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2015 Reports to Convention are available online as downloadable PDFs. Visit the following link:  
http://www.diocal.org/2015-reports-convention

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*The 166th Convention of the Episcopal Diocese of California*
Agenda: 10/16 and 10/17

CELEBRATING THE BELOVED COMMUNITY

FRIDAY, OCTOBER 16

INCLUSIVE COMMUNITY

1:00–5:00  Registration (North Side Aisle)
2:00  Welcome by Bishop; Call to Order, and Adoption of Agenda (Gresham)
2:05  Liturgy (song, prayer, reading)
2:15  Report of the Committee on Dispatch of Business and the Consent Calendar
2:20  Report of the Committee on Resolutions
2:25  Action on Resolution #1: Admission of New Skellig Celtic Christian Community
2:35  Presentation on New Ministries in DioCal
2:45  A Report to the Church, from the Rev. Ranjit Matthews, Missioner for Global Relations, and Ms. Heidi Kim, Missioner for Racial Reconciliation
3:05  Overview of Resolution 2: Change to Rule 1.1, Resolutions to Require Deanery Support
3:15  Overview of Resolution 4: Environmentally Responsible Investing

SPECIAL RESPONSIBLE INVESTING

3:25  Overview of Resolution 5: Mental Health Resources and Advocacy
3:35  BREAK
3:50  Liturgy (song, prayer, reading)
3:55  Overview of the budget and Treasurer’s Report
4:15  Report of the Committee on Nominations
4:30  Announcements and recess for the day
4:30  Social Time with optional break out sessions (To be announced)

5:00  Choir Dinner (Plaza)
5:30  Bishop’s Blessing of Foster Child Museum (Nave)
5:45  General dinner on the plaza (Plaza)

7:00  Opening Eucharist (Nave)

ROOTED SPIRITUALITY

9:00  Reconvene Convention (Nave)
9:05  Sung Jazz Morning Prayer
9:35  Bishop’s Address
9:55  Discussion of Bishop’s address
10:15  Instructions for the First Ballot
10:20  First Ballot — turn in ballots at Registration tables
10:25  BREAK

SUNDAY, OCTOBER 17

11:40  Action on Resolution #5: Mental Health Resources and Advocacy
11:55  Call to Ministry: Commission on Ministry & Vocations Process
12:05  Margaret Wosser Award
12:10  Action on Resolution #6: Parish Status for Christ the Lord, Pinole
12:25  Announcements
12:30  LUNCH (Plaza)

TRANSPARENT AND ACCOUNTABLE LEADERSHIP

1:30  Liturgy with UTO Ingathering (Gresham)
1:40  Courtesy Resolutions & Special Recognitions
1:55  Results of First Ballot
2:00  Second Ballot
2:05  Budget Discussion and Personnel Practices Report
2:19  Action on Budget and Financial Resolutions
2:20  Action on Resolution #2: Change to Rule 1.1, Resolutions to Require Deanery Support

8:00  Coffee on the Plaza provided by Planned Giving (Plaza)
8:00  Registration (Note: At 10:45 Registration will move to the hallway outside Gresham Hall) (Nave)

CHURCH VITALITY

10:45  Liturgy (song, prayer, reading) (Gresham)
10:50  Introductions: new clergy, new leadership, interns, guests, missioners
11:05  Capital Campaign
11:20  Report on General Convention

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CELEBRATING THE BELOVED COMMUNITY

SATURDAY AFTERNOON, OCTOBER 17

2:35  Report from Youth
2:45  Executive Council
2:50  Standing Committee
2:55  Report of Committee on Canons & Action on Amendments
3:10  Deaneries Presentation
3:20  SHORT BREAK

EMBODIED JUSTICE

3:30  Liturgy (Gresham)
3:35  Results of the Second Ball
3:40  Action on Resolution #4: Environmentally Responsible Investing
3:55  Congregational Committee Report: Collaboration in the Diocese
4:10  Action on other resolutions accepted during the day
4:30  Other business
5:00  Closing Prayer & Adjournments
2015 Appointed Committees of Convention

COMMITTEE ON PERSONNEL PRACTICES*

Bruce O’Neill, Chair
Lori Coleman
Tom Ferguson
Jim Forsyth
Eric Hinds
Mark Spaulding

COMMITTEE ON DISPATCH OF BUSINESS

Salying Wong, Chair
Matthew Burt
David Frangquist
Joseph Peters-Mathews
Melissa Ridlon
Stefani Schatz
Helen Sause
Eric Metoyer
Mary McArthur

COMMITTEE ON CREDENTIALS

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

COMMITTEE ON ELECTIONS

Hailey McKeefry, Chair
Gabriela Strand Bruce
John Kirkley

COMMITTEE ON RESOLUTIONS

Jay Luther, Chair
Carolyn Bolton
John Chase
Mrs. E. J. Hilliard
Jill Honodel
Peter Jensen
John Kirkley
John Lessar
Carol Luther
Edwin Waite

COMMITTEE ON CANONS

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

* requires confirmation by Convention
Elected Committee Members

STANDING COMMITTEE

Class of 2015
Richard Helmer, President
Mary Vargas, Vice-President

Class of 2016
Brenda Paulin
Lori Walton

Class of 2017
Ron Hermanson, Secretary
Annette Rankin

Class of 2018
Jim DeMersman
Mark Spaulding

COMMITTEE ON NOMINATIONS

William Cullen, Executive Council, Co-Chair
Diane Fitzgibbon, Peninsula, Co-Chair
Ron Culmer, Southern Alameda
Alan Gates, Peninsula
Molly Haws, Marin
Paula Hawthorn, Alameda
Coryl Lassen, Alameda
Amanda May, Contra Costa
Darren Miner, San Francisco
Teri Minnis, Southern Alameda
Wendy Olson, Marin
Mary Jane Wood, Contra Costa
Brenda Paulin, Standing Committee
Joseph Peters-Mathews, DioCal Staff
Dani Scoville, DioCal Staff

COMMITTEE ON PROGRAM AND BUDGET

Robert McCaskill, Chair
Roulhac Austin, Finance Committee
Mike Chambers, San Francisco
Matthew Dutton-Gillett, Peninsula
Shelton Ensley, Finance Committee
Joe Jennings, Marin
Jim McConnell, Finance Committee
Joyce Parry Moore, Southern Alameda
Kathy Trapani, Contra Costa
Mauricio Wilson, Alameda

Consultants:
Tom Ferguson, Chief Financial Officer
Jim Forsyth, Controller Emeritus

COMMITTEE ON GOVERNANCE

Jill Honodel, Chair
Ade Adekunle
Bronwen Howes
Sarah Lawton
Richard Patenaude
Chris Rankin-Williams

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Executive Council

**Bishop and President**
Marc Handley Andrus

**Class of 2015**
Matthew Dutton-Gillett, Chair, Peninsula Deanery
Karma Quick-Panwala, Secretary, Convention Rep.
Ken Fuller, Alameda Deanery
Joe Jennings, Marin Deanery
Jim McConnell, Southern Alameda Deanery
Mauricio Wilson, Convention Rep.

**Class of 2016**
Chip Larrimore, Vice Chair, Marin Deanery
Bill Ennis, Contra Costa Deanery
Ronald C. Johnson, San Francisco Deanery
Joyce Parry Moore, Convention Rep.
Sheila Sims, Alameda Deanery

**Class of 2017**
Michael Chambers, San Francisco Deanery
Albe Larsen, Peninsula Deanery
Richard Patenaude, Southern Alameda Deanery
Kathy Trapani, Contra Costa Deanery

**Bishop’s Appointees**
Brad Barber
Janet Brown
David Gilmour

**Ex-officio Members**
David Frangquist, Secretary of Convention
Robert McCaskill, Treasurer

**Others with Seat and Voice**
Christopher Hayes, Chancellor
Mary Vargas, Standing Committee
Proposed additions to Rule 1.1 are indicated by **bold italics**. If adopted by the 166th Convention, the change would be in effect for the 167th Convention.

**BEFORE CONVENTION**

**Section 1 — Procedure for Resolutions**

1.1 Any resolution to be considered by the Convention, other than those necessary matters of procedure and business of the Convention, must be submitted to and 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 cleric or lay delegate eligible to vote at the Convention, or by any parish, mission, or other officially recognized diocesan organization. Included on the copy of the proposed resolution shall be the name and address of the proposer of the resolution.

*The subject matter of all resolutions, other than those set forth in Rule 1.4 (a) – (e), should be approved by at least two deaneries prior to being submitted to the Chair of the Resolutions Committee, and the Committee may refuse to consider or submit to Convention any proposed resolution for the sole reason that it has not received such approvals.*

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.

1.2 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 Convention and shall be included in the pre-convention materials distributed to the six deaneries.

1.3 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.

1.4 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.

1.5 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.

1.6 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.

1.7 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.

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:

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

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

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

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.

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

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

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.

2.7 Report of the Committee on Resolutions.

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.

2.9 Other business. After consultation with the President, the Committee on Dispatch of Business shall arrange the remaining business of the Convention in an order that best serves the theme and focus of that Convention. Provision shall be made for...
a) Report of the Committee on Canons.
b) Report of the Treasurer of the Diocese, including the report of the audit of the Treasurer’s Books.
d) Presentation of the Program and Budget of the Diocese for the coming year.
e) Reports of Special Committees appointed at previous conventions or by the President.
f) Action on resolutions reported by the Committee on Resolutions.
g) Report of the Standing Committee.
h) Reports of such other officers, boards and committees of Convention as requested by the President or ordered by the Convention.
i) Additional ballots as needed.
j) Prayer.

Section 3 — The Business of Convention

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

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

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.

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.

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

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.

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

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

Section 4 — Parliamentary Procedure

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.

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

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.

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

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

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.

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.

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.

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.

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.

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.

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.

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

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.

4.15 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.

4.16 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

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

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

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

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

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.

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. 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.

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.

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 the number of positions remaining to be filled in that office, not including any positions filled on previous ballots, and not including alternates.

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.

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

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.

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.

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.

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

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.

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

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.

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.

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

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.
Special Orders

SPECIAL ORDER #1: CONSENT CALENDAR

The Committee on Dispatch of Business moves the unanimous adoption of the following Consent Calendar as the first item of business following the Bishop’s Address:

1. The Consent Calendar shall consist of the adoption of the following:

a. The Agenda of the 166th Convention of the Diocese of California, as published.
b. Special Order #2, Report of the Committee on Resolutions.
d. Special Order #4, Budget & Financial Resolutions.
e. Special Order #5, Committee Reports.
f. Approval of the Bishop’s appointments to the Commission on Ministry.
g. Approval of the Bishop’s appointments to the Personnel Practices Committee.
h. Appointment of the Rev. Davidson Bidwell-Waite as diocesan missioner in Haiti for one year.
i. Appointment of the Rev. Phyllis Manougian as diocesan missioner in Guatemala for one year.
k. Amendments to Canon 8.01(c), Canon 11.12, and Canon 12.03 contained in the motion titled “Vacancies on the Executive Council, Vestries, and Bishop’s Committees.”
l. Amendment to Canon 16.01(f) contained in the motion titled “Committee on Governance.”
m. Amendment to add Canon 21.06 contained in the motion titled “Amendments to Constitution and Canons.”

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

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

SPECIAL ORDER #2: COMMITTEE ON RESOLUTIONS

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

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

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

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

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

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

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

The Committee also reminds the House that all amendments or resolutions of any kind must be submitted in writing to the Secretary of Convention before action can be taken on them (Rule 4.1).

**SPECIAL ORDER #3: COMMITTEE ON CANONS**

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

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

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

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

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

**SPECIAL ORDER #4: BUDGET & FINANCIAL RESOLUTIONS**

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

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

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

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

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

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

**SPECIAL ORDER #5: COMMITTEE REPORTS (EXCLUDING CANONS AND RESOLUTIONS)**

The Committee on Dispatch of Business moves that the Report on the Bishop’s Address, and any other regular or special committees of Convention, be governed by the following Special Order:

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

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

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

Canon 3.06

Resolved, That Canon III, Section 3.06, is amended to read as follows:

Sec. 8.01. Official Youth Presence. In addition to Lay Delegates, up to six twelve youth (one two youth from each Deanery) who are duly authorized representatives known as the Official Youth Presence, shall have seat and voice in a designated section on the floor of the Convention. Each Deanery shall elect or appoint two authorized youth representatives and an alternate. Deanery certifications shall be forwarded in writing to the Secretary of Convention at least 20 days prior to the date of Convention.

Explanation:
This amendment modifies the current policy from one (1) to two (2) youth representatives per deanery. Since the OYP program was created in 2011, this has grown to be one of the joys of our annual diocesan convention. Hearing the voices and concerns of our youth in the Episcopal Church. It’s important to be mindful of the decisions we debate and vote on and how these will impact our ministries for the next generation of leaders in the Diocese of California. In the San Francisco Deanery, we have had 2 wonderful candidates compete each year for the role of OYP representative. Each subsequent year, the runner up (OYP alternate) has chosen not to run again. This amendment gives the deanery the choice of empowering their best OYP representatives each year.

This Canon allows young people to more fully participate in the leadership of the Church and take on the responsibility that entails. Young people given this opportunity have found that their participation has been a transformative experience and has been a meaningful opportunity to have their voices heard. This will give youth a sense of ownership in the Church and further encourages them to engage in Church leadership in the future. Taking youth leadership seriously must be a priority to maintain and grow the Church. It is vital for us to nurture and support young people in their leadership activities in the Church. This format mirrors the Official Youth Presence structure from the nine Provinces of The Episcopal Church to the General Convention (RHOD XV.60(b)).

Submitted by: Warren J. Wong, delegate from St. James Episcopal Church, San Francisco. Questions may be directed to Warren J. Wong (wjwstjames@gmail.com).

Report of the Committee on Canons:
As authorized by Canon 21.03, the Committee on Canons has changed the proposed amendment for internal consistency. In all other respects, the Committee on Canons finds this amendment suitable in form for adoption.
Vacancies on Executive Council, Vestries, and Bishop's Committees

Canon 8.01(c), Canon 11.12, and Canon 12.03

Resolved, That Canon VIII, Section 8.01, paragraph (c), is amended to read as follows:

Sec. 8.01. The Executive Council.

....

(c) Resignation, Removal, and Replacement.

(i) Resignation. Any Member of the Executive Council may resign by submitting a letter of resignation to the Bishop.

(ii) Removal. Any Member who, as determined by the Bishop and a majority of the remaining elected Members of the Executive Council, ceases to be qualified as provided in paragraph (b), above, shall thereupon be removed from office. The Executive Council may declare vacant the office of an elected member who fails to meet any qualification for membership prescribed by civil or canon law; an elected member who has failed without excuse to attend three consecutive regular meetings of the Executive Council; or an elected member who has failed without excuse to attend a total of four regular meetings of the Executive Council during any calendar year. In addition, any Deanery Representative may be removed as provided in the bylaws of the electing Deanery, and any Convention Representative may be removed at any time by any succeeding Convention.

(iii) Replacement. If any Bishop's Appointee or Deanery Representative resigns or is removed, the remaining portion of his or her term may be completed by a replacement Member selected in the same manner as was the former Member in question. Vacancies among the Convention Representatives may be temporarily filled by the Executive Council, with the consent of the Bishop, but any such appointment shall be ratified or a new replacement Member elected by the next succeeding Convention.

....

Resolved, That Canon XI, Section 11.11, is amended to read as follows:

Sec. 11.12. Number and Qualifications. The bylaws of the parish shall prescribe the number of elected members of the vestry, provided there shall not be less than six or more than fifteen elected members, the majority of whom shall be communicants in good standing registered in the parish and all of whom shall be baptized lay persons age 18 or over. Where the articles of incorporation permit and the bylaws so provide, the number of elected members of the vestry may be a variable number, the exact number within the limits specified to be determined by action of the vestry or by the members of the parish. The bylaws may prescribe additional qualifications for membership on the vestry. The vestry may declare vacant the office of an elected member who fails to meet any qualification for membership prescribed by civil or canon law or by parish bylaws; an elected member who has failed without excuse to attend three consecutive regular meetings of the vestry; or an elected member who has failed without excuse to attend a total of
Vacancies on Executive Council, Vestries, and Bishop’s Committees

four regular meetings of the vestry during any calendar year.

Resolved, That Canon XII, Section 12.03, is amended to read as follows:

Sec. 12.03. Governance of Organized Missions.

(a) An organized mission shall be governed by the Bishop’s Committee, which shall perform such duties as may be required by the Bishop, the Executive Council and these Canons.

(b) The number of members of the Bishop’s Committee shall be determined by the Bishop, who may increase or decrease such number at any time. Qualifications for members of the Bishop’s Committee shall be those prescribed by these Canons for members of the vestry of a parish, except as the Bishop may otherwise permit.

(c) An annual meeting of the mission shall be held at the time and place set forth in a notice issued by the Bishop’s Committee or at such other time or place as may be prescribed by the Bishop.

(i) The vicar shall, ex officio, be Chair of the meeting, and in the vicar’s absence, the senior warden shall serve as chair pro tempore; if both the vicar and senior warden are unable to serve, the Bishop shall designate a chair pro tempore.

(ii) At the annual meeting there shall be nominated to the Bishop persons to serve on the Bishop’s Committee. The qualifications of voters and conduct of the election of nominees to the Bishop shall, insofar as practicable, conform to the provisions of these Canons applicable to the election of members of a parish vestry.

(iii) The nominees’ names and a description of other actions taken at the annual meeting shall be posted in a conspicuous place available to the membership and sent to the Bishop within seven days after the annual meeting.

(d) The Bishop may reject any or all of the nominations made by the members of the mission and may appoint another or others, and may at any time remove from office any member or members of the Bishop’s Committee and appoint another or others. The Bishop shall have exclusive authority to fill vacancies in the membership of the Bishop’s Committee.

(e) The vicar shall have the right to vote, and may preside, at all meetings of the Bishop’s Committee. If the vicar does not preside at a meeting of the Committee, the senior warden, or in the absence of the senior warden, the junior warden, shall preside. No action may be taken at a meeting of the Bishop’s Committee unless there was present either the vicar or a warden, or other person appointed by the Bishop to serve as the Bishop’s representative.

(f) At an organizational meeting following each annual meeting, the officers of the mission shall be designated for nomination to the Bishop. From among the members of the Bishop’s Committee, the vicar shall nominate to the Bishop the senior warden, and the Bishop’s
Vacancies on Executive Council, Vestries, and Bishop’s Committees

Committee shall nominate to the Bishop the junior warden; if there be no vicar, the Bishop’s Committee shall also nominate to the Bishop annually a Secretary and a Treasurer who may, but need not, be members of the Bishop’s Committee. The wardens, Secretary and Treasurer shall perform the duties pertaining to like offices in a parish. The Treasurer shall be bonded in an amount and by a surety approved by the Bishop.

(g) The Bishop may reject any or all such nominations for wardens, Secretary and Treasurer and appoint another or others in their places, and may at any time remove any or all of such officers and appoint another or others in their places. The Bishop shall have exclusive authority to fill a vacancy in any office of the mission.

(h) The Bishop’s Committee may petition the Bishop to declare vacant the office of a member who fails to meet any qualification for membership prescribed by civil or canon law or by the mission’s bylaws; a member who has failed without excuse to attend three consecutive regular meetings of the Bishop’s Committee; or a member who has failed without excuse to attend a total of four regular meetings of the Bishop’s Committee during one calendar year.

(i) In every mission there shall be kept by the vicar or Cleric in charge or, if there be none, by a warden or the Secretary, a register which conforms to all the requirements of the Canons of The Episcopal Church and the provisions of these Diocesan Canons relating to parish registers.

Explanation:
The Executive Council, Vestries, and Bishop’s Committees should enjoy active and regular participation from every member. The Executive Council, Vestries, and some Bishop’s Committees are also the boards of directors of nonprofit religious corporations. California law limits the ability of boards of directors to declare the office of a member vacant for failure to actively and regularly participate in board meetings unless the articles of incorporation, bylaws, or applicable canon law specify the grounds for doing so. (California Corporations Code, § 9221.)

The first proposed amendment would authorize the Executive Council to declare an elected member’s office vacant if that member ceases to meet the requirements in the canons for active and regular participation. The second proposed amendment would authorize a Vestry to declare an elected member’s office vacant if that member ceases to meet to requirements in parish bylaws or canons for active and regular participation. The third proposed amendment would authorize a Bishop’s Committee to petition the Bishop to remove a member under similar circumstances. The proposed amendments apply only to elected members, because the appointing authority can already remove appointed members, and ex officio members generally enjoy the right to membership as long as they hold the qualifying office. All three proposed amendments clarify that an elected member’s office can be declared vacant if the member fails to meet any qualification for membership prescribed by civil or canon law or by applicable bylaws.

Submitted by: the Committee on Canons. Questions may be directed to Christopher Hayes, Chancellor of the Diocese (christopher.hayes@borowsky.com).
Canon 16.01(f)

Resolved, That Canon XVI, Section 16.01, paragraph (f), is amended to read as follows:

Sec. 16.01. Standing Committee.

…

(f) Committee on Governance. The Standing Committee shall organize and supervise 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 shall designate the Chair of the Governance Committee from among its members. Members of the committee shall serve a maximum term of three (3) consecutive years, subject to reappointment annually by the entity that appointed them 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 which case the person so appointed shall begin serving immediately upon his or her appointment. No person who has served a full term of three (3) consecutive years as a member of the Governance Committee shall be eligible for appointment to a new term until at least one (1) year after the expiration of the term served.

Explanation:
- Clarify currently ambiguous language about terms. The current language is ambiguous, and does not fully reflect the original intention for terms when the Committee on Governance was conceived.
- Create universal understanding of the length of a term to serve the Committee on Governance, and how many people to appoint each year.
- Facilitate coordination and planning in recruitment.
- Explain explicitly that terms are staggered, and are that way to maintain continuity in knowledge while inviting new people to service each year.

Submitted by: the Rev. Jill Honodel, Chair, Committee on Governance; the Rev. Br. Richard Edward Helmer, President, Standing Committee; Ms. Mary Vargas, Vice President, Standing Committee; Mr. Ron Hermanson, Secretary, Standing Committee; the Rev. Matthew Dutton-Gillett, Chair, Executive Council. Questions may be directed to the Rev. Jill Honodel (revjillhonodel@gmail.com).

Report of the Committee on Canons:
The Committee on Canons finds this amendment suitable in form for adoption.
Canon 16.03

Resolved, That Canon XVI, Section 16.03, is amended to read as follows:

Sec. 16.03. Deputies to the Provincial Synod. The deputies and alternate deputies representing the Diocese at the Synod of the Eighth Province shall be elected at least six (6) months prior to the scheduled date of the Provincial Synod by the deputies and alternate deputies to the General Convention. Eligibility for such offices shall be in accordance with the Canons of The Episcopal Church and the Ordinances of the Eighth Province. Deputies and alternates so elected shall serve at all meetings of the Provincial Synod for which elected during the two (2) years subsequent to the date of the Synod, and until their successors are elected. Any vacancy in such deputation shall be filled by the Bishop with the concurrence of Executive Council.

Explanation:
This proposal eliminates the need for a separate election for deputies to the Provincial Synod.

At the 78th General Convention in Salt Lake City, Governance and Structure were one of the three major topics reviewed, debated, and voted on by the House of Deputies and House of Bishops. The end result was a more streamlined and nimble process of church structure.

Provinces are much like our deanery system in the Diocese of California. Each congregation elects delegates to diocesan convention, but they convene at the deanery level to understand local ministries and the congregational needs within their communities. This provides an important foundation when voting on programs and issues during our annual diocesan convention.

By utilizing the members of the General Convention Deputation, specific individuals are called to take on a provincial ministry for the triennium and to be accountable to the Diocese. This will allow for a consistent line of communications from the province to the Diocese of California.

The last two provincial synods were held at the site of General Convention. Both have equated to a 1.5–2 hour meeting with the business agenda identical to a parish annual meeting. Currently, 17 of the 18 dioceses in Province VIII utilize their General Convention deputies as their Provincial Synod deputies in this role. We ask for your support for this canon change.

Submitted by: the Rev. Matthew Woodward, Province VIII Synod Clergy Deputy, Peninsula Deanery President and Rector of Transfiguration Episcopal Church. Endorsed by: Dianne Audrick Smith, St. Augustine’s Church, Oakland, Province VIII Synod Lay Deputy; Warren J. Wong, delegate, St. James Church, San Francisco, Member, Executive Committee of Province VIII, Chair of General Convention, CCABs, & Budget for the Legislative Committee on Governance & Structure. Questions may be directed to the Rev. Matthew Woodward (rector@transfig-sm.org).

Report of the Committee on Canons:
The Committee on Canons finds this amendment suitable in form for adoption.
Amendments to Constitution and Canons

Canon 21.06

Resolved, That Canon XXI, Section 21.06, is adopted to read as follows:

Sec. 21.06. Certification of Changes.

(a) In the event of insertion of a new Canon, or a new Section or Clause in a Canon, or of the repeal of an existing Canon, or of a Section or Clause in a Canon, the numbering of the Canons, or of a division of a Canon, which follow shall be changed accordingly without the necessity of enacting an amendment or amendments to that effect.

(b) The Committee on Canons shall, at the close of each meeting of the Convention, certify the changes, if any, made in the Canons, including a correction of the references made in any Canon to another, and report the same, with the proper arrangement thereof, to the Secretary, who shall publish them in the Journal.

(c) The Committee on Canons shall certify in like manner the changes, if any, made in the Constitution, or proposed to be made therein under the provisions of Article XVI of the Constitution, and report the same to the Secretary, who shall publish them in the Journal. The Committee shall also have and exercise the power of renumbering of, and correction of references to, Articles, Sections and Clauses of the Constitution required by the adoption of amendments to the Constitution at a meeting of the Convention in the same manner as provided with respect to the Canons in paragraphs (a) and (b) above.

Explanation:
Canon amendments often require the amended canons to be renumbered, as well as any cross-references in other canons. It is easy for a cross-reference to be missed. Corrections should not have to wait until the next Convention. The proposed amendment, modeled on Canons V.4 and V.5 of The Episcopal Church, will enable the numbering and cross-references to be corrected after the close of the Convention.

Submitted by: the Committee on Canons. Questions may be directed to Christopher J. Hayes, Chancellor of the Diocese (christopher.hayes@borowsky.com).
Appendix: Certain Defined Terms

Resolved, That the Appendix is amended to read as follows:

Appendix: Certain Defined Terms

This Appendix is intended to assist in the understanding and interpretation of certain terms which appear in the Constitution or the Canons of the Diocese of California. Unless otherwise indicated, references in this Appendix to the Constitution or Canons are intended as references to the Constitution and Canons of the Diocese of California.

“Aided Parish” has the meaning set forth in Canon XI, Section 11.09.

“Annual Convention” means the annual Convention of the Diocese of California as described in Article V of the Constitution.

“Bishop” means the Bishop of the Diocese of California.

“Bishop Coadjutor” has the meaning set forth in Title III, Canon 11.10(a), of the Canons of The Episcopal Church.

“Bishop Suffragan” has the meaning set forth in Title III, Canon 11.10(b) of the Canons of The Episcopal Church.

“Bishop’s Committee” means the committee described in Canon XII, Section 12.02(c) 12.03.

“Canons of The Episcopal Church” means such Canons as adopted in 1785 and as amended from time to time through the date of the most recent General Convention of The Episcopal Church.

“Canonically Resident” means resident in a specified diocese for the purposes of the Canons of The Episcopal Church, as established by ordination to that diocese or letters dimissory accepted by that diocese.

“Cathedral” and “Cathedral Church of the Diocese” mean Grace Cathedral.

“Cleric” means a Bishop, Priest, or Deacon ordained by The Episcopal Church, unless the context shall exclude a Bishop.

“Commission” means the Commission on Ministry, as described in Canon XIV, above unless otherwise specified.

“Constitution of the Diocese” means such Constitution as adopted by the 134th Diocesan Convention and as revised to date.
List of Defined Terms

“Constitution of The Episcopal Church” means such Constitution as adopted in General Conventions from 1785 through 2000 and as revised to date.

“Convention” means an Annual or Special Convention of the Diocese of California.

“Corporation Sole” means the corporation described in Canon XVI, Section 16.04, above.

“Deacon” means any person who has been ordained as a Deacon pursuant to Title III of the Canons of The Episcopal Church.

“Delegate” means a lay person delegated to represent at a Convention the congregation of the Cathedral, any Parish, or any Mission as provided in Article VI, Sections 6.4 through 6.7 of the Constitution.

“Delegation” means a group of Delegates representing a particular congregation.

“Diocese” means the Diocese of California, as defined in Article I of the Constitution.

“Diocesan Corporation” means the corporation organized under California law as “The Episcopal Church in the Diocese of California”, as described in Canon VIII, Section 6.01 of the Canons of the Diocese 8.03.

“Diocesan Institution” means an institution meeting the conditions specified in Canon XVII of the Canons of the Diocese.

“The Episcopal Church” means the Protestant Episcopal Church in the United States of America.

“Episcopate” means the office of the Bishop of the Diocese of California.

“Executive Council” means the Board of Directors of the Diocesan Corporation.

“General Convention” means the General Convention of The Episcopal Church, as described in Article I, Section 1, of the Constitution of The Episcopal Church.

“Members” means those Clerics and Delegates to a Convention who are entitled, in accordance with Canon II or Canon III of the Canons of the Diocese, to a seat and vote at the Convention.

“Mission” means a congregation of the Diocese which that has not been accepted as a Parish and is led by a Vicar under the direction of the Bishop.

“Parish” means a parish within the Diocese which that has been admitted into union with the Convention pursuant to Article X of the Constitution of the Diocese.
“Presbyter” means a priest ordained under the Constitution and Canons of The Episcopal Church and Canonically Resident in the Diocese.

“Rules of Order” means the Rules of Order for the Convention of the Diocese of California, as described in Canon VI, Section 6.07 of Canon VI.

“Special Convention” means any Convention of the Diocese, other than the Annual Convention.

“Standing Committee” has the meaning set forth in Article VIII, Section 8.1, of the Constitution of the Diocese.

“Vestry” means the board of directors of a parish corporation as defined in Canon XI, Section 11.11.

“Warden” means a person described in Canon XI, Section 11.21 or Canon XII, Section 12.03(f).

Explanation:
The proposed amendments correct several citations to the Constitution and Canons, attempt to make the style more consistent, and remove a reference that is confusing rather than helpful. In particular, the word “Members” appears in many places in the Canons with a meaning that differs from the definition provided in this Appendix, but that is always clear from the context.

Submitted by: David Frangquist, Secretary of the Convention. Questions may be directed to David Frangquist (frangquist@acm.org).

Report of the Committee on Canons:
As authorized by Canon 21.03, the Committee on Canons has changed the proposed amendment and inserted additional amendments as required to make the canons consistent. In all other respects, the Committee on Canons finds this amendment suitable in form for adoption.
The Diocese, with input and oversight from of the Executive Council and its Finance Committee, has continued to focus on improvements to the financial affairs of the Diocese during the current year. An overriding goal continues to be the achievement of increased transparency in all financial affairs and financial reporting of the Diocese.

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

In the pages following this letter I have included a summary of the financial statements of the Diocese for the year ended December 31, 2014.

Financial Results for Calendar 2014

The financial books and records of the Diocesan Corporation are composed of four separate funds:

1. the Operating Fund
2. the Custodial Fund
3. the Endowment Fund
4. the Deferred Gifts Fund

The Diocesan Corporation in total achieved an increase in total net assets of $111,801 during 2014. This increase was primarily due to the growth and investment returns from the investments of the Endowment Fund. As noted in last year’s convention reports, at the beginning of 2012 the management of the endowment’s invested funds was transferred to The Investment Fund for Foundations (“TIFF”), a nonprofit investment organization that serves only foundations, endowments and other nonprofit entities. Pursuant to the resolution passed by Convention in October 2013 that fifteen percent of the diocesan endowment be invested in socially responsible investments (SRI) over three years, ten percent of the Endowment Fund’s invested assets have been transferred to SRI funds managed by Fund X (a San Francisco investment firm) and were invested in 100% socially responsible investments. Another five percent will be transferred in early 2016.

The Operating Fund of the Diocese (which reflects the operating income and expenses of the Diocese) had a small surplus for the 2014 year. The primary sources of revenue for the Operating Fund are assessment income, gifts and the annual income distribution from the Endowment Fund.

At the end of 2014 the Diocese had outstanding loans to various parishes, missions and Diocesan organizations of approximately $3.5 million under its program of providing financial assistance for Diocesan organizations seeking assistance for capital improvements to their properties. The Diocese continues to provide both payroll and personnel benefits services to related churches and organizations within the Diocese, a service that is offered in very few other Episcopal dioceses. At the end of 2014 the Diocese had receivables of approximately $1.6 million for payroll/benefit advances under this program.

2015 Forecast and 2016 Budget

The Operating Fund is expected to operate at close to a break-even position in the current 2015 year, consistent with the approved 2015 operating budget.

The proposed assessment rate for 2016 continues to be the lower assessment rate approved by Convention in 2011, with a top rate of 17% (versus a top rate of 20% in previous years).

The Program & Budget Committee and the Executive Council have recommended a 2016 Operating Fund budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2016 budget is included in the following pages. This budget currently reflects a cost of living increase for salaries estimated at 3.0% and an expected increase in the cost of medical and other personnel benefits estimated at 8.0%. The actual cost of living increase as measured by the San Francisco Consumer Price Index for All Urban Consumers for the year ending June 30, 2015 was 2.3%, and in keeping with prior years’ practice, the actual percentage increase as of June 30 is submitted to Convention for its approval as the recommended COLA for 2016 salaries.
Treasurer’s Report to Convention

Financial Policies and Procedures

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

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

- The Program and Budget Committee prepares the recommended Operating Fund budget for the coming year, which is then presented to the full Executive Council and subsequently to Diocesan Convention.
- The Investment Committee has oversight responsibility for the investments of the Endowment Fund.
- The Audit Committee is charged with the responsibility of ensuring that the financial affairs of the Diocese are audited by an independent auditor and that appropriate accounting policies and internal controls are established and followed.

Thanks are due to the members of this year’s Program & Budget Committee, who worked diligently to prepare the proposed budget for the coming year. Members of this year’s committee were Roulhac Austin, Mike Chambers, Matthew Dutton-Gillett, Shelton Ensley, Joe Jennings, Jim McConnell, Joyce Parry Moore, Kathy Trapani, Mauricio Wilson, Tom Ferguson and Bob McCaskill.

Corporation Sole

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

Other Matters

The Diocese and its member churches continue to experience financial constraints, and it is likely that we will continue to see many of our parish churches suffer from the strain of limited financial resources. This calls for the Diocese to be particularly mindful of its fiduciary responsibilities for the financial welfare of the Diocese and all of its churches and missions.

I want to express my thanks to Tom Ferguson, Jim Forsyth, Tanya Avrutin, Sarah Crawford and all of the staff at Diocesan House for their hard work and assistance over the past year.

Respectfully submitted,
Robert McCaskill, Treasurer
## Summary of the Financial Position of the Diocesan Corporation

### Financial Position (Balance Sheet)

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<thead>
<tr>
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<th>All Funds @ December 31</th>
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<tbody>
<tr>
<td></td>
<td>2013</td>
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<tr>
<td><strong>ASSETS:</strong></td>
<td></td>
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<tr>
<td>Cash &amp; cash equivalents</td>
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<tr>
<td>Receivables, net</td>
<td>2,325,929</td>
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<td>Investments</td>
<td>37,707,869</td>
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<td>Notes receivable</td>
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<td>Notes receivable held for investment</td>
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<td>Equity interests in real property</td>
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<tr>
<td>Property &amp; equipment, net</td>
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<td><strong>Total Assets</strong></td>
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<td><strong>LIABILITIES:</strong></td>
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<td>Accounts payable &amp; accrued expenses</td>
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<td>Deferred revenue</td>
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<td>Line of credit</td>
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<td>Funds held in trust for beneficiaries</td>
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<td><strong>Total Liabilities</strong></td>
<td>19,798,267</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>31,678,545</td>
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**Change for 2014**

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Operating &amp; Property Fund</td>
<td>6,289,090</td>
<td>6,320,264</td>
<td>31,174</td>
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<td>Custodial &amp; Unexpended Income</td>
<td>561,867</td>
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<td>Endowment Fund</td>
<td>21,148,888</td>
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<td>Deferred Gifts</td>
<td>3,678,700</td>
<td>3,705,846</td>
<td>27,146</td>
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<tr>
<td><strong>Total All Funds</strong></td>
<td>31,678,545</td>
<td>31,790,346</td>
<td>111,801</td>
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</tbody>
</table>
Summary of the Financial Position of the Diocesan Corporation

### Statement of Income and Expenses

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Support and Revenue:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parish and mission assessments</td>
<td>3,195,231</td>
<td>3,244,207</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>1,102,307</td>
<td>2,044,455</td>
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<tr>
<td>Change in value of charitable trusts</td>
<td>387,209</td>
<td>27,146</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>2,394,515</td>
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<tr>
<td><strong>Total support and revenue</strong></td>
<td>7,079,262</td>
<td>5,592,175</td>
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<tr>
<td><strong>Expenses:</strong></td>
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<td></td>
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<tr>
<td>Episcopate</td>
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<td>586,843</td>
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<td>Diocesan communications</td>
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<td>150,229</td>
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<td>Congregational development</td>
<td>572,974</td>
<td>647,462</td>
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<tr>
<td>Youth, young adult &amp; camps</td>
<td>264,616</td>
<td>300,971</td>
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<tr>
<td>Ministry development</td>
<td>160,066</td>
<td>172,703</td>
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<tr>
<td>Multicultural and other ministries</td>
<td>57,477</td>
<td>59,582</td>
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<tr>
<td>Development &amp; planned giving</td>
<td>187,816</td>
<td>297,767</td>
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<td>Finance</td>
<td>491,368</td>
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<tr>
<td>Administration &amp; support staff</td>
<td>741,258</td>
<td>961,781</td>
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<tr>
<td>National church and international support</td>
<td>717,053</td>
<td>717,065</td>
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<tr>
<td><strong>Total expenses</strong></td>
<td>3,942,222</td>
<td>4,230,496</td>
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<td><strong>Transfers:</strong></td>
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<tr>
<td>Payments to beneficiaries &amp; other disbursements</td>
<td>-1,047,498</td>
<td>-1,249,878</td>
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<td><strong>Change in Net Assets</strong></td>
<td>2,089,542</td>
<td>111,801</td>
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<td><strong>Net Assets, beginning of year</strong></td>
<td>29,589,003</td>
<td>31,678,545</td>
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<tr>
<td><strong>Net Assets, end of year</strong></td>
<td>31,678,545</td>
<td>31,790,346</td>
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</table>
In May 2008 the Special Convention of the Diocese adopted governance revisions stipulating that the Corporation Sole be merged or otherwise incorporated into the Diocesan Corporation to the extent feasible by January 1, 2011. However, the Convention resolution also provided that in the event that such a merger or other incorporation would result in a loss of assets to the combined entity, the Corporation Sole shall continue to survive to the extent necessary to preserve its assets.

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

During 2014 the Corporation Sole received the balance of the insurance proceeds relating to the 2012 fire damage at Good Shepherd Church in Berkeley, and used these proceeds for the rebuilding and repairs to the church. The balance sheet of the Corporation Sole as of December 31, 2014 (shown in the following pages) reflects the 33 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,
Robert McCaskill, Treasurer
### Summary of the Financial Position of the Corporation Sole

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

<table>
<thead>
<tr>
<th>Financial Position (Balance Sheet)</th>
<th>As of December 31</th>
</tr>
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<tbody>
<tr>
<td><strong>2013</strong></td>
<td><strong>2014</strong></td>
</tr>
<tr>
<td><strong>ASSETS:</strong></td>
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<tr>
<td>Insurance Proceeds Receivable</td>
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<tr>
<td>Property</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>18,301,427</strong></td>
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<tr>
<td><strong>LIABILITIES:</strong></td>
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<tr>
<td>Total Liabilities</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>18,301,427</strong></td>
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**Statement of Income and Expenses**

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Support and Revenue:</strong></td>
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</tr>
<tr>
<td>Gifts, grants and other</td>
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<td>0</td>
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<tr>
<td>Insurance Proceeds</td>
<td>1,349,116</td>
<td>1,653,909</td>
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<tr>
<td>Loss on Sale of Property - Prior Year Adjustment</td>
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<td>-341,936</td>
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<tr>
<td><strong>Total support and revenue</strong></td>
<td><strong>1,349,116</strong></td>
<td><strong>1,311,973</strong></td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance proceeds pass through to congregation</td>
<td>0</td>
<td>29,479</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>0</td>
<td>29,479</td>
</tr>
<tr>
<td><strong>Change in Total Net Assets</strong></td>
<td><strong>1,349,116</strong></td>
<td><strong>1,282,494</strong></td>
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</table>
### Properties Owned by the Corporation Sole (at cost)

<table>
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<tr>
<th>Missions:</th>
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<tbody>
<tr>
<td>Antioch, St. George</td>
<td>146,565</td>
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<tr>
<td>Belmont, Good Shepherd</td>
<td>39,500</td>
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<tr>
<td>Berkeley, Good Shepherd</td>
<td>2,973,546</td>
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<tr>
<td>Bolinas, St. Aidan's</td>
<td>10,000</td>
</tr>
<tr>
<td>Brentwood, St. Alban's</td>
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<tr>
<td>Daly City, Holy Child and St. Martin</td>
<td>114,000</td>
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<tr>
<td>Half Moon Bay, Holy Family</td>
<td>578,479</td>
</tr>
<tr>
<td>Oakland, St. Cuthbert's</td>
<td>245,510</td>
</tr>
<tr>
<td>Pacifica, St. Edmund's</td>
<td>121,357</td>
</tr>
<tr>
<td>Pinole, Church of Christ the Lord</td>
<td>206,790</td>
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<tr>
<td>San Bruno, St. Andrew's</td>
<td>1,479,000</td>
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<tr>
<td>San Francisco, Christ Church</td>
<td>25,000</td>
</tr>
<tr>
<td>San Francisco, Holy Innocent</td>
<td>73,177</td>
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<tr>
<td>San Francisco, St. Cyprians</td>
<td>1,087,917</td>
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<tr>
<td>San Rafael, Redeemer</td>
<td>393,099</td>
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<tr>
<td>South San Francisco, St. Elizabeth's</td>
<td>82,640</td>
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<tr>
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<tr>
<td>Parishes:</td>
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<tr>
<td>Castro Valley, Holy Cross</td>
<td>2,017,558</td>
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<tr>
<td>Clayton Valley, St. John's</td>
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<tr>
<td>Crockett, St. Mark's</td>
<td>26,500</td>
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<tr>
<td>Danville, St. Timothy's</td>
<td>962,325</td>
</tr>
<tr>
<td>Foster City, St. Ambrose</td>
<td>927,367</td>
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<tr>
<td>Fremont, St. Anne's</td>
<td>135,686</td>
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<tr>
<td>Livermore, St. Bartholomew's</td>
<td>179,170</td>
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<tr>
<td>Oakland, St. Augustine's</td>
<td>263,901</td>
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<tr>
<td>Pleasanton, St. Clare's</td>
<td>403,380</td>
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<tr>
<td>Ross, St. John's</td>
<td>124,858</td>
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<tr>
<td>San Francisco, St. Gregory's</td>
<td>548,408</td>
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<tr>
<td>Other Properties:</td>
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<tr>
<td>Bishop Ranch Furia Properties</td>
<td>501,758</td>
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<tr>
<td>Brentwood</td>
<td>1,214,278</td>
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<td>Community of St. Francis</td>
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<tr>
<td>El Rancho del Obispo</td>
<td>2,394,632</td>
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<tr>
<td>Society of St. Francis</td>
<td>51,500</td>
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<tr>
<td>St. Dorothy's Rest</td>
<td>1,956,491</td>
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<tr>
<td></td>
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</tr>
<tr>
<td>Total</td>
<td><strong>19,583,921</strong></td>
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</table>
## 2016 Proposed Diocesan Budget

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>176th Convention of the Episcopal Diocese of California</td>
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### REVENUES

<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>1  Assessment revenue</td>
<td>$3,219,000</td>
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<td>$3,280,000</td>
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<tr>
<td>2  Gift income for current operations</td>
<td>$110,000</td>
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<td></td>
<td>$110,000</td>
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<tr>
<td>4  Endowment Income</td>
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<td></td>
<td>$340,000</td>
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<tr>
<td>5  Christy Fund (Bishop’s Discretionary)</td>
<td>$140,000</td>
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<td>$140,000</td>
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<tr>
<td>6  Fee income—endowment &amp; benefits administration</td>
<td>$157,000</td>
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<td></td>
<td></td>
<td>$177,000</td>
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<tr>
<td>7  Fee income—planned giving administration</td>
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<td>$75,000</td>
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<tr>
<td>8  Fee income—payroll services</td>
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<td>$46,000</td>
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<tr>
<td>9  Event fees—youth &amp; young adults</td>
<td>$7,000</td>
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<td></td>
<td></td>
<td>$7,000</td>
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<tr>
<td>10 Interest income</td>
<td>$10,000</td>
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<td></td>
<td></td>
<td>$10,000</td>
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<tr>
<td>11 Total Revenues</td>
<td>$4,108,091</td>
<td></td>
<td></td>
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<td>$4,185,000</td>
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</table>

### EXPENDITURES

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>18 Episcopate</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>19 Bishop’s Compensation</td>
<td>$169,296</td>
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<td>20 Bishop’s Benefits</td>
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<td>$63,759</td>
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<td>$63,759</td>
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<tr>
<td>21 Commission on Ministry</td>
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<tr>
<td>22 School for Deacons</td>
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<td>$35,000</td>
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<tr>
<td>23 Archdeacon Expense</td>
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<tr>
<td>24 Ordination Process Support</td>
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<td>$2,600</td>
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<tr>
<td>25 Deanery Program</td>
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<td></td>
<td>$15,000</td>
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<tr>
<td>26 Ecumenical &amp; Interreligious Affairs</td>
<td>$4,000</td>
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<tr>
<td>27 Bishop’s Residence-Maintenance</td>
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<td>$30,000</td>
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<tr>
<td>28 Bishop’s hospitality</td>
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<tr>
<td>30 Diocesan evaluation accrual</td>
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<tr>
<td>31 East Bay diocesan presence</td>
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<tr>
<td>32 Clergy Conference</td>
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<tr>
<td>33 Executive Council</td>
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<tr>
<td>34 Bishop IX election fund</td>
<td>$15,000</td>
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<td></td>
<td></td>
<td>$15,000</td>
</tr>
<tr>
<td>35 Travel--General Convention</td>
<td>$13,000</td>
<td>$20,000</td>
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<td></td>
<td>$20,000</td>
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<tr>
<td>36 Travel--Lambeth</td>
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<td></td>
<td>$2,000</td>
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<tr>
<td>37 Travel-Provincial Convention Triennial</td>
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<tr>
<td>38 Standing Committee</td>
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<td></td>
<td></td>
<td>$4,000</td>
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<tr>
<td>39 Travel--House of Bishops</td>
<td>$4,000</td>
<td></td>
<td></td>
<td></td>
<td>$4,000</td>
</tr>
<tr>
<td>40 Bishop’s travel &amp; entertainment</td>
<td>$15,000</td>
<td></td>
<td></td>
<td></td>
<td>$15,000</td>
</tr>
<tr>
<td>41 Total Episcopate</td>
<td>$463,253</td>
<td>$235,479</td>
<td>$71,000</td>
<td>$172,100</td>
<td>$478,579</td>
</tr>
</tbody>
</table>
# 2016 Proposed Diocesan Budget

The 2016 budget assumes a COLA of 3.0% for salaries and an 8.0% annual increase in benefits expense.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>National Church Support</strong></td>
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<td></td>
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<td></td>
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<td>43</td>
<td>Episcopal Church Apportionment</td>
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<td>Provincial Assessment</td>
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<td>Total National Church Support</td>
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<tr>
<td><strong>Diocesan Outreach</strong></td>
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<tr>
<td>47</td>
<td></td>
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<tr>
<td>48</td>
<td>Millennium Project</td>
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<tr>
<td>49</td>
<td>Total Diocesan Outreach</td>
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<td><strong>Treasurer's Office</strong></td>
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</tr>
<tr>
<td>50</td>
<td></td>
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<tr>
<td>51</td>
<td>CFO Compensation</td>
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<td>52</td>
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<td>CFO Emeritus</td>
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<tr>
<td>55</td>
<td>Bank &amp; Payroll Fees</td>
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<td>56</td>
<td>Miscellaneous</td>
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<td>Outside Services</td>
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<td>23,000</td>
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<tr>
<td>58</td>
<td>Travel &amp; Entertainment</td>
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<td>59</td>
<td>Total Treasurer's Office</td>
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<td>168,358</td>
<td>142,500</td>
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<td><strong>Planned Giving/Development</strong></td>
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</tr>
<tr>
<td>60</td>
<td></td>
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</tr>
<tr>
<td>61</td>
<td>Director of development</td>
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<tr>
<td>62</td>
<td>Benefits for director of development</td>
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<td>33,019</td>
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<tr>
<td>63</td>
<td>Gift planning officer</td>
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<tr>
<td>64</td>
<td>Benefits for gift planning officer</td>
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<td>30,669</td>
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<tr>
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<td>Prog. Expenses - Development</td>
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## 2016 Proposed Diocesan Budget

<table>
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<tr>
<th>The 2016 budget assumes a COLA of 3.0% for salaries and an 8.0% annual increase in benefits expense</th>
<th>2015 Convention Budget</th>
<th>2016 Salaries &amp; Benefits</th>
<th>2016 fixed expense</th>
<th>2016 discretionary expense</th>
<th>2016 Total Budget</th>
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</table>
## 2016 Proposed Diocesan Budget

The 2016 budget assumes a COLA of 3.0% for salaries and an 8.0% annual increase in benefits expense.

<table>
<thead>
<tr>
<th></th>
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<td><strong>133 Multicultural Commissions</strong></td>
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</table>
# 2016 Proposed Diocesan Budget

The 2016 budget assumes a COLA of 3.0% for salaries and an 8.0% annual increase in benefits expense.

<table>
<thead>
<tr>
<th>The 2016 budget assumes a COLA of 3.0% for salaries and an 8.0% annual increase in benefits expense</th>
<th>2015 Convention Budget</th>
<th>2016 Salaries &amp; Benefits</th>
<th>2016 fixed expense</th>
<th>2016 discretionary expense</th>
<th>2016 Total Budget</th>
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<td>138 Communications</td>
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<td>146 Oasis</td>
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INVESTING IN THE BELOVED COMMUNITY

2016 DIOCESAN BUDGET

INCOME: $4.19M

Assessment: 78% $3,280,000
Gifts: 3% $110,000
Endowment: 11% $480,000
Other: 8% $315,000

EXPENSES: $4.18M

Justice: 12% $501,498
Vitality: 26% $1,086,579
Spirituality: 11% $459,707
Leadership: 17% $710,456
Community: 34% $1,420,911

JUSTICE $501,498 12%

Doing justice means changing community narratives of despair to hope and empowerment. The Communications Working Group is committed to helping DioCal embody justice through connecting organizers, announcing upcoming actions, documenting events, and working with deacons to implement new justice-making initiatives from General Convention.

SPIRITUALITY $459,707 11%

DioCal’s Discipleship Working Group sponsors an annual youth Confirmation retreat and three General Confirmations, which honor the many ways Episcopalians commit to mature faith. EcoConfirmation — held outdoors — connects to all God’s creation. Beloved Community Confirmation bears witness to DioCal’s multicultural community. Grace Cathedral Confirmation celebrates diocesan unity and abundance.

COMMUNITY $1,420,911 34%

When the after school tutoring program at La Santísima Trinidad, Richmond, needed to improve its site, a team of the bishop’s staff helped its leadership craft a compelling grant proposal to access $54,000 from the UTO. In total, the Development Working Group and Episcopal Charities have helped ministries raise more than $200,000 this year from foundations, bequests, and individuals.

O ur budget, where we place our treasure, reflects our values. Years ago we discerned in community that our values and vision are reflected by the five focus areas of the Beloved Community; above are only selected examples of all that’s being done in these areas. The bishop’s staff, working under my direction with guidance of Diocesan Convention and Executive Council works on behalf of the people of the diocese and to strengthen the people of the diocese in their work. The diocesan budget is a reflection of the sharing we do as Christians — from congregants to congregations to the diocese to The Episcopal Church to the Anglican Communion, we share of God’s abundance as we look to build God’s beloved community.”

- The Rt. Rev. Marc Handley Andrus

The Episcopal Diocese of California | 1055 Taylor Street | San Francisco, CA 94108
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2016 Proposed Assessment Formula

1. 5.0% assessment on the first $70,314 of a parish or mission’s operating income for 2014 as defined on Line A of the 2014 parochial report

2. 17.0% assessment on all such income above $70,314, provided that:

3. No parish or mission shall have an increase over 2015’s initial assessment (before appeals) of more than 50% or $17,500, whichever is less.
**2016 Proposed Salary Resolution and Mandatory Minimum Compensation**

*Resolved*, That effective January 1, 2016, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 2.3% as reflected in the 2016 Mandatory Minimum Salary Schedule shown below.

*Resolved*, That years of experience be defined as years of credited service with The Church Pension Fund.

### 2016 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Classification</th>
<th>Experience 0-4 Years</th>
<th>Experience 5-9 Years</th>
<th>Experience 10+ Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>70,314</td>
<td>74,220</td>
<td>78,125</td>
</tr>
<tr>
<td>B</td>
<td>72,658</td>
<td>76,955</td>
<td>81,250</td>
</tr>
<tr>
<td>C</td>
<td>75,028</td>
<td>79,688</td>
<td>84,375</td>
</tr>
<tr>
<td>D</td>
<td>78,125</td>
<td>84,375</td>
<td>90,627</td>
</tr>
<tr>
<td>E</td>
<td>85,939</td>
<td>93,751</td>
<td>101,642</td>
</tr>
</tbody>
</table>

*Resolved,*

1. That any deviation below these minimums will be permitted by the Bishop for serious cause, with the Bishop using the Personnel Practices Commission as a council of advice.

2. 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.

3. The Personnel Practices Committee strongly urges all churches, whenever possible, to increase the clergy and lay staff compensation by 2.3% for 2016 to accommodate for inflation.

4. That the minimum transportation allowance be $0.575/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2016.

5. That associate clergy minimums are based on the cleric’s years of service at two grade levels below actual congregation classification.

Note: The compensation increase is based on the increase in the Consumer Price Index for All Urban Consumers in San Francisco, Oakland and San Jose for the twelve months ending June 30th, 2015.

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 2000-2004, and shall become mandatory for 2005 and later years.
### 2016 Congregational Grade Structure

#### 1. Number of Pledging Units:

<table>
<thead>
<tr>
<th>Number</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>000-100</td>
<td>3</td>
</tr>
<tr>
<td>101-200</td>
<td>6</td>
</tr>
<tr>
<td>201-300</td>
<td>9</td>
</tr>
<tr>
<td>301-400</td>
<td>12</td>
</tr>
<tr>
<td>401-above</td>
<td>20</td>
</tr>
</tbody>
</table>

#### 2. Average Weekly Attendance at Sunday Services:

<table>
<thead>
<tr>
<th>Attendance</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>00-100</td>
<td>3</td>
</tr>
<tr>
<td>101-200</td>
<td>6</td>
</tr>
<tr>
<td>201-300</td>
<td>9</td>
</tr>
<tr>
<td>301-500</td>
<td>12</td>
</tr>
<tr>
<td>501-above</td>
<td>20</td>
</tr>
</tbody>
</table>

#### 3. Total Annual Operating Income (Line A of Parochial Report):

<table>
<thead>
<tr>
<th>Amount</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 to $78,126</td>
<td>4</td>
</tr>
<tr>
<td>$78,127 to $149,952</td>
<td>8</td>
</tr>
<tr>
<td>$149,953 to $299,668</td>
<td>12</td>
</tr>
<tr>
<td>$299,669 to $599,812</td>
<td>16</td>
</tr>
<tr>
<td>$599,813 and above</td>
<td>20</td>
</tr>
</tbody>
</table>

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

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

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

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List of Nominees

STANDING COMMITTEE
Elect: 2 — one lay member and one clergy member

LAY
Andrew Lee
George Teekell
Br. Karekin M. Yarian, BSG

CLERGY
Stephen Hassett
Sylvia Vasquez
Mauricio Wilson

EXECUTIVE COUNCIL
Elect: 2 — at least one must be lay

LAY
Robert Middleton

CLERGY
Deborah Hawkins

SECRETARY OF THE CONVENTION
Elect: 1 (any order)

David Frangquist

TREASURER OF THE DIOCESE
Elect: 1 (any order)

Robert McCaskill

Note: It is not the practice of the Nominations Committee to edit or correct submitted nominee biographies.
In my opinion the major issues facing the church today are:
The rapid growth of the “spiritual, but not religious” phenomenon suggests that many people find church irrelevant to their spirituality. Even regular church-goers can find that church has little impact on their daily lives. This suggests that our greatest needs in the church involve a return to the basics of our identity and purpose. Are we listening deeply to those around us, meeting them where they are and responding to their real needs? Are we seeking to address the ways we have hurt and continue to hurt others? Are we becoming more welcoming, more loving, more humble, and more generous, especially towards those who don’t fit in or who disagree with us? Are we listening to and being guided by the Spirit? Are we truly following and becoming ever more like Christ, offering grace and healing to the world? Are we really connecting people with God, nurturing meaningful spiritual experiences that are transformative and life-giving? Do people recognize us as “a house of prayer for all nations”—a link between earth and heaven where they can seek and find God? How can we more fully manifest the presence of the Divine on earth?

Why are you running for this position?
I have a contemplative nature and tend to listen carefully and reflect deeply before speaking. I also have a long-running centering prayer practice and have had formal training in group discernment practices and contemplative listening skills. As a lay person with considerable theological training (MDiv, MA in Christian spirituality, and working on a PhD), I feel I can serve as a bridge between lay and clerical concerns. As a former Southern Baptist (confirmed in the Episcopal Church six years ago), I have a unique, outsider perspective combined with a great love for the Episcopal Church as my adopted, chosen spiritual home. Finally, I am simply enamored with the breadth and diversity of this diocese, and would be honored to serve it. Given my personality and background, I think that the quiet, prayerful leadership called for in the work of the Standing Committee would be an ideal way for me to be of service.

Nominated by Chip Larrimore

Standing Committee – Lay

Andrew Lee
Christ Church, Sausalito
Marin Deanery

Interests:
I have to confess to being a “religion geek”: I love visiting different churches, attending religious workshops and retreats, and experiencing different expressions of Spirit (such as Taizé worship, meditation, and the like). I am also studying religion at the graduate level; see my research interests below. Beyond these interests, I love to read and write and travel, although I don’t get much opportunity for the latter now on a student budget. I also enjoy birdwatching and gardening, and am a practitioner of qigong and other mind-body (“martial”) arts.

Professional associations:
American Academy of Religion Society for the Study of Christian Spirituality

Summary of activities within my congregation / diocese:
I serve in a regular rotation as a lay Eucharistic minister, acolyte, and lector in my parish. I have also served two years as one of my parish’s representatives to our Deanery and Convention. In consultation with my rector, I am in the process of developing a centering prayer retreat and other Christian education/spiritual formation offerings for my parish.

Major activities beyond diocese:
I am a PhD student in Christian spirituality at Graduate Theological Union in Berkeley, which takes up most of my time. My research interests include contemplative practices, the history and theology of mysticism (especially the medieval English mystics, such as Julian of Norwich), and Celtic Christian spirituality. For the past two years, I have also led discernment retreats for prospective students at San Francisco Theological Seminary in San Anselmo. I am also a member of an inter-denominational contemplative spirituality group that meets regularly (at St. Paul’s, San Rafael) for centering prayer and lectio divina.

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George Teekell
Trinity + St. Peter’s, San Francisco
San Francisco Deanery

Interests:
My primary interests are Episcopal liturgy and sacred music. For over a decade I have attended the Eucharist on most days: weekdays at Grace Cathedral, occasional weekdays and Saturdays at Church of the Advent, and Sundays at Trinity, San Francisco (now Trinity+St. Peter’s). Since 2003 I have sung at services at Grace Cathedral, first in Cathedral Singers and now in Cathedral Camera. I sing in the Trinity Choir. I regularly sing at the Eucharist, Sunday Evensong, Christmas Eve, Maundy Thursday, and the Easter Vigil. I have a vigorous yoga practice and enjoy swimming.

Professional associations:
California Attorneys in State Employment, California Bar, California Teachers Association

Summary of activities within my congregation / diocese:
I have served as junior warden, senior warden, treasurer and vestry member at Trinity, San Francisco. As lay leader of a lay-led congregation, I was responsible for the temporal aspects of church management. Working closely with Linda Griffith, senior warden of St. Peter’s, I managed the successful blending and unification of two Episcopal congregations, as Trinity+St. Peter’s (T+SP). Started architectural and permitting work for the upcoming seismic strengthening project. Launched capital campaign. Spearheaded the calling of a full time priest-in-charge. I am a member of the Capital Campaign and Building Committees at T+SP.

Major activities beyond diocese:
Since 2001 I have worked in San Francisco as lead rulemaking attorney for the California Department of Insurance, a state agency whose main mission is consumer protection. I coordinate teams of interdisciplinary staff to promulgate insurance regulations that improve people’s lives, on subjects ranging from gender nondiscrimination to mental health parity. For twenty-five years I have taught part-time at Evergreen Valley College, San Jose. I teach remedial English primarily to nonnative English speakers. I also taught for six years at West Valley College, Saratoga, where I served for three years on the Academic Senate.

In my opinion the major issues facing the church today are:
The need to gain relevance in the lives of unchurched young people and the competing need to maintain the differentness from the secular culture that identifies us as Christians and Episcopalians. Declining attendance and rising median ages at churches in the diocese are troubling for at least two reasons: They threaten our long-term sustainability, and they accuse us of failing to spread the Good News effectively among young people. We cannot continue as we have and simply hope that the trends will reverse themselves. We must innovate and experiment, implementing new ways to attract, accommodate and retain new congregants. However, we must beware of catering to the expectations of the unchurched that we end up abandoning essential elements of our tradition, in an effort to get more people in the door. We seek greater attendance not for its own sake but because we believe our tradition offers newcomers a distinct kind of religious experience that is sorely needed in the broader culture, precisely because it is generally not to be found there.

Why are you running for this position?
I believe I am called to serve on the Standing Committee. Should the convention elect me to the position, I am ready to carry out its responsibilities to the best of my ability. I am equipped to bring to bear on the enterprise of diocesan governance the full force of the insight I have developed over the years through sustained prayer and worship, professionally in secular society, and at the parish level, as a faithful and effective lay leader. I am able to approach difficult and sensitive matters with tact and humility. I am a careful listener, and team player, and I have extensive experience in successful committee work. I am also capable of communicating effectively and, when necessary and appropriate, can pose questions or express an opposing view clearly and respectfully, all the while promoting a congenial, loving and collaborative meeting atmosphere.

Nominated by Ron Johnson
Br. Karekin M. Yarian, BSG
St. John the Evangelist, San Francisco
San Francisco Deanery

Interests:
Writing, spiritual direction, social activism, LGBT issues, religious life.

Professional associations:
Brotherhood of Saint Gregory, Spiritual Directors International, Sacred Space SF, Recycled AIDS Medicine Program.

Summary of activities within my congregation / diocese:
Member of Advisory Board for Sacred Space SF, professional Spiritual Director, member of Bishop’s Committee SJE. Former Minister Provincial - Province VIII of the Brotherhood of Saint Gregory. Advisor to community-in-formation Companions of Dorothy the Worker.

Major activities beyond diocese:
Consultant to Church Publishing, Inc.

In my opinion the major issues facing the church today are
How do we get the Church to become outwardly focused on ministry, rather than inwardly focused? We need to become more aware of systemic racism, develop clearer advocacy for immigrants, in this diocese to become more active in speaking out against the impact of income disparity, and address the increasing poverty in this city.

Why are you running for this position?
To be a voice in the governance of this diocese that calls to Church to be more active and deliberate in ensuring that our structures and parishes have the means to address the issues we face as a denomination.

Nominated by Diana Wheeler
Standing Committee — Clergy

Stephen Hassett
St. Stephen’s, Orinda
Contra Costa Deanery

Interests:
Needless to say I am interested in my family: they are my favorite people and I love spending time with them every day. I am pursuing a Doctor of Ministry studying methods of teaching and learning for the purpose of enriching our strategies and tools for discipleship. That’s interesting. I am taking lessons on the ukulele which is awesome, and for the past four years I have been a student of an Afro-Brazilian martial art called Capoeira, which is super interesting.

Professional associations:
None that I can think of!

Summary of activities within my congregation / diocese:
I was ordained to the priesthood in 2006 and served a church plant in Marin County called the Macrina Community. After that I served as Associate at St John’s in Ross for six-and-a-half years. I have served as rector of St Stephen’s in Orinda for one year, and have served on the Commission on Ministry for four years. I have occasionally led or contributed to programs for Clergy Conference and other programs for faith formation.

Major activities beyond diocese:
For the past seven years my family and I have been committed members of a public school community in Oakland. MLA is a dual-immersion Spanish-English K-8 school that serves families from all over Oakland with a special emphasis on immigrant and Spanish-speaking families in the Fruitvale and East Oakland. Our primary goal is to develop a community of teachers and learners who are engaged in the work of transforming social structures so as to address patterns of inequality and injustice in schools and in society. Our boys are in 6th and 3rd grade, and we volunteer a lot.

In my opinion the major issues facing the church today are
I’ll be honest and say that I think one of the major issues facing the church today is the exorbitant amount of time we spend worrying about issues facing the church. I’d rather see us focus on our commitment to enriching our prayer lives, searching the Bible for transformative wisdom, and patterning our lives after Jesus so that we have the courage and stamina to live lives of mercy and justice as a witness to God’s power and grace.

Why are you running for this position?
I was nominated and accepted the nomination. If elected I would be glad to serve on the Standing Committee. In my work as a parish priest and a member of the COM, I have tried to improve structures and processes for the sake of institutional health and vitality. If the church is a the body of Christ, then the body needs to be strong to carry out its mission. I think I have been effective as a leader and colleague in my various roles, and would be glad to bring that same energy and those same priorities to a Diocesan body such as the Standing Committee.

Nominated by Lori Walton

NOMINEES
Standing Committee — Clergy

Sylvia Vasquez
St. Paul’s, Walnut Creek
Contra Costa Deanery

Interests:
I enjoy spending time in my tiny garden and I absolutely love being on large ocean going ships. Cruising on the ocean is a deep joy for me. I also enjoy reading novels and watching a variety of genres of cinema. I love cooking for large groups and spending time camping under the giant redwood trees near Garberville, CA. I have a huge family and I enjoy keeping up with all 300 of my family members who mostly live in Texas.

Professional associations:
I have a few professional associations outside of the church, but am not currently active in any.

Summary of activities within my congregation / diocese:
I have served most recently on Executive Council, and currently serve on Constitution and Canons. I also served two terms on the board of Episcopal Charities and was a member of the Ad Hoc Search Committee for the diocesan multi-cultural officer. At the bishop’s request, I energetically participated in the Assessment Formula Review Committee and just finished my service on the Capital Campaign Steering Committee. I am starting to put together a plan to re-engage the Latino Commission. I am current vice-president of my Deanery.

Major activities beyond diocese:
I am a volunteer staff associate for General Convention as a House Services Coordinator for interpretation. I have been either a deputy, alternate or volunteer for General Convention since 2000. I have served on the Episcopal Church Latino Advisory Board, and I conducted workshops for Province IX Bishops on the Catechumenate. I have organized and led multiple parish based mission trips in four different dioceses to Mexico and Honduras for the last 17 years.

In my opinion the major issues facing the church today are
I think one of the major issues facing the church today is to stay focused on the core message of the Gospel. We’ve been distracted by legal wrangling over property and social issues and not applying the values of the Gospel to guide our decisions about our mission as a church. Love God, love your neighbor--change the world. That is a short hand for what God is calling us to do, yet, we are constantly sidetracked by other distractions. We must be willing to live the values that Christianity espouses or our message rings hollow. Another major issue facing the church is to figure out how to go about creating a culture of non-anxious leadership that inspires and challenges rather than responding out of fear and scarcity. Many times church leaders are pressured to lukewarm solutions so as not to upset others.

Why are you running for this position?
I want to contribute part of my time and energy to serve the diocese as an advisor to our bishop. We need courageous leadership that is able to stay the course of the Gospel message in the face of strong pressure to let things be as they are. Our bishop has the courage and the vision to lead the diocese in the world of Bay Area secularism. I want to assist him in his vision for the diocese and to support him in his ministry by being a sounding board for his ideas, hopes, and dreams. I have a direct way of speaking and feel that I can be candid with the bishop in those areas where we may need to explore different options than he might initially believe. I think we need to value, treasure, and respect his gifts and talents while also inviting him to stretch in other areas. I have several years of experience in congregational development which can be an asset when making decisions about property, and facilities use, etc. I have been ordained for 20 years and feel I have good insight into the role of clergy in the life of the church.

Nominated by Warren Wong
Standing Committee – Clergy

Mauricio Wilson
St. Paul’s, Oakland
Alameda Deanery

Interests:
Liturgy & Worship,
Church Governance,
Youth Ministry,
Accounting/Audit,
Cooking, wines.

Professional associations:
N/A

Summary of activities
within my congregation / diocese:
Rector, St. Paul’s Church, Oakland; Board of St. Paul’s School; Board of Clausen House; Completing term on Executive Council; Chair, Assessment Appeals Committee; Program and Budget Committee; DioCal General Convention Deputation.

Major activities beyond diocese:
N/A

In my opinion the major issues facing the church today are
1. Our growing concern about numbers: Episcopalians and others spend an inordinate amount of time in conversation on statistics, bank accounts, and ASA’s. Unfortunately this takes away from what is and always should be sharing the Good News of God in Christ Jesus.
2. The Name of Jesus: many have used this name to promote an agenda of exclusion and hate. It is essential that those of us who are working for causes of social and environmental justice to reclaim Jesus as our guide and inspiration.
3. “United we stand, divided we fall.” I believe the Church must inspire the world towards unity. To do so we first have to live that oneness within the Body of Christ.

Why are you running for this position?
As part of my ordination vows I made a commitment to serve in the councils of the Church. I am offering myself for consideration for the Standing Committee of our diocese because I believe strongly in the structures of governance of our church and in the vital role this body has in supporting the ministries and ministers of the Church. I have been an Episcopalian my entire life and at 13 years of age I starting serving in leadership and governance positions in the church. This form of service to the church has extended to my six years in the Diocese of California. It is my hope that I will be able to share my gifts and talents with the other members of the committee so as to continue being a strong source of advice for the bishop, as well as strong but very spiritual resource of discernment for those who feel themselves called to God’s service in the ordained ministry.

Nominated by Jeri Robinson
The 166th Convention of the Episcopal Diocese of California

Executive Council — Lay

Robert Middleton
St. John’s, Oakland
Alameda Deanery

Interests:
Medieval and early modern european history, literature and music; gardening; local animal welfare programs; maintaining and driving vintage sports cars.

Professional associations:
Episcopal Communicators; North American Maritime Ministry Association; National Oceanic & Atmospheric Administration, public seaport planning forums.

Summary of activities within my congregation / diocese:
Lay Eucharistic minister, 1997-present; President/VP Alameda Deanery, 2010-12; St. John’s, Oakland deanery delegate 2004-present; St. John’s parish newsletter editor, 2004-08; port chaplain, Bay Area Seafarers Service, 2000-04; Education for Ministry, 1992-96; publicity chair, Diocese of California 150th anniversary celebration, 1999; Vestry member, 1988-91 and committee chair or member for various parish programs including annual stewardship campaigns, rector searches, facilities operations and maintenance, men’s fellowship group and annual retreat and rides for non-driving parishioners, 1988-present.
Postgraduate study, diocesan School for Deacons, 1996-2006.

Major activities beyond diocese:

In my opinion the major issues facing the church today are
It’s been said that Christian faith draws us into a vertical and a horizontal relationship: the vertical our relationship to God, the horizontal to each other. In my view, Episcopal Church strengths reside more along the vertical axis, articulating theological principles and their implications for individual practice and political and social action. We do less well at integrating members into emotionally satisfying and productive congregational life, and our parishes too often resemble the proverbial “herd of cats.” To newcomers and church-shoppers (to say nothing of the unchurched), it is not always clear what draws Episcopalians together, and why they worship as they do. As a result, outreach initiatives tend to “preach to the choir loft” without giving compelling, credible grounds for exploring church membership — religion at the retail level, if you will. We have an enormously strong story to tell, but we need to dramatize it convincingly, accessibly and far more often than we typically do.

Why are you running for this position?
I now am retired after more than 30 years of staff and managerial employment in both the public and private sectors, and over that time I have belonged to the same parish, under two bishops, three rectors and a number of interims. Cumulatively this experience has shown me how people in groups of varying sizes respond to the challenges of organizational life, successfully and not so successfully. It has emphasized the virtues of patience, empathy and pragmatism, and it has taught me above all, to listen. These are faculties I gladly bring to the work of the diocese, as I very much admire and enjoy the church and want it to flourish in our time.

Nominated by Krista Fregoso

About Krista Fregoso

St. John’s, Oakland
Alameda Deanery

Interests:
Medieval and early modern european history, literature and music; gardening;

Professional associations:
Episcopal Communicators; North American Maritime Ministry Association; National Oceanic & Atmospheric Administration, public seaport planning forums.

Summary of activities within my congregation / diocese:
Lay Eucharistic minister, 1997-present; President/VP Alameda Deanery, 2010-12; St. John’s, Oakland deanery delegate 2004-present; St. John’s parish newsletter editor, 2004-08; port chaplain, Bay Area Seafarers Service, 2000-04; Education for Ministry, 1992-96; publicity chair, Diocese of California 150th anniversary celebration, 1999; Vestry member, 1988-91 and committee chair or member for various parish programs including annual stewardship campaigns, rector searches, facilities operations and maintenance, men’s fellowship group and annual retreat and rides for non-driving parishioners, 1988-present.
Postgraduate study, diocesan School for Deacons, 1996-2006.

Major activities beyond diocese:

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Nominated by Krista Fregoso

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Deborah Hawkins
St. Elizabeth’s, South San Francisco and St. Andrew’s, San Bruno Peninsula Deanery

Why are you running for this position?
Governance, finance, and long-range planning are important and fascinating facets of the life of the church. I enjoy being a part of making things work. I bring a love of small mission congregations and respect for the gifts they carry for the diocese as whole into the conversations.

Nominated by Diane FitzGibbon

Interests:
Reading, walking, boating, gardening, and time spent with family and friends.

Professional associations:
N/A

Summary of activities within my congregation / diocese:
Lay Vicar of St. Elizabeth’s and St. Andrew’s, St. Andrew’s Preschool board, and Committee for Congregational Development.

Major activities beyond diocese:
I participate in both the South City Pastors Association and in Assemblyman Kevin Mullins ‘Coffee with clergy program.’ The primary purpose of both programs is to engage with clergy from different faiths and traditions around issues affecting our communities.

In my opinion the major issues facing the church today are
We are always faced with the issue of how to grow as disciples of the risen Christ both as individuals and as communities of faith. This requires a constant discernment of how to blend the old with the new in order to flourish in the present and the years to come. It is tempting to either toss out all that is old or refuse to consider anything new. Instead we must be open to new combinations of practices, structures and processes in all aspects of the church. This requires being willing to try, fail, learn, and try again all while remembering that what at first glance appears to be failure often turns out to be the opening of a new opportunity.
David Frangquist  
St. Aidan’s, San Francisco  
San Francisco Deanery  

**Secretary of the Convention**  

Nominated by Peter Fairfield

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**Interests:**  
History, computers & communications,  
Christian vocation, parliamentary law, labyrinth design.

**Professional associations:**  
Association for Computing Machinery (ACM).

**Why are you running for this position?**  
I was first called to this work when the Rev. Channing Smith asked me to run after I had served as Secretary of Standing Committee and led the organization of the Special Convention that elected Bishop Marc. I have found the work to be interesting and rewarding. I believe there is still more I am called to do. There is much to do to promote transparency and communication in our diocese and to improve the effectiveness of Diocesan Convention. I am pleased to serve Christ in this way.

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**Summary of activities within my congregation / diocese:**  
Secretary of Convention, Committee on Dispatch of Business 2007-2013, Committee on Governance 2010-2012, Standing Committee class of 2008 (Secretary 2006, Vice President 2008), Diocesan Council 2002-2004, Pacific Church News Advisory Board 2002-2005, presenter at Diocesan Ministry Conferences (vocations track), Convention Delegate, Vestry (3 times), Parish Treasurer, Congregation Vocations Committee, Senior Warden, Rector Search Committee, labyrinth builder, thespian, Mother Superior (St. Dymphna’s).

**Major activities beyond diocese:**  
Carleton College Alumni Association, Colorado River runner.

**In my opinion the major issues facing the church today are**  
Restructuring our Church to present the Gospel of Christ in new and relevant ways. We must learn to refashion our institutions and use our resources effectively to communicate our true excitement about Christ to a skeptical people. We need to convey the importance of Christian community and corporate action to a society where religion has become private and personal for many people. We must mobilize the power of the Holy Spirit embodied in all our members. In this time of economic, environmental and political crisis, the world needs Christ more than ever. (Same thing I said last year, and the landscape hasn't changed much.)
Treasurer of the Diocese

Robert McCaskill
St. Stephen’s, Belvedere
Marin Deanery

Interests:
Nonprofit organizations, environmental protection, travel, snow skiing and water skiing.

Professional associations:
Retired CPA (past member of American Institute of CPAs and California Institute of CPAs).

Why are you running for this position?
I am a retired CPA and have served both as a board member and as treasurer of various nonprofit organizations in the Bay Area. Having served as the treasurer of my own congregation for many years, I have an understanding of the financial pressures that many of our churches face. As a member of the Diocese's finance committee since 2002, I also have a good understanding of the accounting and financial issues of the Diocese.

Nominated by Roulhac Austin

Summary of activities within my congregation / diocese:

St. Stephen’s Church: Vestry, Senior Warden (2010), Treasurer (2001-present), Co-Chair Capital Campaign (2013)

Major activities beyond diocese:
Global AIDS Interfaith Alliance (board member)
Belvedere City Council (2012-present), Mayor (2014)
Marin Clean Energy (board member)
Belvedere-Tiburon Recreation (board member)
Marin Academy (Finance Committee)

In my opinion the major issues facing the church today are
As the financial condition of many of our parish churches continues to suffer, we must continue to seek an appropriate balance between the financial needs of the Diocese and those of its individual churches, and work...
Admission of New Skelling Celtic Christian Community

Resolved, That the 166th Convention of the Diocese of California hereby admits the Rev. Vincent Pizzuto as a member in the clergy order and the delegates elected from The New Skellig Celtic Christian Community as members in the lay order of this Convention, said persons having been recently received into The Episcopal Church in this Diocese by the Bishop under Episcopal Church Canon I.16, with the right to voice and vote and all other rights and duties of members of the Convention.

Explanation: The New Skellig Celtic Christian Community, based in Fairfax, and their priest, The Rev. Vincent Pizzuto, were together formally received, with the consent of the Presiding Bishop and the Standing Committee, by Bishop Marc Andrus last December into The Episcopal Church from the Celtic Christian tradition. Under the canon governing receiving congregations, Canon I.16.4, the New Skellig delegation and Fr. Pizzuto may be granted voting privileges and all other rights at Diocesan Convention through formal action of Convention. New Skellig meets regularly as a house church within the boundaries of the parish of St. John’s, Ross. Since their reception, New Skellig has organized their governance, with the Bishop’s ratification, as an affiliated congregation under the appropriate canons of The Episcopal Church and the Diocese, and has elected a delegation to Diocesan Convention.


Endorsed by:
The Rev. Vanessa Glass (Rector, St. Francis’, Novato)
The Rev. Stacey Grossman (Chaplain / St. Stephen’s, Belvedere)
The Rev. Chip Barker Larrimore (Rector, Christ Church, Sausalito)
The Rev. Daniel London (Marin Episcopal Youth Group)
The Rev. Carol Luther (Vicar, St. Aidan’s, Bolinas)
St. Aidan’s, Bolinas
The Rev. Christopher Martin (Rector, St. Paul’s, San Rafael)
The Rev. Chris Rankin-Williams (Rector, St. John’s, Ross)
Resolutions to Require Deanery Support (Proposed Change to Rule 1.1 of the Convention Rules of Order)

Resolved, That Rule 1.1 be amended to read as follows (added text in **bold italics**):

1.1 Any resolution to be considered by the Convention, other than those necessary matters of procedure and business of the Convention, must be submitted to and 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 cleric or lay delegate eligible to vote at the Convention, or by any parish, mission, or other officially recognized diocesan organization. Included on the copy of the proposed resolution shall be the name and address of the proposer of the resolution.

The subject matter of all resolutions, other than those set forth in Rule 1.4 (a) – (e), should be approved by at least two deaneries prior to being submitted to the Chair of the Resolutions Committee, and the Committee may refuse to consider or submit to Convention any proposed resolution for the sole reason that it has not received such approvals.

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.

Explanation: The change to Rule 1.1 was initiated by the Deanery Coordinating Committee with the objective of increasing the involvement of the deaneries in the development of resolutions for Convention. The intention is to have deaneries interact with resolution proponents more fully before their resolutions go forward to Convention. It is assumed that if authors had a chance to interact with delegates before they finalized the text, they may be able to improve their chances of having their resolutions pass. Finally, some resolutions perhaps ought not to come to Convention, and deaneries could be a part of the clearing process.

The proposed rule would establish a standard that resolutions be brought to the deaneries and approved by at least two deaneries before being submitted to the Committee on Resolutions. The deaneries would not need to approve the same language, only the same subject matter, as it is expected that the wording may change as a result of deanery discussions. The Committee may make exceptions for good reasons, such as a subject that arises too late to be considered by the deaneries and which the Committee thinks would suffer from being delayed to the following Convention. Other resolutions could still be brought to the floor of Convention with the consent of two-thirds of the Convention.

If adopted, this change would be in effect for the 167th Convention.

Proposed by:
Deanery Coordinating Committee, Matthew Woodward (rector@transfig-sm.org) & Darren Miner (darren.miner@comcast.net), Co-Chairs; Committee on Dispatch of Business, Salying Wong (salying@gmail.com), Chair; Committee on Resolutions, Jay Luther (jluther@lutherlaw.com), Chair.
Resolved, That the Episcopal Church in the Diocese of California is authorized to apply to the Franchise Tax Board of California on behalf of the cathedral church and all parishes and missions of the Diocese for a group exemption determination of their tax-exempt status.

Explanation: Churches must have tax exemption determinations from both the Internal Revenue Service and the California Franchise Tax Board in order to claim tax-exempt status and to accept tax deductable donations. Since 1976, the Diocese and its cathedral, parishes, and missions have enjoyed a “group exemption” determination by the IRS. That means the IRS automatically recognizes all our congregations as tax-exempt. This helps prevent the accidental loss of federal tax-exempt status by congregations if they make mistakes in paperwork.

A comparable group exemption is available from the Franchise Tax Board, but the Diocese does not yet have it. In recent years several congregations have had to apply individually to the Franchise Tax Board to maintain their tax-exempt status, which is slow, cumbersome, and potentially costly. The Franchise Tax Board will allow the Diocese to apply for a group exemption for its congregations only if they specifically authorize the Diocese to do so. This resolution would provide the necessary authorization, so that all congregations can enjoy a group exemption determination from the Franchise Tax Board.

Submitted by: Christopher J. Hayes, Chancellor of the Diocese. Questions may be directed to Christopher Hayes (christopher.hayes@borowsky.com).
Resolution 4

Environmentally Responsible Investing

Resolved, That the 166th Convention of the Diocese of California calls upon the diocese to honor the principles of resolution C045, Environmentally Responsible Investing,\(^1\) passed by the 78th General Convention of The Episcopal Church;

Resolved, That the Convention calls upon the diocese, while always acting in a fiscally responsible manner and consistently with its fiduciary obligations, to divest from existing and refrain from future holdings of fossil fuel companies;

Resolved, That all congregations and institutions in the diocese engage in the topic of divestment from fossil fuel companies and reinvestment in clean energy within the coming year; and

Resolved, That this resolution constitutes an additional instruction to the Socially Responsible Task Force created by the resolution of the 165th Convention entitled “Socially Responsible Investing,” and shall be regarded as an expression of the “values of the people of the Diocese of California” within the meaning of that resolution.

Explanation: In April 2015, the Church of England, citing “a moral responsibility to protect the world’s poor from the impact of global warming,”\(^2\) announced it would divest from companies processing tar sands oil and thermal coal, two of the most heavily polluting fossil fuels.\(^1\)

In July 2015, the 78th General Convention of The Episcopal Church passed Resolution C045, which calls upon the Investment Committee of Executive Council of The Episcopal Church, the Episcopal Church Endowment Fund and the Episcopal Church Foundation “to divest from fossil fuel companies...in a fiscally responsible manner” and “to refrain from purchasing any new holdings of public equities and corporate bonds of fossil fuel companies.”\(^1\)

The issue of how we as a diocese invest our money is fundamentally a moral issue. Drawing from Resolution C045, this resolution recommends that the Diocese of California align itself with the environmentally responsible investment values that have already been affirmed by The Episcopal Church, the Church of England, and other members of The Anglican Communion.

Background

At the end of the 2011, the diocese made the decision to invest its endowment with The Investment Fund for Foundations (TIFF). As of June 30, 2015, the diocese still invests $17,496,262.51 with TIFF, while approximately $2,032,000 is invested with Charles Schwab in a socially responsible fund. Unlike funds offered through the Episcopal Church Endowment Fund and Episcopal Church Foundation, TIFF does not currently screen its funds for compliance with the investment values affirmed by General Convention. This resolution will provide a needed course correction to bring the diocesan endowment into alignment with the mission and values of The Episcopal Church, succinctly encapsulated in the fifth point of The Episcopal Church’s Five Marks for Mission, “To strive to safeguard the integrity of creation and sustain and renew the life of the earth.”\(^3\)

In response to the call of the diocesan conventions of 2013 and 2014, the Investment Committee of the diocese has actively engaged TIFF in discussions of creating a Socially Responsible Investment (SRI) portfolio option. As a result, The TIFF Board has endorsed the idea and is working towards offering an SRI portfolio, likely in 2016. This new fund would allow for the diocese to invest in compliance with The Episcopal Church values without any cost incurred for changing investment firms, making it feasible for the Diocese to honor the principles of Resolution C045 passed by the National Episcopal Church in June of 2015.

Last year’s Socially Responsible Investing resolution established a Social Responsibility Task Force “to explore investment policies that would be consistent with the values of the people of the Diocese of California (informed by a process involving, but not limited to, diocesan planned roundtable discussions over the course of 2015) and to make policy recommendations to the Investment Committee.” This resolution supplements these roundtable discussions by providing a direct expression of such
values in the area of fossil fuel investments to the Task
Force.

Submitted by:
The Rev. Justin R. Cannon, Vicar, St. Giles, Moraga
(justin@stgiles-moraga.org)
The Rev. Susan Champion, Vicar, Christ the Lord, Pinole
(vicarsusan@hotmail.com)
The Rev. Canon Sally Bingham, Canon for the
Environment, Diocese of California
(sally@theregenerationproject.org)

Endorsed by:
Christ the Lord Episcopal Church, Pinole
The Rev. Dr. Jim Antal, Conference Minister and President,
United Church of Christ
Massachusetts Conference (author of the UCC’s divestment
resolution)
The Rev. Michael Barham, Vicar, Holy Family, Half Moon
Bay and Good Shepherd, Belmont
Mr. Michael Brune, Executive Director, The Sierra Club
The Rev. Peter Champion, Retired Priest, Diocese of
California
The Rev. Vicki Gray, Deacon, Christ the Lord, Pinole
Dr. Paula Hawthorn, Delegate, St. Paul’s, Oakland
The Rev. John Kirkley, Rector, St. James, San Francisco
Mr. Bill McKibben, Co-founder, 350.org
The Rev. Kate Salinaro, Deacon and Director of Field
Education, The School for Deacons
The Rev. Will Scott, Program Director, California Interfaith
Power and Light
The Rev. Sylvia Vasquez, Rector, St. Paul’s, Walnut Creek
Warren J. Wong, Member, Executive Council of The
Episcopal Church

Footnotes:
1 http://www.generalconvention.org/gc/2015-resolutions/
C045/current_english_text
2 https://www.churchofengland.org/media/2223994/climate.
change.policy.30.04.15.pdf
3 http://www.episcopalchurch.org/page/five-marks-mission

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**Resolution 5**

**Mental Health Resources and Advocacy**

**Resolved,** That the 166th Convention of the Diocese of California calls upon all congregations to become more supportive and safe places where those living with mental health diagnoses and their families can come for acceptance, information and the unconditional love of God;

**Resolved,** That the Discipleship Ministries Working Group will partner with the Diocesan Task Force on Mental Illness/Mental Health to help equip congregations and leaders with the tools, referral resources and support they need to become agents of reconciliation for those living with mental health diagnoses; and

**Resolved,** That Diocesan staff and congregational leaders will partner together to communicate with local, state, and federal policy makers and service providers to eliminate dangerous stigmas pertaining to brain disorders, and advocate for urgent reforms and funding for mental health care.

**Explanation:** All Episcopalians are called by our baptismal covenant to “support the dignity of all human beings” and by the Gospel to love all of our neighbors. Congregations and faith leaders often find themselves in positions of serving those living with mental illness and their families, both in and outside the church.

Since the 1980’s, the growing majority of adults living with mental health diagnoses, having little or no access to quality care, find themselves living on the streets or in prisons, rather than in places of healing and grace. Today, one in five Americans live with the physical, emotional and social effects of mental illness. ¹

Uninformed stereotypes about those living with brain disorders found in media, language and public policies promote negative attitudes about mental health consumers which discourage them from seeking help. Mental illness has been proven to be an organic condition, no more deserving of shame or blame than any other chronic physical disorder, such as diabetes or heart disease.

The two primary goals of the Diocesan Task Force on Mental Illness/Mental Health are:

1. To help educate all Episcopal churches and faith leaders about mental illness by connecting them to resources — both in and outside the faith community — for information and support, by encouraging culturally inclusive, interfaith and ecumenical partnerships, and by facilitating welcoming conversations in congregations;

2. To advocate for discussion and action with legislators, media and community leaders to break stigmas around mental illness and implement/fund urgent mental health care reforms.

This resolution is designed to promote these goals by better educating clergy and faith leaders about the physical, emotional and social effects of mental illness upon individuals and families, as well as creating bridges with agencies that provide information, services and support (including but not limited to information offered through continuing education for clergy and lay leaders, the Resource Center, and the Diocesan website). This may include developing an educational tool for use in and by congregations. The Task Force on Mental Illness/Mental Health will request resources for this work in the 2017 Diocesan Budget.

**Submitted by:** The Rev. Joyce Parry-Moore, Rector, Saint Bartholomew’s, Livermore, rector@saintbarts livermore.com

**Endorsed by:** Diocesan Task Force on Mental Illness/Mental Health; The Rev. Julia McCray-Goldsmith, Diocesan Staff

**Footnote:**

¹ From the NAMI (National Alliance on Mental Illness) website, “Mental Health by the Numbers”, http://www.nami.org/Learn-More/Mental-Health-By-the-Numbers
Admission of Christ the Lord, Pinole, as a Parish

Resolved, That upon recommendation of the Committee on Admissions, the requirements of Article X, Section 10.1 of the Constitution of the Diocese of California having been satisfied, the Episcopal Church of Christ the Lord, Pinole, is admitted as a parish in union with this Convention.

Explanation: The Constitution of the Diocese of California specifies that
A parish may be admitted into union with the Convention by the affirmative vote of a majority of the members of the Convention provided the parish shall first have presented to the Convention:
(a) a certificate from the Bishop approving the organization of such parish;
(b) governing documents in form approved by the Bishop, subscribed by the wardens, in which such parish expressly accedes to the Constitution, Canons and worship of The Episcopal Church and to the Constitution and Canons of the Diocese; and
(c) satisfactory evidence that it has been organized in conformity with the Canons.

In addition, Canon XI, sections 11.01 through 11.06 specify the process by which a mission may apply to the Bishop and the Standing Committee for conversion to parish status.

The Episcopal Church of Christ the Lord, Pinole, with the guidance the Congregational Development Committee, has made application to become a parish, and the Bishop and Standing Committee have given their approval. The necessary documentation will be presented to the Committee on Admissions to verify that it is complete and that the Canons have been followed.

This is an occasion for great rejoicing and for congratulating the Episcopal Church of Christ the Lord, Pinole, for the excellent work they have done in building up the Body of Christ.

Submitted by:
The Rev. Cn. Stefani Schatz, Canon to the Ordinary, stefanis@diocal.org.