, and travel. I especially enjoy watching the Giants, the 49ers, and the Warriors.

Summary of activities within my congregation / diocese:
Relevant skills gained through my activities:

- Built relationships with diocesan leaders and institutions
- Listened to individuals discerning ordination
- Collaborated with diocesan committees, diocesan staff, and churches
- Gained an understanding of church canons and Episcopal polity
- Communicated stories about each of our institutions

Current activities:

- Standing Committee (2024 – present), Vice President and Liaison to Diocesan Institutions
- SVP Implementation Committee (2025 – present). Liaison to DioCal Communications Team.

Past activities:

- Bishop Search and Transition Committee (2022-2024). Transition subcommittee, Transition Communications Team, and consultant to Dispatch of Business.
- Executive Council (2019 – 2021)
- Alameda Deanery representative to the Committee on Nominations (2021 – 2024)
- Vestry at St. Clement's (three terms). Outreach Chair and Junior Warden.

Major activities beyond the diocese:
Iam involved with organizations that improve the lives of people from diverse backgrounds, including those facing poverty and homelessness, hunger and food insecurity, and substance abuse.

- Episcopal Impact Fund, Board of Directors (2021 – present). Programs and Advancement subcommittees. Recommend grants to organizations addressing home insecurity and to diocesan congregations for their poverty relief efforts.
- Berkeley Food Network (2024-current). Volunteer at events and food pantries. Assist the Advancement department with database management, appeals, and integrating platforms.
- Options Recovery Services, Development Board (various). Provided advice and wrote a successful capital campaign grant allowing Options to expand their facility that treats mothers with children.

In my opinion, the major issues facing the church today are:
Major problems our church faces:

- Church Membership and Finances. While declining church membership began years ago and was exacerbated by Covid, it continues to have a major impact on churches and their finances today.
- Real Estate. Home ownership and rental costs in the Bay Area are challenging for clergy. Another real estate issue is the lack of a plan on utilizing diocesan-owned real estate.
- Diversity. The diocese needs more people of color and people from diverse ethnic backgrounds among our membership, our clergy, and in leadership positions.
- Assessments. Our assessment formula needs to be revised into a fair and sustainable formula for churches of all sizes.

Why are you running for this position?
I want to offer the experience I've gained during my two-year partial term, including being Vice-President and Liaison to Diocesan Institutions, to the ongoing work of the Standing Committee. I want to ensure that

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Standing Committee — Lay

the Standing Committee continues building strong relationships with our diocesan institutions. And I want to contribute to the Standing Committee as it develops in its role as council to Bishop Austin and acts on its many other canonically required duties.

Most importantly, by serving again, I can champion collaborating closely with the Executive Council, the Committee on Governance, and with the Strategic Vision Implementation Committee to make the Diocese of California better for us all.

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Standing Committee — Clergy

Kevin Deal

St. John the Evangelist
San Francisco Deanery

Interests:
I am passionate about building communities of faith that cross lines of difference. Church is one of the only places where folks very unlike from one another can grow in relationship over time, and are seen as equal through the eyes of Christ.

I am also a new dad! My wife (and fellow priest) Annalise and I live in the Mission District with our daughter, Louisa, two one-eyed cats, and border collie.

Aside from church and family, I am an avid runner, cyclist, and reader.

Professional associations:

- Vicar of St. John the Evangelist since August 2021
- Trinity Leadership Fellow 2021 – 2024
- CRECHE Alumni (Charles River Co-Housing Endeavor) 2018- 2021

Summary of activities within my congregation / diocese:

- Vicar of St. John the Evangelist San Francisco since August 2021
- Chaplain to the Bishop Search Committee
- Member of the Assessment Task Force
- Chair of Committee on Nominations0)

Major activities beyond diocese:

- Currently leading the organization of a young adult contingent to Palestine through Sabeel
- Active in The Gubbio Project and advocating for humane responses to homelessness & drug use at the city & state level

In my opinion, the major issues facing the church today are:
The Episcopal Church has great gifts to offer the world, and when we are bold in offering them we find ourselves flourishing. Our traditions of prayer and liturgy, orthodoxy that is not tight-fisted, our connection to the history of the church, the saints through time and space, and our emphasis on beauty as portal to God set us apart and position us well for growth.

To aid in that flourishing, I think we could be more strategic in how we allocate funds to support missions and ministries that we decide are essential, but struggling due to lack of resources or investment. It is in the interest of the church and our own theological integrity to ensure that churches in economically impoverished areas are given the opportunity to thrive.

Why are you running for this position?
I have been a priest in this diocese for five years now, and I am wanting to make more of a contribution at the diocesan level. The plans laid out in our Strategic Vision Plan are exciting: centering the gifts and needs of congregations and missions to support our health and growth, build transparency in finances at every level, and strive to look more and more like the Kingdom of God in our diversity. I want to support these plans by being a voice, in particular, for Mission congregations and congregations with low-income populations. What does thriving look like for us? What supports do we need to realize that thriving?

I am also interested in supporting our Bishop and Diocesan Staff in practically realizing the Strategic Vision. What trainings would be helpful? Where is it helpful to invest our time and energy?

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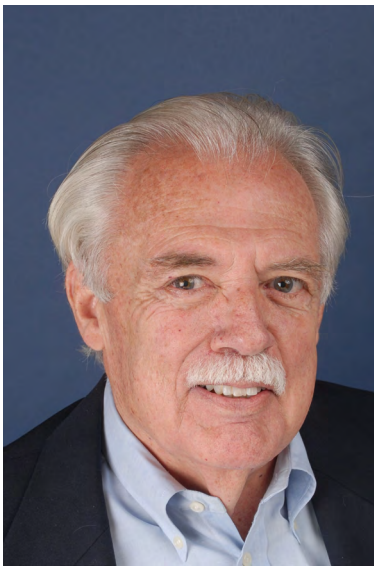
Executive Council — Lay



John Lerner

Christ Church, Sausalito
Marin Deanery

Interests:
Community leadership focused on building strong sustainable community support and outreach programs.

Professional associations:
California Department of Real Estate.

Summary of activities within my congregation / diocese:
Member of Christ Church, Sausalito for the past 20 months. Supporting "A Place for All" 150th Anniversary Capital Campaign to fund campus preservation and facility improvements.

Major activities beyond diocese:
Fully committed to community leadership, involvement and support which has included:

- Past Sausalito Yacht Club Treasurer, Executive Board Member and Club Membership Chair.
- Past Chairman of Sausalito Parks and Recreation Commission.
- 12 yr. Director and 2 term President of Sausalito Lions Club and District Finance and Budget Committee member.
- Past member of Sausalito Chamber of Commerce.

Professional education and experience has included a University of California Berkeley Haas School of Business MBA, Chairman of a California thrift and loan, partner in a California Central Valley farming and packing facility, London based international commercial banker focused on Middle Eastern and African clients, Adjunct Professor at Saint Mary's College Graduate School of Business, San Francisco regional real estate developer CFO and CFO for a San Francisco tax law firm.

In my opinion, the major issues facing the church today are:
The Church needs to continue to work on both retaining and developing new membership. To do this the Diocese and parishes must continue to demonstrate to the communities through their ministry the Church's importance and value as a community asset. Focused community outreach programs designed for all segments of the communities that the Diocese serves are one of the most effective ways to encourage membership growth as well as retention. Each Parish community often has its own special demographic uniqueness which when recognized and appreciated encourages a desire to become involved which in turn contributes to growth and financial stability.

Why are you running for this position?
The Executive Council, through their leadership and support, can and should be the catalyst for providing a sense of belonging both spiritually and personally to the diverse groups represented in each parish. I believe that as a Lay member of the Executive Council my many years as a Financial Executive, CFO, Executive Director and elected Community Leader I can serve as a strong resource for the Diocese. By further developing and supporting current programs, ministry and guidance that fits the individual parishes, their special and unique congregations can strengthen the Diocese both spiritually and financially as well as create an inviting and welcome home for new members.

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Executive Council — Lay

Kerstin Magary

St. Luke's, San Francisco
San Francisco Deanery

Interests:

- Church leadership and outreach
- Family, communities
- Travel
- Walking, exercise at YMCA

Professional associations:

- California Real Estate Broker for strategic real estate for 32+ years.
- Presidio Park Tunnel Tops Ambassador to welcome visitors to the Presidio, Golden Gate National Recreation Area (GGNRA), and San Francisco.

Summary of activities within my congregation / diocese:
In the more than 42 years I've been a parishioner at St. Luke's, I've been a Sunday School teacher, served twice each on the Finance Committee and Vestry, and have sung in the Choir for decades.

Major activities beyond diocese:
After an MBA from Stanford, at Southern Pacific I was an Assistant Market Manager, and Operations Assistant Train Master. Our team reviewed California freight shipments – and the Mission Bay Project emerged. At Catellus Development I was Project Manager and Project Director for Mission Bay. At the SFMTA I was Senior Project Manager, Senior Manager, and Section Director of Facilities and Real Estate for 115 people. Major projects included: an international team for 233 electric trolley buses; 1 Hotel San Francisco; the Central Subway Project right of way; the Potrero Yard Modernization Project — a new bus facility and affordable housing.

In my opinion, the major issues facing the church today are:
Aging congregations, and inspiring people to participate in churches through services, fellowship, and events.

Why are you running for this position?
My hope is that service on Executive Council could help build greater connections both in the community and beyond.

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Secretary of the Convention

Richard Edward Helmer

Grace Cathedral, San Francisco
San Francisco Deanery

Interests:
Spirituality, Religious Life, Church Governance & Political Life, Piano & Chamber Music, Pastoral Leadership & Care

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:

- Precentor, Grace Cathedral, San Francisco, 2026 – present
- Rector, Church of Our Saviour, Mill Valley, 2006 – 2026
- 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, & 2027
- Alternate Deputy to General Convention, 2009, 2012, 2018, 2022
- Officer (2015-present) of the House of Deputies Resolutions Review Committee
- Appointed to the Standing Commission on Governance and Structure, Constitution and Canons, 2018-2021
- Minister Provincial (Province 8/Province 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. Offering sanctuary, community, and hope in Christ during a fragmented and anxious time.
2. Witnessing to the Gospel through acts of compassion, mercy, and justice for all people, especially in a time of profound division and attacks on human dignity.
3. Offering prophetic words and healing presence to a world driven and undermined by greed and ecological and community degradation.
4. Resourcing our current communities and planting new ones to forward our Spirit-led mission for the coming decades.
5. Strengthening and sustaining the best of our Anglican and Episcopal heritage, including our democratic discernment for all our ministries and outreach.

Why are you running for this position?
As I conclude my sixth year as Secretary of the Convention, I am working with our various Convention bodies and our diocesan leadership to seek a successor for this role. It remains a joy and an honor to serve the diverse needs of this Diocese in our common deliberation and to work with our Bishop, governing bodies, and volunteer leaders in helping shape our Convention to support new and ongoing strategies for future mission and ministry in the Bay Area.

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Treasurer of the Diocese

Lane Ringlee

St. Stephen's, Orinda
Contra Costa Deanery

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

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 I have been a member of Finance Committee since 2019 and Treasurer of the Diocese beginning in 2021. Beginning this year, I have been working on the SVP implementation committee and the assessment task force, both key initiatives shaping our collective future. I've also previously served on the assessment appeals committee. For St. Stephens, I have been a vestry member since 2024 and chair of our finance committee since the last 2 years giving where a large focus has been on 1 and 3-year budgeting, insurance renewals, and building and grounds maintenance/improvements. These experiences give me a keen understanding of the challenges our parishes and Diocese face. In addition, I serve as an usher and lector and chalice bearer for services.

In my opinion, the major issues facing the church today are:
I continue to see three issues facing all churches at this time. We continue to experience 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. We also need to be more present in supporting our communities and spreading the love of our church. Our outreach efforts are more needed now than ever before. 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 area to implement God's community through greater support of local needs. Lastly, our Diocese, congregations and retreat centers are facing more limited resources to support our ministries.

Why are you running for this position?
I want to continue deepening my involvement in the Diocese and helping support our congregations. We continue to face the challenges of growing ministries in a high-cost area. 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, work with organizations on governance and financial issues, and experience on the assessment formula review and SVP implementation will assist me in accomplishing this.

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Task Force on Artificial Intelligence

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

Resolved, That this 177th Convention of the Diocese of California establishes a Task Force on Artificial Intelligence to gather and contribute to the theological, ethical, and practical resources emerging within the wider Church, including the work of the churchwide AI Task Force, the 82nd General Convention meeting in Phoenix in July 2027, the House of Bishops, our seminaries, the Committee on Corporate Social Responsibility, and our ecumenical and interfaith partners;

Resolved, That the Task Force

- contribute to the formation and literacy of Episcopalians for faithful living in an age increasingly shaped by artificial intelligence;
- develop and publish guidelines for the appropriate use of these technologies within the ministries and governance of the Church in this diocese, including their use in liturgies;
- assist the Church in responding to the impact of artificial intelligence on vulnerable populations, society, and the natural world;

Resolved, That the Task Force advise our Bishop and Deputation to the 82nd General Convention, on timely responses to emerging developments in artificial intelligence, with particular attention to the moral and theological implications of increasingly powerful autonomous AI agents;

Resolved, That the Task Force, as it deems most appropriate, communicate on behalf of the Diocese with developers, financiers, and public leaders about refraining from treating the path toward artificial general intelligence as an unfettered competitive race, and prioritize human flourishing, ethical safeguards, and communal oversight above rapid deployment, reflecting the grave concerns expressed by technology researchers across our diocese;

Resolved, That the Bishop or the Bishop's designees appoint members to the Task Force who reflect a breadth of gifts and perspectives, including practitioners familiar with these technologies and their development, those versed in ethics and theology, advocates for justice and the vulnerable, and lay persons with relevant professional or technical expertise; and

Resolved, That the Task Force report its work, together with any recommendations for resolution or policy, to the 178th Annual Convention and make its final report to the 179th Convention of the Diocese of California.

Explanation:
Artificial Intelligence is already having a profound effect on the economy and community life of the Bay Area and the wider world, and this technology is projected to become radically more powerful in the coming decade. Much of it is under development within the geographic bounds of this diocese, and members of our congregations are engaged in its advancement. This technology is already reshaping how people work, learn, create, and relate to one another, and how we understand what it means to be human, carrying both real promise and real peril at a moment when its ultimate direction is not at all clear.

The questions raised by artificial intelligence are many and varied, including questions of labor and livelihood, of the poor and the vulnerable, of creation and truth, of surveillance and power, and of how we pray, gather, teach, and care for one another, such that no single person or perspective can address all of these questions alone. This breadth of concern is a gift, inviting the whole Diocese to bring our common deep tradition and our many gifts into a shared discernment. What we hold in common is older than any technology; the call to love God and neighbor and to respect the dignity of every human being, as affirmed in our Baptismal Covenant. Christian faith has always called us to act with wisdom and courage in times we do not fully understand, trusting God amid uncertainty rather than awaiting certainty before we act.

The 81st General Convention established a churchwide Task Force on Artificial Intelligence and Intellectual Property, which will report shortly to the 82nd General Convention in 2027, and this diocese is well positioned to

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Task Force on Artificial Intelligence

complement that work from its particular vantage in the region where much of this technology is under development. Our faithful voice as a diocese matters not only to the discernment of the wider church, but to the direction of the wider world.

This resolution invites the 177th Annual Convention of the Diocese of California to intentionally and prayerfully study how the development of artificial intelligence affects our secular and spiritual lives and how we are called to faithfully respond.

Fiscal Impact:
No additional costs are anticipated for the 2027 or 2028 diocesan budgets.

Submitted by:
Richard Edward Helmer BSG
Grace Cathedral, San Francisco
richardh@gracecathedral.org

Endorsed by:
Laura Curlin, Delegate - St. Cyprian's, San Francisco
Sarah Lawton, Delegate - St. John the Evangelist, San Francisco
The Rev. Peter Levenstrong - St. Gregory of Nyssa, San Francisco
The Rev. Canon Mary Carter Greene - Grace Cathedral, San Francisco
Phil Matthews, Delegate - Church of the Resurrection, Pleasant Hill, Contra Costa
The Rev. Canon Eric Metoyer - Deputy to the General Convention
The Rev. Jim Dahlin - St. Augustine's, Oakland, Alameda
The Rev. Annalise Deal - St. Jude the Apostle, Cupertino (El Camino Real); canonically resident in California
The Rev. Vincent Pizzuto - St. Columba's, Inverness, Marin

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Stand Up Against Hate

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

Resolved, That this 177th Convention of the Diocese of California, as people of faith, honors our baptismal covenant to seek and serve Christ in all persons, loving our neighbors as we love ourselves, to strive for justice and peace among all people, and to respect the dignity of every human being;

Resolved, That we, the people of this diocese, affirm our intention to stand up against hate in all its forms by being ambassadors of the Episcopal Church's Beloved Community movement and by working to ensure that every person fully enjoys their rights to liberty, freedom, justice, inclusion, equality, freedom of movement, and safety without the presence of hate or fear of hateful confrontations;

Resolved, That this convention invites its churches, institutions, and members to implement one or more of the following actions:

- Display banners, signs, or other types of media on our churches, parishes, and buildings and at public gatherings that will visually affirm our commitment to stand up against hate in all its forms;
- Regularly include prayers affirming our stand against hate in our worship services, which will serve as a continuous and ongoing reminder of our affirmation;
- Provide education and resources and offer workshops on how to confidently speak up against hate and why it is important to do so, and provide appropriate educational resources for teaching our children and young people about the ills of hate;
- Identify, engage with, and support one or more local human rights organizations; and

Resolved, That this convention encourages the Bishop to include a short presentation at each Diocesan Convention that celebrates the work of our churches, institutions, and members in standing up against hate and creating Beloved Community.

Explanation:
The Diocese of California has a long history of enacting resolutions aimed at achieving inclusion, justice, dignity, respect, hope, love, and mercy for everyone and in embracing all persons regardless of their race, culture, gender, gender identity, sexual orientation, ability, and religion. This diocese has passed previous resolutions on racial equity, immigration, White Christian Nationalism, gender, and ability equity, but not one on standing up against hate in all its forms.

In May 2017, the Episcopal Church's Beloved Community vision was presented to church leaders and later adopted by General Convention to provide the church with a long-term path for Episcopalians to address racial injustice and grow as a community of reconcilers, justice-makers, and healers who share a passion for the dream of God. [1] During the 2024 General Convention, the church affirmed its continued commitment to Beloved Community by adopting several new racial justice, healing, and reconciliation-related resolutions. Then Presiding Bishop Michael Curry said, "If it is not about love, it is not about God." In a similar vein, then Presiding Bishop-elect Sean Rowe said: "Our broken world badly needs us to address them even more strategically and more effectively. This is the work God is calling us to do." [2]

Hate of others has unfortunately been a part of this country's story from the beginning and in recent years has increased. The following provides additional insights into the current rise of hate in this country:

Nationwide, the number of reported hate crimes has increased by about 100% since 2015. More details can be found in the links in footnotes 3 and 4. [3], [4]

The Southern Poverty Law Center on June 9, 2026 issued its 2025 report on hate and extremist groups in the US and noted "there are 1,263 hate and extremist antigovernment groups currently," of which 97 are in California. [5]

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Stand Up Against Hate

The 2025 Hate Crime in California Report released on July 1, 2026 by the California Department of Justice states: "Reported hate crime events in California decreased by 3.4% from 2,023 in 2024 to 1,955 in 2025. However, reported hate crime events involving racial or ethnic bias increased by 6.2% from 1,011 in 2024 to 1,074 in 2025. In particular, anti-Hispanic or -Latino bias events increased by 30.3%, anti-citizenship status bias events increased from 16 in 2024 to 40 in 2025, and reported hate crime events involving gender bias increased by 23.8%." [6]

[1] https://www.episcopalchurch.org/wp-content/uploads/2020/11/bbc where you are.pdf

[2] https://www.episcopalchurch.org/racialreconciliation/racial-justice-resolutions-at-general-convention/

[3] Updated Sept. 5, 2025 by the USAFacts team

[4] https://www.ohchr.org/en/press-releases/2026/03/usa-racial-profiling-and-racist-hate-speech-political-leaders-heightened

[5] https:/www.splcenter.org/resources/reports/directors-note-2025/

[6] https://oag.ca.gov/news/press-releases/attorney-general-bonta-releases-2025-hate-crime-report-calls-renewed-commitment

Fiscal Impact:
None for the 2027 budget.

Submitted by:
Jeanette Dinwiddie-Moore, Delegate, St. Paul's, Oakland, dinwidd@gmail.com

Endorsed by:
Members of the Afro-Anglican Commission: Rev. Mauricio Wilson, Brenda Paulin, Ven. Carolyn Bolton, Rev. Jennifer Nelson and Rev. Ruth Meyers; The Rev. Pamela J. Stevens; The Rev. Deb White; The Rev. Cameron Partridge; The Rev. Will Scott; The Rev. Stephen Siptroth, Social Justice Committee, St. Paul's, Oakland; The Rev. Br. Richard Edward Helmer, Grace Cathedral, San Francisco; The Rev. Lori Walton, Rector, St. James' Episcopal Church, Fremont; The Rev. Ingrid Jacobson, Associate Rector, St. James' Episcopal Church, Fremont; Jan Scrutton, Children and Youth Minister, St. James' Episcopal Church, Fremont; the Northern California Vivian Traylor Chapter of the Union of Black Episcopalians officers: Angela Roe, co-chair, and Jeri Robinson, Treasurer; and the San Francisco Deanery.

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Shareholder Strategy to Address AI Data Centers

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

Resolved, That the 177th Convention of the Diocese of California expresses concern that the emergence of the Artificial Intelligence (AI) industry has spawned the rapid development of AI data centers resulting in a significant increase in the demand for energy, water and land use resources which directly impacts the well-being of our communities, especially marginalized communities of color; and

Resolved, That this convention builds on previous resolutions of General Convention on Environmental Racism (2000-D005, 2018-A001); Clean Water (2003-D070, 2018-b025, 2024-A167); Renewables, Environmental Stewardship, Advocacy & Public Witness (2009-C011, 2012-C119); and Socially Responsible Investing Guidelines & Strategy (2018-D068, 2022-C016) and submits the following resolution to the 82nd General Convention:

> ***Resolved,*** the House of _____ concurring, That the 82nd General Convention of The Episcopal Church direct the Executive Council of the Domestic & Foreign Missionary Society (DFMS) and its Committee on Corporate Social Responsibility (CCSR), working with the Office of Government Relations (OGR) and major Episcopal stakeholders, to establish and coordinate shareholder strategy to address AI data center impact from Real Estate Investment Trusts (REIT), technology, and utilities sectors in accord with the proposals and strategies of the Interfaith Center on Corporate Responsibility (ICCR); and be it further
>
> ***Resolved,*** That the CCSR identify companies building, managing, and operating data centers in the DFMS portfolio and, along with major stakeholders, initiate the appropriate shareholder strategy to mitigate these companies' impact on water, energy, and industrial emissions in order to protect the well-being of our communities, especially the marginalized; and be it further
>
> ***Resolved,*** That the General Convention make this resolution a priority for the triennium by consulting with major stakeholders, including our ICCR partners, to develop new strategies to hold companies accountable for AI data center impact.

Explanation:

Data Center Growth

The Global Market Outlook of Data Center highlights that AI demand will expand significantly between 2026 to 2030. These will require energy innovations to meet power grid constraints. Massive cloud computing providers (hyperscalers) will be key driver for growth, resulting in leasing and self-building heavy duty power, special chips and vast data storage needed to run giant artificial intelligence systems. The sector is experiencing an infrastructure investment super cycle requiring up to $3 trillion by 2030. Roughly 100 gigawatts (GW) of new capacity are anticipated to come online between 2026 and 2030, equating to $1.2 trillion in real estate asset value creation. Tenants will likely spend an additional $1 to $2 trillion to fit out their space with IT equipment.

To meet the growth and building demand, more than 35 GW of data center capacity is under construction in North America, an extraordinary volume by historical standards. Of this pipeline, nearly 60% is leased, while the remaining 40% will be owner-occupied by hyperscalers. Today, 64% of capacity under construction is located in frontier markets. Key beneficiaries include West Texas, Tennessee, Wisconsin, and Ohio. Texas, when viewed as a single market, could overtake Northern Virginia as the world's largest data center market by 2030. Abundant energy resources, ample land availability and a business-friendly operating environment support this trajectory.

Interfaith Center on Corporate Responsibility (ICCR)

The Episcopal Church is a founding member of Interfaith Center on Corporate Responsibility. ICCR has advanced several shareholder proposals addressing AI data centers. Their primary goals are holding major tech companies accountable for the massive energy demands of AI infrastructure, the resulting greenhouse gas emissions, and the potential shifting of energy costs onto everyday residential utility consumers.

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Shareholder Strategy to Address AI Data Centers

The specific proposals and engagements ICCR members have focused on include:

- ***Reporting on Climate Commitments & Energy Demand:*** ICCR members have co-filed and supported proposals (such as those at Amazon) requesting detailed reports explaining how companies will meet their commitments despite the accelerated global build-out of highly energy-intensive AI data centers;
- ***Grid Capacity and Cost Impacts:*** ICCR is tackling the hidden costs of data centers. They are raising alarms about the burden placed on local and regional power grids, specifically demanding transparency on how companies plan to offset their immense electricity draws without shifting infrastructure construction costs onto residential ratepayers;
- ***Water Usage and Scarcity Risks:*** Because AI data center cooling requires massive amounts of water, ICCR is scrutinizing facility placements in drought-prone areas and pressing companies to disclose their water stewardship strategies to local communities;
- ***Broader AI Human Rights and Guardrails:*** Beyond physical data centers, ICCR engages tech operators to enforce robust human rights due diligence (HRDD) regarding the AI systems hosted in these centers. This includes pushing for transparent policies to mitigate algorithmic bias, prevent AI-driven misinformation, and restrict technology access by certain surveillance and immigration agencies.

According to the 2026 ICCR's Proxy Resolutions & Voting Guide, the following interfaith partners filed shareholder resolutions with these sectors:

Real Estate Investment Trusts: Digital Realty Trust Inc.
NorthStar Asset Management and Proxy Impact

Technology: Alphabet Inc. (Google), Amazon.com, and Meta (Facebook Inc.)
Presbyterian Church (USA); Trillium Asset Management; Adrian Dominican Sisters; Mercy Investments; Congregation of Saint Joseph (Ohio); and As You Sow;

Utilities: Dominion Energy and Southern Company
Adrian Dominican Sisters, Mercy Investments, and As You Sow have filed shareholder resolutions with utilities companies covering the following shareholder themes:

- Climate Commitments Given Growing Data Energy Demand
- Avoid Shifting Costs of New Infrastructure for Data Centers
- Stranded Assets Resulting from Speculative Data Center Demand
- Enhanced Water Risk Disclosure

References:

- 2026 ICCR's Proxy Resolutions & Voting Guide | Interfaith Center on Corporate Responsibility
- 2026 Market Outlook for Global Data Centers | Jones Lang LaSalle Real Estate Research
- Global Data Center Trends 2026 | Coldwell Banker Richard Ellis
- Why Communities Are Revolting Against Data Centers | Horizons from PBS News June 12, 2026
- Data Centers on the fast track have officials racing to catch up and offer regulations | NPR – All Things Considered on July 7, 2026
- How the AI Data Center Boom Impacts Black Communities | KQED News Podcast – updated March 10, 2026

Acts of General Convention:

Environmental Racism
2000-D005 Oppose Environmental Racism
2018-A011 Affirm Commitment to Address Environmental Racism

Clean Water
2003-D070 Work for a Clean Water Policy
2018-B025 Recognize Clean Water as a Human Right and Public Trust
2024-A167 Advocate for the Water Rights of Indigenous Communities and Lands

Renewables, Environmental Stewardship, Advocacy & Public Witness
2009-C011 Directs Advocacy on Renewable Energy and Environmental Stewardship
2012-C119 Support Legislation to Improve Port Conditions and Workers' Rights

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Shareholder Strategy to Address AI Data Centers

SRI Guidelines & Strategy
2018-D068 Develop Social Responsible Investment Criteria for Guidance
2022-C016 Establish a Shareholder Strategy to Address Carbon-Intensive Lending

Frequently Asked Questions (FAQs)

1. What type of shareholder strategy can apply to hold companies accountable?

The Interfaith Center on Corporate Responsibility (ICCR) applies a collaborative shareholder engagement and advocacy strategy centered on direct dialogue and proxy power to hold companies accountable.

Core Shareholder Strategies

- **Corporate Dialogues:** Members engage in direct, behind-the-scenes discussions with corporate executives and board members to address environmental, social, and governance (ESG) risks before escalating tensions.
- **Shareholder Resolutions:** When private talks stall, members file formal proxy proposals asking companies to disclose data, measure operational impacts, or change specific harmful practices.
- **Multi-Stakeholder Roundtables:** They convene forums that bring together impacted communities, workers, NGOs, and experts alongside company management.
- **Public Campaigns and Sign-On Letters:** Investors pool capital influence to issue joint public statements, press strategies, and policy letters targeting irresponsible corporate lobbying or human rights violations.

2. The Episcopal Glossary will have many words or acronyms, but here are important terms:

Domestic and Foreign Missionary Society is the official legal and corporate name of The Episcopal Church in the United States.

Environmental racism is the placement of toxic waste sites, factories, and other environmental hazards in neighborhoods mostly populated by people of color or low-income residents: **a) Disproportionate Exposure:** Communities of color experience higher levels of pollution, dirty air, and unsafe drinking water compared to wealthier or whiter areas; **b) Systemic Cause:** It happens because industries and governments often look for cheap land where residents have less political power to fight back; c) Health Impacts: People living in these areas suffer from higher rates of asthma, cancer, and other serious health problems.

General Convention is the highest governing and legislative body of The Episcopal Church.

Interfaith Center on Corporate Responsibility (ICCR) is a coalition of over 300 faith-based and values-driven institutional investors that use shareholder advocacy to promote sustainable and ethical business practices.

Fiscal Impact:
None for the 2027 budget.

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

Endorsed by:
The Rev. Justin R. Cannon, Rector – All Saints, San Leandro (Southern Alameda Deanery);
Laura Curlin, Delegate – St. Cyprian's, San Francisco (San Francisco Deanery);
The Very Rev. Julia McCray–Goldsmith, Interim Rector – Our Saviour, Mill Valley (Marin Deanery);
The Rev. Peter Levenstrong, Associate Rector - Saint Gregory of Nyssa, San Francisco (San Francisco Deanery);
Don Miller, Delegate – St. Clement's, Berkeley (Alameda Deanery);
The Rev. Jennifer Nelson, Chaplain to the Retired Clergy (Southern Alameda Deanery);
The Rev. Marisa Tabizon Thompson, Rector – Epiphany, San Carlos {Peninsula Deanery};
The Very Rev. Deborah White, PhD, Rector – Grace, Martinez (Contra Costa Deanery);

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Appendix: YTD Actual vs. Budget

	Convention Approved 2026 1.5% COLA	YTD 9/30/2026	2027 Draft to 2026 Convention 3.8% COLA
Sources of Funds for Ministry			
Assessments			
Parish Assessments (gross)	$ 3,820,000	$ 2,960,041	$ 4,285,000
Less: Assessment Relief Reserve	(70,000)	-	(110,000)
	$ 3,750,000	$ 2,960,041	$ 4,175,000
Endowment, Misc. Income & Fees			
Endowment Income	$ 550,000	$ 444,697	$ 644,287
Bishop's Discretionary (Christy Fund)	125,000	93,750	125,000
Expanding Horizons — Canon/Deans	18,000	56,250	18,000
Fees — Planned Giving, Endowment & Payroll	465,000	495,909	536,353
Interest Income	40,000	97,738	40,000
Total Endowment, Misc. Income & Fees	$ **1,198,000**	$ **1,188,344**	$ **1,363,640**
Total Sources of Funds for Ministry	$ **4,948,000**	$ **4,148,385**	$ **5,538,640**
Funds Used for Ministry			
Episcopate Ministry			
Salary and Benefits	$ 476,123	$ 315,842	$ 499,209
Episcopal Residence — Routine Maintenance & Repair	35,000	1,747	38,000
Episcopal Residence — Household Services	-	-	9,000
Archdeacon Ministry	26,000	8,986	27,450
School for Deacons	36,000	29,250	36,000
Deaneries & Regional Deans	33,000	11,250	33,000
Clergy Conference	10,000	6,133	18,250
Strategic Vision Implementation	25,000	13,200	5,000
Bishop's Travel & Entertainment	37,000	40,572	60,000
Travel — House of Bishops	7,000	5,110	-
Travel — Lambeth	3,000	2,250	3,000
Bishop Election Fund	15,000	11,250	15,000
Travel — General Convention	28,000	21,000	28,000
Diocesan Events & Hospitality	30,000	12,515	48,300
Total Episcopate Ministry	$ **761,123**	$ **479,105**	$ **820,209**
Public Witness & Support to Wider Church			
Salary and Benefits	$ 168,148	$ 108,169	$ 193,455
Program Support	20,000	9,747	30,500
Travel	4,050	544	2,800
Multicultural & Justice Ministries	48,000	24,231	19,000
Grants — DioCal Affiliated Institutions	-	-	25,000
The Episcopal Church Assessment	583,333	437,500	612,500
Province VIII	12,000	12,000	12,000
Total Public Witness & Support to Wider Church	$ **835,531**	$ **592,191**	$ **895,255**

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Appendix: YTD Actual vs. Budget

	Convention Approved 2026 1.5% COLA	YTD 9/30/2026	2027 Draft to 2026 Convention 3.8% COLA
Congregational Ministry & Lifelong Formation			
Salary and Benefits	$ 775,077	$ 493,749	$ 895,846
Mission Support	455,000	310,225	455,000
Program Support	76,700	24,785	142,200
Campus Ministry	83,000	62,250	83,000
Camp Ministry	51,000	51,000	51,000
Travel	6,000	10,987	8,000
Total Congregational Ministry & Lifelong Formation	**$ 1,446,777**	**$ 952,997**	**$ 1,635,046**
Communications			
Salary and Benefits	$ 293,337	$ 184,735	$ 309,852
Communications Program Expense	20,000	6,627	20,000
Diocesan Convention	35,000	6,661	35,000
Translation & Interpretation	25,000	1,480	25,000
Commission on Ministry	15,000	6,519	15,000
Ordination Process Support	4,000	(3,436)	6,600
Travel	6,000	6,267	6,000
Total Communications	**$ 398,337**	**$ 208,853**	**$ 417,452**
Church Governance			
Executive Council	$ 7,500	$ 424	$ 7,500
Standing Committee	3,000	-	3,000
Total Church Governance	**$ 10,500**	**$ 424**	**$ 10,500**
Finance & Administration			
Salary and Benefits	$ 693,417	$ 553,374	$ 699,146
Financial Statement Audit	48,500	40,000	48,500
LOC Bank & Payroll Fees	199,125	146,856	200,000
Continuing Ed & License	6,000	6,428	6,000
Travel	9,000	1,583	9,000
Medical Premiums — Retired Clergy	15,840	12,861	17,424
Diocesan House Maintenance	45,000	52,140	51,500
Chancellor's Retainer & Legal	125,000	154,702	200,000
Vice Chancellor	-	-	75,000
IT Support, Hardware & Software	140,000	71,111	140,000
Property & Liability Insurance	130,000	126,575	135,000
Outside Services	5,000	-	-
Real Estate Expense — Brentwood & Corte Madera	25,000	-	25,000
Office Supplies	24,000	11,707	24,000
Utilities	27,400	15,040	31,510
Total Finance & Administration	**$ 1,493,282**	**$ 1,192,375**	**$ 1,662,080**

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Appendix: YTD Actual vs. Budget

	Convention Approved 2026 1.5% COLA	YTD 9/30/2026	2027 Draft to 2026 Convention 3.8% COLA
Congregational & Program Requests			
School For Deacons Outreach & Training Program	$ -	$ -	$ 4,000
Standing Committee	-	-	850
Immigrant Family Emergency Fund	-	-	25,000
Clergy Cohort & Collaborative Development	-	-	4,200
Sacred Resistance & BRAID (RESJ)	-	-	3,250
Committee on Ministry Gatherings	-	-	1,500
Mission Lay Leader Training	-	-	10,000
Young Adult Formation — SF	-	-	10,000
Capital Support for Missions	-	-	10,000
Emergency Preparedness & Safety Equipment	-	-	25,000
Total Congregational & Program Requests	$ -	$ -	$ **93,800**

	Convention Approved 2026 1.5% COLA	YTD 9/30/2026	2027 Draft to 2026 Convention 3.8% COLA
Total Funds Used for Ministry	$ **4,945,550**	$ **3,425,944**	$ **5,534,343**