160th Convention
of the
Diocese of California

October 16 and 17, 2009

Day of Convention Booklet

This document lists items to be voted on at the 160th Diocesan Convention (October 16 and 17), including changes to the constitution and canons of the diocese, resolutions, and nominees.
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<td>4:30 p.m.</td>
<td>Registration</td>
<td>Cathedral Nave</td>
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<td>5 p.m.</td>
<td>Dinner and Music</td>
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<td>6:30 p.m.</td>
<td>Call to Order</td>
<td>Cathedral Nave</td>
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<td>Organizational Details</td>
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<td>Eucharist</td>
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<td>8 p.m.</td>
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<td>8 a.m.</td>
<td>Late Registration</td>
<td>Cathedral Nave</td>
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<td>Call to Order</td>
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<td>Morning Prayer</td>
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<td>Bishop’s Address</td>
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<td>Nominations Committee Report</td>
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<td>First Ballot</td>
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<td>Break</td>
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<td>Camps &amp; Conferences Report</td>
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<td>Action on Salary Resolution</td>
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<td>Treasurer’s Report</td>
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<td>Second Ballot</td>
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<td>Introduction of New Clergy</td>
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<td>Executive Council Report</td>
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<td>Standing Committee Report</td>
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<td>1:40 p.m.</td>
<td>Second Report of Committee on Resolutions</td>
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<td>Action on Resolutions</td>
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<td>Discussion Groups re: Convention</td>
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<td>Episcopal Community Services Report</td>
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<td>Deaneries Task Force Report</td>
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<td>3 p.m.</td>
<td>Results of Second Ballot</td>
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<td>3:05 p.m.</td>
<td>Closing Prayer</td>
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<tr>
<td>3:10 p.m.</td>
<td>Adjourn</td>
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## Bishop’s Appointments to Committees of Convention

**Chancellor**  
Christopher Hayes

**Archivist**  
Michael Stroup

**Committee on Canons**  
Christopher Hayes, Chair  
Sandy Boone  
Paul Burrows  
Robert Gieselmann  
M. Sylvia O. Vasquez

**Committee on Credentials**  
David Frangquist, ex officio, Chair  
Mary Louise Gotthold  
Melissa Ridlon

**Committee on Dispatch of Business**  
Barbara Bender Breck, Chair  
Michael Barlowe  
David Frangquist

**Committee on Elections**  
Roulhac Austin, Chair  
Shelton Ensley  
Amber Evans

**Committee on Personnel Practices**  
Bruce O’Neill, Chair  
Michael Barlowe  
Bruce Bearden  
Eric Hinds  
Lauran Pifke  
Valerie Pinkert  
Jeannie Thomas

**Committee on Program and Budget**  
Bob McCaskill, Treasurer  
Dianne Audrick Smith  
Shelton Ensley  
Karen Swanson  
Bob Birss  
Carol Cook  
Timothy Smith  
Kathleen Ferrando  
Roulhac Austin  
Jim Forsyth, Controller

**Committee on Resolutions**  
Robert Birss, Chair  
Carolyn Bolton  
John Kirkley  
Mrs. E. J. Hilliard  
Carol Luther  
Sean McConnell  
Salying Wong

* Pending the approval of convention
### Elected Committee Members

#### Committee on Nominations
Ron Culmer, Chair (ex-officio)

*Elected by Convention:*
- Vincent Jang, class of 2009
- Mary Louise Gotthold, class of 2010

*Elected by Standing Committee:*
- Mark Spaulding, class of 2010
  - [vacancy]

*Elected by Executive Council:*
- Len Johnson, class of 2009
- Victoria Gray, class of 2010

#### Executive Council

*Class of 2009:*
- Chip Barker Larrimore (Convention Rep.)
- Melissa Ridlon (Convention Rep.)
- Mary Hintz (Alameda Deanery)
- Jay Luther (Marin Deanery)
- Bob Birss (Peninsula Deanery)
- Carol Cook (Southern Alameda Deanery)

*Class of 2010:*
- Vicky Gray (Convention Rep.)
- Tim Smith, Chair (Convention Rep.)
- Leonard Johnson (Alameda Deanery)
- Shelton Ensley (Contra Costa Deanery)
- Kathleen Ferrando, Secretary (Marin Deanery)
- Paul Burrows (San Francisco Deanery)

*Class of 2011:*
- David Lui (Convention Rep.)
- Dianne Audrick Smith, Vice Chair (Convention Rep.)
- Pamela Redding (Contra Costa Deanery)
- Roulhac Austin (San Francisco Deanery)

*Ex-officio, Non-voting Members:*

- Karen Swanson (Peninsula Deanery)
- Teri Minnis (Southern Alameda Deanery)

- Bishop’s Appointees:*
  - Dewitt Bowman
  - Amber Evans
  - Jay Watan
  - Donald White

#### Ecclesiastical Court

*Class of 2009*
- Vik Slen
- James Stickney

*Class of 2010*
- Paul Burrows
- Nancy Eswein
- Martha McKenna

*Class of 2011*
- Barbara Bender Breck
- Phillip M. Jelley

#### Standing Committee

*Class of 2009*
- Stacey Grossman
- Carolyn Gaines

*Class of 2010*
- Paul Evans, President
- Ron Culmer, Vice President

*Class of 2011*
- Ron Johnson
- Nina Pickerrell

*Class of 2012*
- Peggy Greene
- Bruce Smith
Below are the Rules of Order for the Convention of the Diocese of California, shown with change proposed for 2009. Additions are shown in **bold** and deletions are shown in strikethrough. The Rules of Order must be approved by vote at the beginning of 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 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.

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.

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 of Convention elected or appointed pursuant to the provisions of the Canons.

2.3 The appointment of Assistant Secretaries.

2.4 The report of the Chair of the Committee on Credentials on the status of clerical and lay delegates to the Convention. 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.

2.5 Report of the Committee on Dispatch of Business. Subsequent reports of this committee may be made at the discretion of the Chair.

2.6 The appointment by the President of 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 Admissions.

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.

2.10 Introduction of matter for the
consideration of committees and reference to the same.

2.10 Report of the Committee on Canons.

2.11 Report of the Treasurer of the Diocese, including the report of the audit of the Treasurer’s Books.

2.12 Report of the Diocesan Council, including the presentation of the Program and Budget of the Diocese for the coming year.

2.13 Reports of Special Committees appointed at previous conventions or by the President.

2.14 Report of the Committee on Resolutions.

2.15 Report of the Standing Committee of the Diocese, and of all other officers, boards and committees of Convention.

2.16 Appointment of Chancellors, legal counsel, Registrar, members of the Commission on Ministry, and other appointive positions.

2.17 Miscellaneous business.

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
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 office and shall endorse on the outside of each envelope the following:

a) the office for which they were cast;

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

Explanation of Proposed Change

For many years, it was customary to pass a motion at each Convention ordering the destruction of the ballots from the previous Convention. The motion was not introduced at the last couple of Conventions, leaving the office staff unsure what to do with the old ballots. It seems like an unnecessary formality to ask the Convention to vote on this every year, but in the absence of a specific rule, a long-standing custom has the same force and effect as a rule.

Robert’s Rules of Order allows ballots to be destroyed “if there is no possibility that the assembly may order a recount.” The absence of a time limit for requesting a recanvass makes it unclear when that would be.

The proposed changes to the Rules of Order establish a reasonable time limit for requesting a recanvass and allow for the routine destruction of ballots without keeping them for a year or making the Convention vote on it.

Submitted by the Secretary of Convention
Report #1 – Special Order: Committee on Canons

Your Committee on Dispatch of Business moves that the consideration of the Report of the Committee on Constitution and Canons be governed by the following special order:

1. Five minutes shall be provided for presentation of the report, with an additional five minutes for questions of clarification.

2. Five 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.

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).

Report #2 – Special Order: Committee on Resolutions

Your Committee on Dispatch of Business moves that the report(s) 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.

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 7.4, three minutes shall be provided for the presentation of each resolution and ten minutes for debate.

5. Debate on each resolution shall be limited to ten minutes, unless the house by 2/3 majority resolves to extend the time.

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.

Report #3 – Special Order: Program & Budget

Your Committee on Dispatch of Business moves that consideration of the Program and Budget report be governed by the following special order:

1. Following the report of the Diocesan Executive Council, five minutes shall be allowed for the introduction of the Proposed 2009 Program and Budget and additional five minutes for the introduction of amendments to
the Program and Budget.

2. The Proposed 2009 Program and Budget, together with amendments introduced, shall be referred to the Division of Program and Budget, for its consideration. The full report of the division shall be represented in the regular order of business.

3. Debate on the Program and Budget shall then proceed for a time not to exceed five minutes.

4. Debate on any amendments from the floor, during the consideration of the Program and Budget shall be limited to five minutes each. No speaker shall be allowed more than two minutes.

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.

Report #4 – Special Order: Committee Reports (Excluding Canons and Resolutions)

Your 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.

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.
## List of Nominees

### Standing Committee (*one clergy, one lay*)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Parish</th>
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<tbody>
<tr>
<td>Bob Birss</td>
<td>lay</td>
<td>Church of the Epiphany, San Carlos (Peninsula)</td>
</tr>
<tr>
<td>Rob Droste</td>
<td>priest</td>
<td>All Saints’, San Leandro (Southern Alameda)</td>
</tr>
<tr>
<td>Jill Honodel</td>
<td>priest</td>
<td>Grace Church, Martinez (Contra Costa)</td>
</tr>
<tr>
<td>David Ota</td>
<td>priest</td>
<td>St. Ambrose, Foster City (Peninsula)</td>
</tr>
<tr>
<td>John Porter</td>
<td>priest</td>
<td>Church of the Advent, San Francisco (San Francisco)</td>
</tr>
<tr>
<td>Jim Ward</td>
<td>priest</td>
<td>St. Stephen’s, Belvedere (Marin)</td>
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### Ecclesiastical Court (*one clergy, one lay*)

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<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Susan Champion</td>
<td>priest</td>
<td>Christ the Lord, Pinole (Alameda)</td>
</tr>
<tr>
<td>John Cumming</td>
<td>lay</td>
<td>St. Peter’s, San Francisco (San Francisco)</td>
</tr>
<tr>
<td>Ellen Ekström</td>
<td>deacon</td>
<td>St. Mark’s, Berkeley (Alameda)</td>
</tr>
<tr>
<td>Patrick Talbot Hall</td>
<td>lay</td>
<td>St. Aidan’s, San Francisco (San Francisco)</td>
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### Secretary of Convention (*one*)

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<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Barbara Bender-Breck</td>
<td>priest</td>
<td>St. Aidan’s, San Francisco (San Francisco)</td>
</tr>
<tr>
<td>Dave Frangquist</td>
<td>lay</td>
<td>St. Aidan’s, San Francisco (San Francisco)</td>
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### Treasurer of the Diocese (*one*)

<table>
<thead>
<tr>
<th>Name</th>
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<th>Parish</th>
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<tbody>
<tr>
<td>Robert McCaskill</td>
<td>lay</td>
<td>St. Stephen’s, Belvedere (Marin)</td>
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### Nominations Committee (*one*)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Parish</th>
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</thead>
<tbody>
<tr>
<td>Vince Jang</td>
<td>deacon</td>
<td>True Sunshine, San Francisco (San Francisco)</td>
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</table>

### Executive Council (*two, at least one must be lay*)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Parish</th>
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<tbody>
<tr>
<td>J. Peter Jensen</td>
<td>lay</td>
<td>Transfiguration, San Mateo (Peninsula)</td>
</tr>
<tr>
<td>Lauran Pifke</td>
<td>priest</td>
<td>St. Anne’s, Fremont (So. Alameda)</td>
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According to the Rules of Order (rule 5.1), “Nominations may be made from the floor. 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.”

The biographical material should be in the same format as the material published for those nominated by the Committee on Nominations.
Standing Committee (one clergy, one lay)

Bob Birss (lay)
*Church of the Epiphany, San Carlos*
*Peninsula Deanery*

**Interests:** Opera; detective fiction; spiritual progress

**Professional Associations:**
- Apple Consultants Network
- Apple Developer Network
- American Society for Quality
- Usability Professionals Association
- Project Management Institute

**Activities within my congregation:**
- Senior Warden, 2006-2008
- Vestry member, 2005-2008
- Vice Chair, later Chair, Rector Search Committee, 2003-2004
- Personnel Committee Chair, 2005-2008
- Finance Committee member, 2004-2008

**Activities in and beyond the diocese:**
- Peninsula Deanery Representative to Executive Council, 2009
- Deanery Delegation Convenor, 2005-2008
- Deanery Delegate, 2003-2008; Alternate 2009
- Peninsula Deanery President, 2006-2008
- Peninsula Deanery Vice President, 2008-present
- Clergy Wellness Commission, 2007-2008
- Peninsula Deanery Governance Review Representative, 2007-2008
- Diocesan Convention Resolutions Committee member, 2007-present; Chair, 2009
- Diocesan Assessment Task Force, 2005-2006
- Commission for the Environment Liaison, 2007-present

**How do you feel prepared for and called to this ministry?**
I have found it very rewarding this year representing the Peninsula on Executive Council. I would very much like to continue participating in Executive Council, but I’d like to broaden my purview by becoming a Convention Representative and allow another person to represent the Peninsula.

**What do you see as the major issues facing the church today?**

a. Finances
b. We need to work diligently to heal the divisions within the Anglican Communion.
c. We need to continually address how we can make the Episcopal Church available to and spiritually fulfilling for those who hunger for a community that will embrace and feed them

Nominated by:

The Rev. Rob Droste (priest)
*All Saints’, San Leandro*
*Southern Alameda Deanery*

**Interests:** Getting creative people into our church. Figuring out what we can do right now about the impossible tasks we put on clergy and lay leaders. Making new music and art. Gadgets. Movies. Marathon running. And – definitely – keeping my wife Karla happy.

**Professional Associations:**
While I checked out the local Rotary and worked to reconstitute the San Leandro clergy
group, I’ve found it more useful to focus my attention on small, flexible clergy teams in my area. These include 4-6 clergy gathering to do a justice-oriented stations of the cross on the main street in San Leandro or work with our Interfaith Homelessness Network, of which All Saints is a founding member.

Activities within my Congregation:
Whether instituting Godly Play, taking teenagers to work at an AIDS orphanage in Africa, raising money for badly needed deferred maintenance, preaching the Gospel, leading lively worship or providing pastoral care, I’m creating a community of “disciples who make disciples.”

Activities in and beyond the Diocese:
Past activities include deanery service; several years chairing the advisory board for the Pacific Church News; short-term work on the Bishop Search Committee and Deanery Task Force; and membership on the diocesan Mutual Ministry Team. In accordance with the diocesan Called To Right Relationship program, I assist in providing support for clergy accused of misconduct, helping them navigate the complex process of adjudication detailed in the canons of the church.

How do you feel prepared for and called to this ministry?
I’ve been a priest in this diocese since graduating from CDSP in 2000, serving at Trinity San Francisco (as associate, then interim) and rector at All Saints. I’m now completing a three-year Doctor of Ministry degree in Advanced Studies in Congregational Development through Seabury-Western (Thesis topic: Reaching the Creative Class). That means I have both an academic and practical understanding of the very real challenges facing the parishes and missions in our diocese, and the cutting-edge solutions now available. I particularly understand the day-to-day frustrations clergy face in trying to grow their parishes.

What do you see as the major issues facing the church today?
I believe that The Episcopal Church has internalized the connection of “evangelical” with “conservative and bigoted.” This keeps us from claiming our most precious treasure and the source of our strength – the Good News of Jesus – for fear of being associated with people we find truly repellent. I believe we can, and must, reject that connection, boldly reclaiming our faith in Jesus Christ and allowing that faith to make us ever stronger, more courageous and creative in our carrying the message and our quest for justice.

Nominated by: the Rev. Ron Culmer, St. Clare’s, Pleasanton
Standing Committee (one clergy, one lay)

Activities in and beyond the Diocese:
Member of the Missions Committee

How do you feel prepared for and called to this ministry?
Serving as a member of the Diocesan Governance Review Steering Committee (2006-2007) was an outstanding opportunity to understand how other dioceses operate, to make comparisons to our own Diocese and to work in a diverse and representative group to make recommendations to the Bishop and the Standing Committee regarding the future structure of our Diocese. From 2003-2004, I spent time planning and ultimately starting a house church in Rio Vista, which later became a mission church in the Diocese of Northern California. Last year, I was the President of the Contra Costa Deanery, and most recently, I was asked to be a facilitator for the Fresh Start Program for new clergy. Finally, many years ago, when I worked as a Procedures Analyst, I interviewed, analyzed, and developed procedures, which has served me well in my understanding of protocols, administration, and organizational development.

I enjoy being a member of this Diocese and would like the opportunity to serve on the Standing Committee and do my part to help the Diocese flourish.

What do you see as the major issues facing the church today?
The Episcopal Church is in a great developmental stage of transformation as we are being stretched and expanded in our viewpoints; though a struggle, I have no doubt that we are, as we always have been, in a state of evolution toward more inclusivity and wider perspective. We have wonderful opportunities ahead of us to celebrate our traditions, to gather strength from the rich texture of our Anglican roots and to uphold the meaning of via media.

As we have faced economic and environmental challenges, we have also become more aware of how uniquely positioned we are as a church to serve our broader local and global communities. We are perfectly poised to be the church that holds its arms wide open to people who are struggling; and we are progressing further in our understanding of our commitments to one another and our respect for the Earth raising the tide of our God consciousness.

Nominated by: the Rev. Vicki Gray, St. James, San Francisco

The Rev. David Ota (priest)
St. Ambrose, Foster City
Peninsula Deanery

Interests: I am interested in healthy congregations, an inclusive church, American politics, growing in self understanding, living a healthy lifestyle and being a husband, dad, son and brother. My favorite pastime is following the San Francisco Giants.

Professional Associations:

Activities within my Congregation:
I have served as the Rector of St. Ambrose since September 1997.

Activities in and beyond the Diocese:
I have previously served on the Asian Commission, the Department of Missions and as the chair of the Ethnic and Multi-cultural Ministry Team of the Department of Missions. In the Diocese of Hawaii I had served on the Diocesan Council and chaired the Department of Congregational Development. From 1985-1991 I served on the Asia America Ministry Commission of the Episcopal Church, and convened the Japanese Convocation. I have served as a deputy to General Convention from the Diocese of Hawaii in 1988, 1991 and 1994. I have served as a deputy to General Convention from the Diocese of California in 2006 and 2009. I am certified as an Anti-Racism Trainer by the Episcopal Church Center’s Anti-Racism Training Program in 2006. I was also a member of the Bishop Search Committee.

How do you feel prepared for and called to this ministry?
I am running for this position because I believe the Standing Committee is an important part of the governance of the diocese. There needs to be a check and balance between the office of the Bishop, the Executive Council and the Standing Committee in order to be a healthy diocese. I would strive to ensure that balance. I have a well developed understanding of the polity of The Episcopal Church, and would be humbled and honored to serve in this position if so elected.

What do you see as the major issues facing the church today?
The major issue facing the church today is a matter of how to faithfully engage people for whom the church and the Christian gospel are counter cultural. With the decline of the churches, we are tempted to water down the faith to attract people into our communities. However, our congregations and diocese must live the Christian faith in such a way that its life proclaims the Good News. Also, The Episcopal Church needs to expand its outreach into communities it has not previously served.

Nominated by: Carolyn Gaines

The Rev. John Porter (priest)
Church of the Advent of Christ the King
San Francisco Deanery


Professional Associations:
Member: Friends of English Heritage;
Member: Historic Scotland; Priest Association of the Holy House ( SHRINE OF OUR LADY OF WALSHINGHAM)

Activities within my Congregation:
Association Priest (Non-stipendiary); Priest Liaison to Altar Guild; Priest Advisor to Parish Vocation Committee; Scheduler for daily Offices and daily Masses; celebrant and preach at Sunday Eucharists; celebrant at weekday Eucharists. (Prior to 2006 reception as a priest: served as Clergy of Vestry; Senior Warden, and vestry member). Assist at Tuesday Lunch-Bunch & Deacon’s Fairs (2 parish feeding programs for the homeless in neighborhood.

Activities in and beyond the Diocese:
I have participated in “Fresh Start’ (and its
Standing Committee (one clergy, one lay)

predecessor); have preached/spoken, by
invitation, in various places in diocese. I
have done spiritual direction and acted as
confessor to priests, religious, and lay people
in the Diocese of California. I also have
walked in the Pride Parade 2006 and 2007
(with parish contingency and with Oasis
Ministry). Celebrate Eucharist and preach at
the Episcopal Sanctuary (for the homeless),
SF on regular monthly basis.

How do you feel prepared for and called to
this ministry?

Considering this nomination, my 30+ years
in religious and monastic life have given me
long-term and intense participation in group
process, group living, and group interaction
at many levels. I continue to be interested in
community activities of many sorts. A group—
such as the Standing Committee—working as
it does with the various people and projects
in the Diocese will be only as effective and
strong as it functions within itself. Working
with the altar guild, the parish vocations
committee, the parish executive committee,
and the parish vestry has also been a
fulfilling set of experiences. Working with
these groups, in addition to my community
experience, has taught me insights that
could be helpful gifts to bring to the Standing
Committee (as well as additions to my own
personal, spiritual growth).

What do you see as the major issues
facing the church today?

I am part of an inner-city parish whose
members reflect the diversity of its
neighborhood. The parish responds to the
neighborhood in a variety of ways: spiritual,
material, and pastoral. One really sees the
major issues facing the church—be it the
world-wide, the national, the diocesan, or the
local parish church—on a daily basis.

First, facing the spiritual needs of people
today, the church must continue to expand
its ministry both to those in the pews and to
those outside the narthex doors. Penetrating
the neighborhood (whether world, national,
state, city, or local neighborhoods) with a
spiritual presence, welcoming/encouraging
participation in sacramental life (especially
the Eucharist), extending the sacramental
opportunity through education and hospitality,
advances the mission of our vocation to
evangelize and to be witnesses of God in
Jesus Christ.

Second, facing the material needs of God’s
people is to face the great chasm between
those who have more and those who have
less; it should propel us into advocacy for
justice, and for sensible, practical social
services, and for honing clear statements in
the first principles of Christian ethics.

A third issue facing the church is to provide for
the pastoral needs of our people, especially
those specifically seeking pastoral assistance
(through spiritual direction, reconciliation,
healing, intercessory prayer, etc.). If we,
as Christians, are to grow in a personal
awareness of God’s presence and action
in our lives, these areas, esp. community
healing and the pastoral care of all our people
(including the pastors themselves), then these
are truly important issues that face the church.

Nominated by: the Rev. Vince Jang, True
Sunshine, San Francisco
The Rev. Jim Ward (priest)
St. Stephen’s, Belvedere
Marin Deanery

Interests: Tutor weekly at Bridge the Gap tutoring in Marin City, Shakespeare, Benedictine Spirituality, Mimetic Theory (Rene Girard), Square Dancing with my wife.

Professional Associations:
Association for Theological Field Education, National Network of Episcopal Clergy Associations, Colloquium on Violence and Religion

Activities within my Congregation:
Rector

Activities in and beyond the Diocese:
Cursillo, Kairos, Convenor of Marin Clericus, Benedictine Week at the Bishop’s Ranch, CDSP and School of Deacons Field Education Mentor, Siempre Unidos AIDS ministry in Honduras, Camp Create (Arts Daycamp for kids from Marin City, Canal District and Belvedere/Tiburon), National Advisory Board Berkeley Divinity School at Yale, San Quentin Kairos Advisory Council

How do you feel prepared for and called to this ministry?
As the longest serving priest in the Diocese of California, I believe I may have something to offer by way of perspective both on where we’ve been and where we are heading as the church in the Bay Area. I cherish the mode of listening which has brought The Episcopal Church so far and trust that such a contemplative approach is the way the Standing Committee can function best.

What do you see as the major issues facing the church today?
The living out of what we are calling “Area Ministry,” a willingness to partner with others in social justice and ministry without imposing our own faith convictions or losing our identity. Thus embracing the emerging future of the church, we can become dynamically and theologically relevant.

Nominated by: the Rev. Chris Rankin-Williams, St. John’s, Ross
Ecclesiastical Court (one clergy, one lay)

The Rev. Susan Champion (priest)

Christ the Lord Church, Pinole
Alameda Deanery

Interests: spiritual growth, congregational development, cooking, classical guitar, gardening

Professional Associations:
None – eligible to be a clinical member of ACPE, but it got too expensive!

Activities within my Congregation:
Vicar – working with congregation on development/change issues, liturgical leadership, teaching, pastoral care, etc.

Activities in and beyond the Diocese:
Active in Alameda Deanery; member of ecumenical clergy study group; working with Greater Richmond Interfaith Program

How do you feel prepared for and called to this ministry?
I have spent many years as a trainer for prevention of sexual misconduct and feel strongly that we need to make the church a safe place for all people. In addition, as a clergy person, I understand the needs for clergy to be treated fairly and feel safe. Putting these two together seems to me the basis for being on the ecclesiastical court: a desire to keep lay people safe but also care for our clergy in a just manner.

What do you see as the major issues facing the church today?
The church needs to become a place of shalom where people can live together in justice and harmony. We need to learn how to have respectful dialogue when we disagree and hold our divergent opinions together under the banner of Christ’s love. We also need to do a better job of connecting with today’s world so we are seen as relevant and so we are actually contributing to the betterment of our communities and our world. We need to do a better job of taking the church outside the walls and into the world.

Nominated by: the Rev. Vicki Gray, St. James’, San Francisco

John Cumming (lay)

St. Peter’s, San Francisco
San Francisco Deanery

Interests: Music, soccer, and politics

Professional Associations:
State Bar of California – former member of Board of Governors and Vice President of State Bar of California. Recent leadership positions include Secretary of Committee on Women in the Law and Associate editor of Labor and Employment Law Review published by the State Bar’s Labor and Employment Law Section.

Activities within my Congregation:
Diocesan delegate since 2002. Chancellor. Former member of vestry and parish clerk. Organizer and leader of Thursday Morning Prayer. Previous member of Christ Church, Eureka, where I served on vestry and as a diocesan delegate and was involved in many activities and ministries.
Activities in and beyond the Diocese:
Member of Board of Trustees and current Vice President of School for Deacons in Berkeley. One of my areas of emphasis at the School is building community among spouses and partners of students. Member of several Cursillo teams (San Francisco/San Mateo Secretariat). Former Vice Chancellor of Diocese of Northern California (under Bishop Jerry Lamb – emphasis on employment issues). Member of DNC Social Ethics and Witness Commission.

How do you feel prepared for and called to this ministry?
I have been working since 2001 as an attorney and hearing officer for the state Department of Industrial Relations and was principal author of the regulations that govern most of our hearings. Previously I worked as an attorney in private practice in Eureka, where I focused on employment law and poverty issues. I am familiar with canonical law and have experience with the legal issues that sometimes confront clergy and congregations, including the issues that could come before the court. I pray daily.

What do you see as the major issues facing the church today?
I think we need to let go of our attachment to institutional status and structure and the sense that we are in competition with other denominations and faith traditions to attract members and dollars. The major issue facing the church in the United States is the major issue facing the country as a whole, which is rebuilding a sense of community with each other and the world as a whole. We all need to continue our search for divine truth but never assume we have or can get it all figured out.

Nominated by: Len Johnson

The Rev. Ellen Ekström (deacon)
St. Mark’s Church, Berkeley
Alameda Deanery

Interests: My family and parishioners, people, theological history, writing, cinema, knitting, medieval history, cycling, train travel.

Professional Associations:
Iona Community, ONE.org, ONE Episcopalian, Bread for the World, Episcopal Peace Fellowship, Sojourners, and Episcopal Public Policy Network

Activities within my Congregation:
Social Justice/Concerns Committee for St. Mark’s, Berkeley, both as active member and as clergy support; Liturgy, including preaching; Prayer Shawl Ministry, both as active member and as clergy support; chaplain to Acolytes and LEMs/LEV; preaching, pastoral care, coordinator of the MDG Challenge fundraiser for Episcopal Relief and Development; administrative support for parish as needed.

Activities in and beyond the Diocese:
Hosting and facilitating Bread for the World offering of letters for local churches and UC Berkeley groups; attend the Mobilization to End Poverty Conference in Washington, D.C.; Deacon’s Executive Council (Diocesan); MDG Task Force (Diocesan); Migration and Emigration Task Force (Diocesan); Episcopal Policy Network; Bread for the World; Sojourners; Historical Novel Society –
Ecclesiastical Court (one clergy, one lay)

US Branch.

How do you feel prepared for and called to this ministry?
I’ve been a legal secretary for almost thirty years now and have knowledge and experience in various areas of legal practice within the federal and state courts. My diaconal ministry has been an asset to my secular job, as it grounds me in faith and I ask the Trinity for guidance in matters that are difficult – finding answers and solutions that can benefit those I work with and the parties to the actions. In turn, my work in the legal community gives me a resource when working with people seeking legal help within my ministry areas. I cannot offer legal advice, but I refer parishioners and those I minister to outside the congregation to the resources and persons that can help them.

While canon and secular law are separate, the issues faced in a court are similar: innocent until proven guilty. I have a sense of fairness and a positive outlook. I am able to weigh facts against conjecture and make a decision after I have all the facts before me.

Finally, I love working with people and being God’s instrument within the various communities I work. I stand for peace, justice, and invite all to live out the Gospel in deed and word.

What do you see as the major issues facing the church today?
The perceived indifference of the secular world to the Gospel, on the one hand, and on the other, the growing number of people seeking answers in the church. As members of the body of Christ, we have a difficult ministry before us – to proclaim the Gospel in a way that is accessible and welcoming for all who are interested and called into a relationship with Christ, showing that the Gospel is relevant and important to our lives, and helping those seeking Christ find him.

Nominated by: the Rev. Ron Culmer, St. Clare’s, Pleasanton

Patrick Talbot Hall (lay)
St. Aidan’s Church, SF
San Francisco Deanery

Interests: Cooking, golf, movies, travel to Europe & Latin America.

Professional Associations:
Member, State Bar of California, San Mateo County Bar Association

Activities within my congregation:
Active in church, co-chairman of Capital Campaign, served on Vestry twice and Senior Warden twice, charter member of the St. Aidan’s Men’s Group.

Activities in and beyond the diocese:
Been involved in Wills Writing Workshops throughout the diocese for 15-20 years. Member of the Board, Planned Giving Dept. Active in KAIROS Prison Ministry in San Quentin State Prison since 1989. Past President, Rotary Club of Pacifica; Member, District 5150 World Community Service Committee; active in microcredit in developing countries (through Rotary) especially Ecuador and Guatemala.

How do you feel prepared for and called to this ministry?
I was requested to apply.
What do you see as the major issues facing the church today?
Continuing to welcome ALL persons into our church, and continuing to empower lay leaders.

Nominated by:
David A. Frangquist – St. Aidan’s Church, San Francisco
The Rev. Barbara Bender Breck (priest)
Interim Rector (currently between posts)
Alameda Deanery

Interests:
Reading, Cooking, Traveling, Contemplative Prayer

Professional

Associations:
Board of Directors - National Network of Episcopal Clergy Associations

Activities within my Congregation:
Interim Rector

Activities in and beyond the Diocese:
Within the Diocese: Dispatch of Business Diocesan Convention, Former Co-Chair Anti-Racism Commission, Bishop’s Ranch Board of Directors, Stewardship Consultant Team, Mutual Ministry Team, Transition Committee Election of Bishop, Chaplain Junior High BREAD Camp, national anti-racism trainer. Safeguarding God’s Children diocesan trainer.

National: Deputy General Convention (2009), GC Legislative Committee, Standing Committee on Ministry Development, Title IV Task Force II, Volunteer General Convention (2006), Board of Directors Episcopal Women’s History Project, Board National Network of Episcopal Clergy Associations

How do you feel prepared for and called to this ministry?
Prior to my ordination I worked as an advocate — I have the interest, passion and enthusiasm for this position. As a result of my work serving as Diocesan Dispatch of Business, National Title IV Task Force, National Standing Committee Ministry Development, my lifelong interest in parliamentary procedure and my legal training prepare me for this position. I care deeply about how we as a church conduct our business keeping in mind we are doing this for the glory and honor of God, how we communicate and follow through on our decisions and what kind of documentation we leave so that those who follow us may understand and learn from our experience.

What do you see as the major issues facing the church today?
I believe that the greatest issues and challenges facing the Episcopal Church are:
• Our staying focused on our mission of being transformed by the gospel to bring transformation and reconciliation to the world. This is a difficult task. We struggle within TEC and the Anglican Communion because I believe we have lost sight of the vision. We have lost sight of the Kingdom of God
• We continue to struggle with issues of racism, sexism, ageism, heterosexism, classism, war, economic injustice and environmental injustice. We struggle with our leadership role in public debate and have lost our relevance for a post-modern world
• Our on going conflict within the Anglican Communion for authority of scripture and tradition

Nominated by: the Rev. Paul Burrows, Church of the Advent, San Francisco
David A. Frangquist  
(lay)  
St. Aidan’s, San Francisco  
San Francisco Deanery  

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

**Professional Associations:**  
Association for Computing Machinery (ACM)

**Activities within my congregation:**  
Parish Treasurer, Congregation Vocations Committee (former chair), former Senior Warden, Rector Search Committee, labyrinth builder, the original Angel Julius, Mother Superior (St. Dymphna’s)

**Activities in and beyond the diocese:**  

**How do you feel prepared for and called to this ministry?**  
I was first called to this work by The Rev. Chad Smith. As Secretary of Standing Committee I had led the organization of the Special Convention that elected Bishop Marc. When Nigel Renton decided to retire, Chad asked me to run for Secretary of Convention.

I have found the work to be interesting and rewarding. I believe there is more I am called to do. There is still much to do to promote transparency and communication in our diocese. I am pleased to be able to offer for Christ’s use my lifelong interest in the effective conduct of meetings and a tendency toward perfectionism in properly recording and communicating the convention’s work.

**What do you see as the major issues facing the church today?**  
Preaching a gospel of inclusion, redemption, and grace in a world that is preoccupied with differences, divisions, and domination. We must learn to refashion our institutions to use our resources efficiently and effectively to bring the Gospel to the world around us. We must never lose sight of the fact that our most important resource is the power of the Holy Spirit embodied in all our members. We must communicate to the world the true joy we find in the Gospel of Christ.

**Nominated by:** Cynthia Clifford, St. Aidan’s Church, San Francisco
Bob McCaskill
St. Stephen’s, Belvedere
Marin Deanery

Interests: Civic and social welfare organizations; youth education

Professional Associations:
Retired CPA (Past member of American Institute of CPA’s and California Institute of CPA’s)

Activities within my congregation
• Treasurer (2001 to present)
• Member of Vestry (currently serving a 3rd term)
• Leadership Discernment Team (2003-2004)

Activities in and beyond the diocese:
Diocesan Activities: Diocese Finance Committee (2002 to present); Diocese Audit Committee, chair (2006 to present); Diocese Board of Directors (2006-2008); Governance Review Steering Committee (2007-2008)
Other Activities: Former Board Chair, Big Brothers Big Sisters of Marin; Former Board Chair, Marin Academy; Board Member Belvedere-Tiburon Recreation

How do you feel prepared for and called to this ministry?
I am a retired CPA and have served as the treasurer of various nonprofit organizations in the Bay Area over the past twenty years. Having served as treasurer of my local congregation (St. Stephen’s Belvedere) for the past seven years, I have an understanding of the financial pressures that face many of our parish churches. And having also served for several years on both the Diocese Finance Committee and the Diocese Audit Committee, I am familiar with the accounting and financial issues and concerns of the diocese. I was a member of the Governance Review Steering Committee and am supportive of its recommendations to increase the transparency of the financial position of the diocese.

What do you see as the major issues facing the church today?
On a global basis, the church must continue its efforts to find effective ways to resolve the differences within the Anglican Communion. Within The Episcopal Church and the Diocese of California, I believe the most pressing issues are the need for growth in our local congregations, and especially growth in our outreach efforts to youth, young adults and those of varying ethnic and social backgrounds. As the active membership in many of our smaller congregations decreases, the financial pressures are beginning to make it very difficult to keep our church doors open in many communities. The leadership of the diocese needs to continue to seek out possibilities to provide financial assistance and encouragement to our local parishes, and to identify ways to ensure their financial stability.

Nominated by: the Rev. Paul Burrows, Church of the Advent, San Francisco
The Rev. Vince Jang  
(deacon)  
*True Sunshine Church,  
SF  
*San Francisco Deanery*

**Interests:** Reading and Traveling

**Professional Associations:**  
North American Association for the Diaconate (NAAD)

**Activities within my congregation:**  
Sometime Convener, Asian Commission,  
Sometime member Bay Area Organizing Committee, Multi Ethnic Task Force, Clergy and Lay United for Economic Justice, deacon at my parish assisting as liturgist to the rector and other liturgical duties.

**Activities in and beyond the diocese:**  
Volunteer at General Convention 2009, Episcopal AsiaAmerica Ministry

**How do you feel prepared for and called to this ministry?**  
Currently filling in as incumbent of a term left vacant and I am looking forward to helping to find others who are willing to step up to the future of this diocese to make things happen.

**What do you see as the major issues facing the church today?**  
The ability to move into the future, we need to raise more diverse people to step into the many roles to make the future happen.

**Nominated by:** the Rev. Ron Culmer, St. Clare’s, Pleasanton
Executive Council (two, at least one must be lay)

J. Peter Jensen  
Transfiguration Church, San Mateo  
Peninsula Deanery

Interests: Emergency Community Service via Amateur Radio, Model Building – Boats Airplanes and Doll House Miniatures, Gardening, and Volunteer support of performing arts on the Peninsula

Professional Associations:  
Society of Chartered Property & Casualty Underwriters, CPCU, Chartered Life Underwriter (CLU), Associate in Risk Management

Activities within my congregation:  
Currently serving as: Licensed Eucharistic Minister II, Communication Board Chair, and Choir member. Delegate to Convention and Deanery Representative (x10)  
Past Service as: Senior Warden, Junior Warden (x2), Vestry Member (x4) Stewardship Chair, Buildings & Grounds Chair,

Activities in and beyond the diocese:  
Past member of the Diocesan Housing Study Group participating in the creation of the Diocesan Housing Foundation; Past Treasurer and Past President of the Peninsula Deanery Current Treasurer of the Peninsula Deanery, Recent member of Diocesan Council, serving on Program & Budget Committee

How do you feel prepared for and called to this ministry?  
I feel called to this ministry because of my involvement as a Council Representative of the Peninsula Deanery. While a representative, we started the process of reorganization, and I feel compelled to participate in the transition as we grow into our “new skin.” I feel I can contribute some historical context for past actions, a necessary ingredient for deciding new paths and resolving choices of new directions. I am prepared for this ministry by way of:  
• Experience serving on Diocesan Council  
• Experience as President and Treasurer of Peninsula Deanery  
• Management experience and skills acquired during an extensive- business career, which included risk management positions in and consulting to large worldwide corporations.

What do you see as the major issues facing the church today?  
As related to the work of Executive Council, I see the following major issues facing the church today:

1. A need to recruit and encourage participation of our membership in the future leadership of the diocese and the national church.

2. Assuring the most efficient use of the resources available to us for the work of the Body of Christ.
   a. Assessing first where the presence of our facilities and membership are needed by the community we live and work in and,
   b. Second, committing sufficient but not unneeded structures (buildings, improvements, and inventory) to make a difference.

Nominated by: Mary Louise Gotthold, St. Timothy’s, Danville
The Rev. Lauran K. Pifke (priest)
St. Anne’s Church, Fremont
Southern Alameda Deanery

Interests: church, swimming & reading

Professional Associations: Tri-City Interfaith Council

Activities within my congregation:
Rector of St. Anne’s, Fremont, member of the Personnel Practices Committee

Activities in and beyond the diocese:
I served as Stewardship Officer for the diocese from Jan 2000-Dec 2004

How do you feel prepared for and called to this ministry?
I am running for this position because I enjoy working with people in the diocese and because I believe that we all have an obligation to serve the greater church.

What do you see as the major issues facing the church today?
Finding ways to be relevant to and involved with the wider community. We cannot continue to be invisible if we are going to effectively proclaim the Gospel and strive for justice and peace.

Nominated by:
The two proposed amendments to the Constitution of the Episcopal Diocese of California were approved by the 159th Convention of the Diocese in 2008. To become effective, they must be approved a second time by the 160th Convention.

Additions are shown in **bold**, deletions are shown in strikethrough.

**Constitution Article III**

3.4 The Executive Council shall consist of the Bishop and other members elected or appointed as provided by Canon. The Executive Council shall exercise such powers of Convention between the meetings thereof as are necessary to develop and implement the policies, programs and budgets adopted by Convention and shall have such other powers and duties as Convention may delegate to it by Canon or other act of Convention. It shall act as the Board of Directors of the Diocesan Corporation in accordance with the powers delegated to it under these Constitution and Canons.

**Explanation**

The Committee on Canons recommends that the Executive Council be described in the Constitution because it is now one of the primary governing authorities in the Diocese.

*Submitted by the Committee on Canons, William Orrick, Chair.*
Constitution Article VI

Article VI, Sec 6.2. The following Clerics shall be voting members of Convention:

(a) Every cleric not under ecclesiastical discipline who is and has been canonically resident within the Diocese and performing the duties of office on a regular basis for a period of sixty calendar months prior to the first day of the month in which the Convention is held, and who is and has been for the same period:

(i) regularly elected or appointed to, and officiating in, a parish or mission within the Diocese, or
(ii) regularly assigned by the Bishop for ministry within the Diocese, or
(iii) regularly working with the consent of the Bishop in whatever occupation and who has, within the preceding twelve months, complied with Title I Canon 6, Section 4 of the Canons of the Episcopal Church;

Article VI, Sec 6.3. Every other cleric who is canonically and actually resident in the Diocese and not under ecclesiastical discipline shall be entitled to seat and voice in the Convention, but not to a vote. The Convention may by a majority vote give a vote to any such cleric who is employed by and receiving remuneration from the Diocese or from any congregation or institution of the Diocese.

Explanation

Recent changes to the Canons of our Diocese emphasize greater participation in governance by all Episcopalians in the Diocese. In recent years, especially in California, our civil laws have been changed to increase enfranchisement by reducing residency requirements. Yet our Diocesan Constitution has recently produced the situation where new rectors who have been leading their parishes for several months have been denied a vote at convention. A six-month residency requirement is inconsistent with our current concepts of full democracy. The proposed change to Section 6.2 would reduce the residency requirement to 30 days. This period is retained because the Canons require that the Bishop’s office prepare a list of voting clergy 30 days before convention. The proposed change to section 6.3 would allow an exception to be made for clergy who have moved to California to accept employment but whose paperwork is not completed until just before the convention.

In addition, the reference to the Canons of the Episcopal Church is corrected to reflect the section that actually covers non-parochial clergy.

Submitted by the Rev. M. Sylvia O. Vasquez, Rector of St. Paul’s, Walnut Creek.
Canon V

Sec. 5.04 Treasurer.

(a) At each Annual Convention a Treasurer shall be elected, who shall be a communicant in good standing of The Episcopal Church registered in a congregation of the Diocese. The term of office of the Treasurer shall continue until the close of the next Annual Convention or until a successor is elected. When not a Delegate to the Convention, the Treasurer shall, ex officio, be entitled to a seat and a voice in the Convention, but not to a vote.

(b) The Treasurer shall be the chief financial officer. The Bishop may appoint a Controller with the approval of the Executive Council. The Treasurer may delegate duties to the Controller with the approval of the Executive Council. He shall have charge of all Diocesan funds. He shall give to the Diocese a bond in an amount and by a surety satisfactory to the Executive Council to secure the faithful discharge of his duties.

(c) The Treasurer shall present at each Annual Convention an audited financial report of the operations of the Diocese for the preceding fiscal year and of its financial condition at the close of such year, and an interim unaudited financial report for the current fiscal year through the end of the most recent quarter. The Treasurer shall present interim unaudited financial reports to the Department of Finance for approval and subsequently to the Executive Council. The fiscal year of the Diocese shall be the calendar year.

(d) A Controller, one or more Assistant Treasurers and other financial officers may be appointed by the Department of Finance after consideration of the recommendation of the Treasurer. The salaries of the Controller, Assistant Treasurer and staff shall be fixed through the normal Program and Budget procedure.

(e) A vacancy in the office of Treasurer of the Diocese shall be filled by a person nominated by the Bishop and approved by Executive Council. Any staff vacancy in the Treasurer’s Office shall be filled by the Treasurer, with the approval of the Department of Finance and of the Executive Council.

Explanation

The proposal to provide an unaudited financial report to Convention is intended to promote transparency and well-grounded decisions by providing the Convention with the most current financial information available at the time it is deliberating on the budget for the next fiscal year. The other amendments are intended to conform to actual practice.

Submitted by Tim Smith, Chair of the Executive Council and Delegate from St. Gregory of Nyssa, San Francisco. Questions may be directed to Tim Smith, tsmith@aol.com.

Report of the Committee on Canons

The Committee on Canons recommends adoption of this proposed amendment. Submitted by Christopher Hayes on behalf of the Committee on Canons.
Sec. 8.07  The Investment Committee.

(a) The Executive Council shall adopt a bylaw providing for the creation, maintenance, and supervision of an Investment Committee composed predominantly or entirely of persons with demonstrated expertise in investment management and/or investment administration; provided, that at least one (1) of the members of the Investment Committee shall also be a Member of the Executive Council. The members of the Committee shall be elected or appointed for such terms as the Executive Council shall from time to time by resolution or bylaw establish. Subject to the direction and review of the Executive Council, the Investment Committee shall (i) manage and administer, invest, reinvest and keep invested, funds (apart from the operating fund) and personal property of the Diocese and the Corporation Sole; (ii) hold, improve, manage and administer real estate of the Diocese and the Corporation Sole; and encumber or otherwise transfer said real estate as the Executive Council may from time to time by resolution direct; provided, however, that the written consent of the Bishop and Standing Committee shall be a precondition to any encumbrance or transfer specified in Section 19.01 of these Canons unless excepted by Section 19.02 thereof. All actions taken by the Committee or the Executive Council under this subsection (b) shall be for uses and purposes directly or indirectly connected with the religious, educational, charitable, missionary or eleemosynary work of the Diocese.

(b) Unless the Executive Council shall otherwise provide, the Committee and any subcommittees thereof may meet in person or by any form of telecommunication allowing each person in the meeting to hear each of the others connected.

Explanation

On behalf of the office of the Treasurer, the Investment Committee and the Department of Finance of the Executive Council, we request the Annual Convention vote to delete Canon 8.07 “Investment Committee.”

Our suggestion derives from the following: the former canons did not have a provision concerning the Investment Committee as it was not a committee of Convention but was a committee created and directed by the Board of Directors. The Board of Directors is now merged with the Executive Council. As such, we believe this relationship should be restored such that the Bylaws of the Executive Council should create the Investment Committee and, as part of Council’s duties to supervise all the financial affairs of the Diocese, Council should establish the policies and procedures governing the actions it delegates to the Investment Committee. Our due diligence into the history of Canon 8.07 reveals that it was inserted in the canons as a placeholder for discussion, but that discussion into the actual workings of the
Investment Committee did not come forward until now. The Investment Committee concurs with this request.

*Submitted by Bob McCaskill, Treasurer, on behalf of the Department of Finance and the Investment Committee of the Executive Council. Questions may be directed to Bob McCaskill, bob@mccaskill.net.*

**Canon XI**

Sec. 11.01 *The Applicant.* A congregation applying for admission as a parish in union with Convention shall meet the requirements of these Canons, as well as the Constitution of the Diocese and the Constitution and Canons of The Episcopal Church. The congregation must continue to meet these requirements so long as a parochial relationship exists between the Diocese and the congregation.

Sec. 11.14 *Notice of Meetings.* Notice of the date, time and place of every parish meeting shall be mailed to the entire parish not less than 20 days prior to the date of such meeting. The parish may adopt a bylaw providing for any reasonable method of sending such notice instead of or in addition to U.S. Mail. The results of any election or summary of any action taken at a special or annual meeting of the parish shall be posted in a conspicuous place on the parish premises within seven days after the meeting and remain so posted for at least three consecutive Sundays.

**Explanation**

The proposed amendment makes clear that parishes must continue to meet the requirements of Section 11.01 once admitted. The proposal for additions in Section 11.14 are intended to technically allow email or other means of communication for providing notice of the parish meeting in addition to or in lieu of regular mail. The proposed last clause is intended to define a reasonable posting period that assures most members will see it.

*Submitted by Tim Smith, Chair of the Executive Council and Delegate from St. Gregory of Nyssa, San Francisco. Questions may be directed to Tim Smith, tsmith@aol.com.*

**Report of the Committee on Canons**

The Committee on Canons recommends adoption of the proposed amendment to Section 11.01, which is declaratory of existing requirements under canon law of the Episcopal Church, and the proposed amendment to Section 11.14, which is permitted by Section 9410(a) of the California Corporations Code.

*Submitted by Christopher Hayes on behalf of the Committee on Canons.*
Technical Amendments to the Canons

1. Canon I, Section 1.01, is amended to read as follows:

   Sec. 1.01  Date. The Annual Convention shall be held within the last two weeks of October of each year at the time and place fixed by the Bishop.

2. Canon V, Section 5.03, subdivision (f), is amended to read as follows:

   (f) The Secretary shall send to the Secretary of the General Convention a certificate of the election of clerical and lay deputies and shall perform such other duties as may from time to time be required of him the Secretary by authority of the General Convention.

3. Canon V, Section 5.06, is amended to read as follows:

   Sec. 5.06  Chancellor. At each Annual Convention the Bishop shall appoint a Chancellor and one or more Vice Chancellors, who shall be persons learned in the law and communicants in good standing of The Episcopal Church, to act as advisors to the Bishop in legal affairs. The Chancellor shall be a communicant in good standing of The Episcopal Church. When not a Delegate, the Chancellor and each Vice Chancellor shall, ex officio, be entitled to a seat and voice in the Convention, but not to a vote. When a vacancy exists in the office of the Chancellor between Conventions, the Bishop shall appoint a Chancellor to fill the vacancy.

4. Canon VI, Section 6.09, is amended to read as follows:

   Sec. 6.09  Committee on Nominations. The Committee on Nominations shall be organized as described in Canon 16.01(g)(h).

5. Canon VII, Section 7.06, subdivision (c), is amended to read as follows:

   (c) If any offices are not filled on the first ballot as provided above, those nominees who failed of election not elected on the first ballot shall be deemed nominated for the second ballot.

6. Canon IX, Section 11.11, is amended to read as follows:

   Sec. 11.11  The Vestry. Subject to the provisions of law and the articles of incorporation and bylaws of the parish, the vestry of the parish (of which the rector shall be, ex officio, a voting member) shall constitute the board of directors of the parish corporation. The temporal activities and affairs of the parish corporation shall be conducted, and all
corporate powers shall be exercised, by or under the direction of the vestry acting as the board of directors of the parish corporation. The powers of the vestry shall include, but not be limited to, the power to fill any vacancy or vacancies in that body that may occur before the next annual parish meeting, and to call special parish meetings. The vestry may delegate the management of the temporal activities of the corporation to any person or persons, provided that the activities and affairs of the corporation shall be managed and all corporate powers shall be exercised under the ultimate direction of the vestry.

7. Canon IX, Section 11.24, subdivision (b), is amended to read as follows:

(b) The parish register shall be preserved as part of the records of the parish or mission. This register shall be available to the Bishop for his examination at each visitation and at all reasonable times be available for inspection by the members of the vestry, the Bishop or any person designated by the Bishop. This register shall be available for examination by the Bishop at each visitation, and for inspection at all reasonable times by the members of the vestry, the Bishop, or any person designated by the Bishop.

8. Canon IX, Section 11.26, is amended to read as follows:

Sec. 11.26  Election of the Rector. The election of a rector shall require an affirmative vote of two-thirds of the lay members of the vestry. No commitment shall be made by the vestry to anyone under consideration as a prospective rector, nor shall any formal call be issued, until the name of the Cleric under consideration as rector has been made known to the Bishop. If the Bishop has not responded within 30 days, or such additional time as has been agreed upon, from the date of notice to the Bishop, the vestry may proceed with the commitment and call. In case the Bishop objects to the choice of the vestry, a second meeting of the vestry shall be held and the person first proposed can be elected only by a unanimous vote of the whole vestry. If the vote is not unanimous, the same procedure shall be repeated for the election of another candidate. The call shall be in the form of an agreement, which shall be signed by the wardens and, when accepted, signed by the new rector. The agreement shall, subject to the provisions of Title III, Canons 16.5 and 21, of The Episcopal Church and of this Canon XI, Sections 11.32 and 11.33, provide for life tenure. The signed agreement shall be sent to the Bishop who, when satisfied that the person chosen is a duly qualified Cleric and has accepted the office, shall approve the call and acceptance by causing copies of the agreement to be countersigned personally or by a designated representative and returned to the new rector and to the parish. The Bishop shall then notify the Secretary of the Convention, who shall record the appointment and announce it at the next Annual Convention.

9. Canon IX, Section 11.31, subdivision (a), is amended to read as follows:

(a) Appeal to Bishop. In the event of differences between a rector and vestry an appeal
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may be made to the Bishop for his pastoral ministrations to reconcile those differences. The appeal may be made by the rector, a majority of the whole vestry, or jointly. The appeal shall state in writing that there are differences between rector and vestry and shall invite the Bishop’s pastoral ministrations.

10. Canon XII, Section 12.01, is amended to read as follows:

Sec. 12.01  The Bishop’s Authority. The Bishop shall be the rector of each mission, and as such shall, in his discretion (a) to supervise and control all missionary activity within the Diocese; (b) in consultation with Executive Council and its Department of Congregational Development, to organize missions and authorize specialized missions, and (c) to appoint, transfer, suspend or remove the vicars or other Clerics in charge, and any stipendiary or non-stipendiary assistants.

11. Canon XII, Section 12.03, subdivision (e), is amended to read as follows:

(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 his 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.

12. Canon XII, Section 12.07, subdivision (a), is amended to read as follows:

(a) Clerics in charge of a mission shall be known as vicars. Clerics appointed by the Bishop to missionary duties may be assigned to the charge of organized missions, or to work in places not within any parish or mission boundaries; provided, that a vicar may be assigned to two or more missions or other missionary charges. With the approval of the vestry, a rector of a parish may be assigned to duty as a vicar outside the boundaries of the parish of which he is rector and be given a stipend therefor.

13. Canon XV, Section 15.09, is amended to read as follows:

Sec. 15.09  Challenges. The members of the Ecclesiastical Trial Court may be challenged by either the Respondent or the Church Attorney for cause stated to be the Court. The Ecclesiastical Trial Court shall determine the relevancy and validity of challenges for cause. Vacancies caused by challenges determined by the Ecclesiastical Trial Court shall be filled by majority vote of the Court from persons otherwise qualified to serve on the Court under these Diocesan Canons. Vacancies filled by the Ecclesiastical Trial Court shall be from the same order as the person challenged was when first elected to the Court.
14. Canon XVI, Section 16.01, subdivision (e), is amended to read as follows:

(e) The Standing Committee shall be responsible to Convention for negotiating and contracting with any person elected to the Episcopate in the diocese, concerning his or her compensation, including but not limited to his or her salary, housing, housing allowance, benefits, retirement or any other remunerative benefits notwithstanding the provisions of Section 8.03-8.02. The Standing Committee shall be advised by a subcommittee which shall consist of two Standing Committee members, one member of the Executive Council who also sits on the Department of Finance, the Diocesan Treasurer, and any other person the Standing Committee may deem appropriate.

15. Canon XVI, Section 16.01, subdivision (g), is amended to read as follows:

(g) 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 on Governance shall report on its activities and make any recommendations for action to the Convention. 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 on Governance 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. No person who has served a term of three (3) consecutive years as a member of the Governance Committee on Governance shall be eligible for appointment to a new term until at least one (1) year after the expiration of the term served.

16. Canon XVI, Section 16.01, subdivision (h), is amended to read as follows:

(h) Committee on Nominations. The Standing Committee shall organize and supervise the Committee on Nominations, which will present nominations for all elective offices elected by the Convention and other elected and appointed offices as described in this section. The Committee on Nominations may be called on by the Bishop or any Diocesan board, committee, ministry, commission, congregation, or Institution to identify candidates for elected or appointed positions within their respective organizations, and appointed positions in the Diocese, including Diocesan Institutions (but excepting the offices of Bishop, Bishop Coadjutor, Bishop Suffragan, and congregational Rector or Vicar). The Committee on Nominations shall identify qualified and interested Clerics and laity throughout the Diocese willing to serve in such offices and positions.
17. Canon XVI, Section 16.03, subdivision (c), is amended to read as follows:

(c) At such time as shall be established by the Executive Council, the Corporation Sole shall be merged or otherwise incorporated into the Diocesan Corporation to the greatest extent feasible; provided, however, in the event that such a merger or other incorporation would result in the loss of assets to the combined entity by burdensome taxation resulting from this action, or by reversion or otherwise under the terms of restricted gifts, the Corporation Sole shall continue to survive as and to the extent necessary to preserve such gifts assets. The Executive Council shall investigate, determine, and implement the form of merger, asset transfer, or other corporate action as shall best serve the interests of the Diocese in combining the assets and liabilities of the Diocesan Corporation and the Corporation Sole.

18. Canon XVIII, Section 18.03, is amended to read as follows:

(a) Within 30 days following the close of the Diocesan Convention, By March 31 of each year, the Treasurer of the Diocese shall send to the vestry of each parish and to the Bishop’s Committee of each organized mission a statement of its assessment for the forthcoming year, and each vestry and Bishop’s committee shall, within 60 days following such close, return to the office of the Treasurer of the Diocese its written commitment for payment of the amount assessed or a notice of appeal of the amount of the assessment.
(b) The Treasurer shall report to Executive Council at its January meeting all notices of appeal and the amounts involved, together with the recommendation of the Department of Finance for any adjustments in the total budget required by reason of the pendency of such appeals.
(c) With the concurrence of the Bishop, Executive Council may adjust the budget in such manner as it deems proper.

19. Canon XVIII, Section 18.04, is amended to read as follows:

(a) Any appeal of an assessment shall be referred to the Committee on Appeals, except clerical or computational errors, which may be corrected by the Treasurer’s office. Promptly following each Annual Convention, the Committee on Appeals shall be established as follows: a Chair, appointed by the Bishop and confirmed by the Executive Council;, one person appointed by the President of Executive Council,; one person appointed by the Department of Finance,; and six persons appointed by the Bishop and confirmed by Executive Council, two of whom shall be members of parishes or organized missions whose total operating income for the prior year was less than the average total operating income of all parishes on which the assessment was based, and two of whom shall be members of parishes or organized missions whose total operating income for the prior year was equal to or greater than the average total operating income of all parishes on which the assessment was based. At least three of such six shall be lay persons.
(b) A parish or organized mission, having given notice of appeal within the period
specified in Section 18.03, shall perfect such appeal by providing the Chair of the Committee on Appeals, not later than March 1—June 1 of the year considered, with a written statement of grounds for appeal and copies of its current budget and financial statements for the two previous years. The Committee on Appeals is not empowered to consider an appeal not noticed in accordance with Section 18.03 and not perfected in accordance with this subsection.

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

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

20. Canon XVIII, Section 18.08, is amended to read as follows:

Sec. 18.08 Other Funds. The Diocesan Corporation Executive Council is authorized to establish and maintain such other separate or consolidated funds as may be appropriate to manage and invest trust funds of the Diocese, including any such funds given or bequeathed to Diocese in any manner and any funds held by the Diocesan Corporation or the Corporation Sole for the use and benefit of any parish, mission, institution or other organization affiliated with the Diocese in accordance with the terms and conditions of any such trust or endowment.

21. Canon XIX, Section 19.02, subdivision (b), is amended to read as follows:

(b) Indebtedness incurred by the Diocesan Corporation or the Corporation Sole which has been authorized by Executive Council for the use or benefit of a mission;

22. Canon XIX, Section 19.03, is amended to read as follows:

Sec. 19.03 Trust. All real and personal property held by or for the benefit of any parish, mission or other congregation is held in trust for The Episcopal Church and the Diocese of California. The existence of this trust, however, shall not limit the authority of the parish, mission or other congregation otherwise existing over such property, except as may be specified in these Canons, so long as the particular parish, mission or congregation remains a part of The Episcopal Church and the Diocese of California, and subject to their respective Constitutions and Canons.
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23. Canon XIX, Section 19.07, is amended to read as follows:

   Sec. 19.07  Property Insurance. All buildings belonging to or used by parishes, missions, and other Diocesan Institutions, and their contents, shall be kept adequately insured to the satisfaction of the Department of Finance.

24. Canon XIX, Section 19.08, is amended to read as follows:

   Sec. 19.08  Reports. The Department of Finance, the Investment Committee of the Executive Council, and the Audit Committee shall report to each Annual Convention upon its administration of its respective duties under this Canon.

25. Canon XX, Section 20.04, subdivision (b), is amended to read as follows:

   (b) For purposes of this Canon, immediate family dependents shall include domestic partners registered with the State of California and their legal dependents, provided that an eligible Cleric or employee complies with the requirements of the Personnel Manual.

26. Canon XX, Section 20.07, is amended to read as follows:

   Sec. 20.07  Lay Pensions. All regular lay employees of the Diocese, the Cathedral, parishes, and missions working and paid for 20 hours or more per week on a permanent basis shall be entitled to a pension benefit equal to not less than five percent (5%) of cash salary, plus up to an additional four percent (4%) of such cash salary to the extent matched by employee contributions, such benefit to be paid by the source of salary. The source of salary may impose a minimum employment period, not to exceed one (1) year, before this benefit shall commence.

27. Appendix A, Rules of Procedure of the Ecclesiastical Trial Courts, Rule 2, subdivision (a), is amended to read as follows:

   (a) Form. The summons shall be signed by the Presiding Judge of the Ecclesiastical Trial Court, identify the Court and the parties, be directed to the Respondent, and state the name and address of the Church Attorney. It shall state the time within which the Respondent must file an Answer to the Presentment with the Court, and notify the Respondent that failure to do so will result in a Judgment that an Offense was committed by the Respondent and place the Respondent at risk for Sentence to be pronounced at a later date. The Court may allow the Summons to be amended.
Explanation

These changes are technical rather than substantive, intended to correct errors, to clarify the language, to modify certain deadlines to conform to actual practice, or to remove unnecessary references to gender. The amendments regarding the Corporation Sole are intended to avoid the type of dispute now ongoing between the Roman Catholic Archdiocese of San Francisco and the San Francisco Assessor-Recorder, which is attempting to levy millions of dollars in real estate transfer taxes on a series of recent property transfers among church corporate entities.

Submitted by Tim Smith, President of the Executive Council and Delegate from St. Gregory of Nyssa, San Francisco. Questions may be directed to Tim Smith, tnsmith@aol.com.

Report of the Committee on Canons

The Committee on Canons recommends adoption of the proposed amendments. Submitted by Christopher Hayes on behalf of the Committee on Canons.
Resolutions

Restructuring of Diocesan Convention

Resolved, that the 160th Convention of the Diocese of California directs the Committee on Dispatch of Business, working jointly with the Committee on Governance and such other persons as the Bishop may appoint, to conduct a thorough review of the agenda, program and procedures of the Annual Convention of the Diocese, soliciting input from the Bishop, deaneries, governing bodies of the diocese, diocesan staff and other interested persons, with the purpose of preparing a program and agenda for the 161st Convention which

(a) promotes transparency in all planning and preparation for the convention,
(b) encourages the full and effective participation of all members in the work of the convention,
(c) establishes an effective process for the preparation of resolutions for the convention,
(d) provides for the development of clear budget priorities by the convention, and
(e) embodies the joy of serving Jesus Christ in the work of the convention; and

Resolved, that the Committee on Dispatch of Business is hereby empowered to make, publish and enforce such deadlines, procedures and provisional rules as may be necessary to implement this resolution, and is directed to submit the same to the 161st Convention as proposed changes to the Rules of Order for future conventions.

Explanation

Following the 2008 convention, the Bishop and staff proposed a change in the date of future conventions that was intended to support a budget process intended to produce a more complete and final budget for adoption by each annual convention. During discussions conducted in the Executive Council and in all six deaneries it became apparent that most members of convention were less concerned about passing a final budget than they were about understanding the overall mission strategy and diocesan priorities that contribute to the creation of the budget. Most members seemed content to let Executive Council deal with the details of the budget as long as convention could provide clear guidance to Executive Council concerning the objectives the budget should serve. The message was “Don’t change the date, change the process.”

The discussions also surfaced a number of other concerns about the way the convention is conducted. In particular, many members felt we could do a better job of preparing resolutions and avoid last-minute revisions and confusing amendments from the floor. They also felt that too often the convention focused on boring details of business and procedure rather than on the joy of doing God’s work in the world. It became clear that we needed to rethink the way we do convention. This resolution seeks to establish a process to accomplish that in time for the next convention.

Submitted by Dave Frangquist, Secretary of Convention, on behalf of Executive Council, Tim Smith, Chair.

Questions may be directed either to Tim Smith (tnsmith@aol.com), or Dave Frangquist (frangquist@acm.org).
Continuation of the Deaneries Task Force

Resolved, That the Deaneries Task Force is directed to continue the work mandated in the May 10, 2008 resolution of the Special Convention of this Diocese, and to make its final report to the 161st Convention of this Diocese.

Explanation

Based on its work with deanery and diocesan leadership during the past year, the Deaneries Task Force is presenting recommendations for refocusing and strengthening of deanery ministry going forward. These recommendations will be presented at the 160th Convention of the Diocese of California on October 17, 2009. The Deanery Task Force is requesting a one year extension of its work to further develop programs to accomplish those recommendations and to draft any necessary changes to Canon IX of the Canons of the Diocese of California consistent with the recommendations.

Submitted by the Deaneries Task Force

Questions may be directed either to Melissa Ridlon (m.ridlon@comcast.net) or the Rev. Rob Keim (rkeim@cisco.com).
Study on the Complicity of “The Diocese of California” in the Institution of Slavery

Resolved, That the 160th Convention of the Diocese of California directs the Executive Council to establish a task force to respond to Resolution A143 of the 2009 General Convention, to “gather information in its community on (1) the complicity of The Episcopal Church in the institution of slavery and in the subsequent history of segregation and discrimination, (2) examples of resistance to slavery and discrimination and (3) the economic benefits derived by The Episcopal Church from the transatlantic slave trade and the institution of slavery;”

Resolved, That the Task Force consult with the Anti-Racism Committee of the Executive Council of The Episcopal Church for resources to aid them in doing this work including historical research that pertains to the Episcopal Church in California;

Resolved, That the information gathering be used as the foundation for truth-telling, confession, apology, forgiveness, repentance and reconciliation;

Resolved, That the 160th Convention of the Diocese of California requests that the Bishop name a Day of Repentance and on that day hold a Service of Repentance as requested by Resolution 2006-A123; and


Explanation

The passage of Resolution A 123 in 2006, which urged dioceses to research those instances where “they were complicit in or profited from the institution of Transatlantic Slavery,” has inspired eight dioceses to respond to this call to action and has affirmed two dioceses who had already begun this work. The Presiding Bishop and the President of the House of Deputies have apologized on behalf of The Episcopal Church for its part in the maintenance of slavery. As the Diocese of California did not initially respond to this effort, this resolution is asking the Executive Council of the Diocese of California to appoint a Task Force to undertake this work.

Submitted by the Rev. David Ota, Clergy Deputy to General Convention 2009.

Co-sponsors - the Rev. Michael Barlowe, the Rev. Vanessa Glass, the Rev. Barbara Bender-Breck, the Rev. Sylvia Vasquez, Rev. Richard Helmer, the Rev. Kate Salinaro, Mr. Warren Wong, Dr. Rod Dugliss, Ms. Sarah Lawton, Ms. Holly McAlpen, Ms. Barbara Bisel
Under the new organizational structure for diocesan governance we have continued to make meaningful improvements in the financial affairs of the diocese during the current year. An overriding goal continues to be the achievement of increased transparency in all financial affairs and financial reporting of the diocese.

In the following pages I have included a summary of the financial condition of the diocese for the year ended December 31, 2008. This is a summarization of the more detailed and complete financial statements for the diocese and the Corporation Sole. The financial statements of the diocese and the Corporation Sole have been audited by the audit firm of Hood & Strong. A copy of the complete financial statements and the independent auditors’ reports are available on the website of the diocese.

Financial Results for Calendar 2008

The Operating Fund of the Diocese (which reflects the operating income and expenses of the diocese) had a small surplus of approximately $57,000 for the 2008 year. The primary sources of revenue for the Operating Fund are assessment income, gifts and the annual income distribution from the Endowment Fund.

As reflected in the 2008 financial statements, the Diocesan Corporation experienced a net reduction in total net assets of $4.49 million during 2008 as a result of the drop in value of the diocese’s endowment funds. The diocesan endowment funds (including the Corp Sole endowment) decreased in value from $22.7 million to $16.4 million during 2008, as a result of investment losses on its invested assets of approximately 34.2% for the year.

2009 Forecast and 2010 Budget

The Operating Fund is expected to reflect another small surplus at the end of the current 2009 year. The Executive Council of the Diocese has recommended a 2010 Operating Fund budget that calls for no increases in revenue (as compared to 2009) and holds total expenses to this same level, despite some substantial increases in the cost of healthcare benefit premiums. A copy of this proposed 2010 budget is included in the following pages.

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 discussion includes a review of the year to date operating financials, the ageing of receivables from the parishes and missions, and the line of credit loan facility available to parishes and other diocesan institutions. A summary of these meetings is then presented at each month’s Executive Council meeting.
During the current year the Finance Committee has implemented new policies and controls relating to the diocese’s administration of the payroll and benefits program for the parishes, missions and other diocesan institutions. It has also improved the internal reporting mechanisms for the oversight of the payroll and benefits program.

The Department of Finance is also in the process of improving certain procedures relating to the line of credit loan facility through Union Bank.

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 then upon approval 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.

As Treasurer of the Diocese, I now attend the meetings of all three above committees in order to better coordinate the work of these committees and promote transparency and open communication between these committees.

**Corporation Sole**

During the past nine months a committee of the Executive Council has also worked diligently to implement the resolution of the May 2008 Special Convention related to the winding down of the Corporation Sole, and the transfer of its assets and liabilities to the Diocesan Corporation. Although the convention’s resolution called for these actions to be completed by January 1, 2011, the Finance Committee and Executive Council are working on the necessary steps to complete this work by December 31, 2009. A more detailed description of the proposed reorganization steps is included in the following pages.

**Other Matters**

Both the Diocese and its member churches have seen a fall in contributions over the past year as a result of the economic downturn in the country. While hoping that these trends will reverse in the not too distant future, it is likely that we will continue to see many of our parish churches suffer from the strain of limited financial resources. It is my fervent hope that the Diocese can provide assistance to these struggling parishes in the coming months and year.
And finally, I want to express my thanks to Jim Forsyth and all of the staff at Diocesan House for their hard work and assistance over the past year.

Respectfully submitted,

Robert McCaskill, Treasurer

<table>
<thead>
<tr>
<th>The Episcopal Diocese of California</th>
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<tbody>
<tr>
<td><strong>Financial Position (Balance Sheet)</strong></td>
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<tr>
<td><strong>ASSETS:</strong></td>
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<tr>
<td>Cash &amp; cash equivalents</td>
</tr>
<tr>
<td>Receivables, net</td>
</tr>
<tr>
<td>Investments in securities</td>
</tr>
<tr>
<td>Other Investments</td>
</tr>
<tr>
<td>Notes receivable held for investment</td>
</tr>
<tr>
<td>Pledge receivable</td>
</tr>
<tr>
<td>Equity interests in real property</td>
</tr>
<tr>
<td>Property &amp; equipment, net</td>
</tr>
<tr>
<td>Investments-charitable remainder unitrusts</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
</tr>
<tr>
<td><strong>LIABILITIES:</strong></td>
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<tr>
<td>Accounts payable &amp; accrued expenses</td>
</tr>
<tr>
<td>Accounts payable, related party</td>
</tr>
<tr>
<td>Deferred revenue</td>
</tr>
<tr>
<td>Funds held in trust for beneficiaries</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
</tr>
<tr>
<td><strong>Net Assets by Fund:</strong></td>
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<tr>
<td>Operating &amp; Property Fund</td>
</tr>
<tr>
<td>Custodial &amp; Unexpended Income</td>
</tr>
<tr>
<td>Endowment Fund</td>
</tr>
<tr>
<td>Deferred Gifts</td>
</tr>
<tr>
<td><strong>Total All Funds</strong></td>
</tr>
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</table>
# Treasurer’s Report to Convention

## Statement of Income and Expenses

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</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>3,598,002</td>
<td>3,560,326</td>
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<tr>
<td>Gifts, grants and other</td>
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<td>244,068</td>
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<tr>
<td>Investment income, net</td>
<td>266,440</td>
<td>-352,283</td>
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<tr>
<td>Total support and revenue</td>
<td>4,139,869</td>
<td>3,452,111</td>
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<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopate</td>
<td>371,593</td>
<td>391,137</td>
</tr>
<tr>
<td>Diocesan finance</td>
<td>484,370</td>
<td>478,604</td>
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<tr>
<td>Diocesan administration</td>
<td>426,294</td>
<td>387,645</td>
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<tr>
<td>Clerical</td>
<td>232,341</td>
<td>288,261</td>
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<td>Support services - Diocese</td>
<td>88,169</td>
<td>116,587</td>
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<td>Support services - outside Diocese</td>
<td>751,100</td>
<td>765,062</td>
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<td>Planned giving office</td>
<td>150,111</td>
<td>149,434</td>
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<td>Mission development</td>
<td>732,636</td>
<td>739,590</td>
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<td>Ordained ministry development</td>
<td>94,064</td>
<td>103,559</td>
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<tr>
<td>Congregation and lay ministries development</td>
<td>332,460</td>
<td>367,056</td>
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<tr>
<td>Social ministries</td>
<td>20,945</td>
<td>20,600</td>
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<tr>
<td>Community ministries</td>
<td>137,638</td>
<td>131,996</td>
</tr>
<tr>
<td>Communications</td>
<td>237,933</td>
<td>246,494</td>
</tr>
<tr>
<td>Payments to beneficiaries</td>
<td>869,262</td>
<td>684,521</td>
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<tr>
<td><strong>Total expenses</strong></td>
<td>4,928,916</td>
<td>4,870,546</td>
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<tr>
<td><strong>Changes in Unrestricted Net Assets</strong></td>
<td>-789,047</td>
<td>-1,418,435</td>
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<tr>
<td><strong>Changes in Temporarily Restricted Net Assets:</strong></td>
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<td></td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>855,986</td>
<td>2,063,325</td>
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<tr>
<td>Change in value of unitrusts</td>
<td>0</td>
<td>-352,695</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>555,893</td>
<td>-4,441,279</td>
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<tr>
<td><strong>Changes in Temporarily Restricted Net Assets</strong></td>
<td>1,411,879</td>
<td>-2,730,649</td>
</tr>
<tr>
<td><strong>Change in Permanently Restricted Net Assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>157,568</td>
<td>37,809</td>
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<tr>
<td>Change in value of unitrusts</td>
<td>0</td>
<td>-379,094</td>
</tr>
<tr>
<td>Change in Permanently Restricted Net Assets</td>
<td>157,568</td>
<td>-341,285</td>
</tr>
<tr>
<td><strong>Change in Total Net Assets</strong></td>
<td>780,400</td>
<td>-4,490,369</td>
</tr>
</tbody>
</table>
## The Episcopal Bishop of California

### Financial Position (Balance Sheet)

<table>
<thead>
<tr>
<th>ASSETS:</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>252,826</td>
<td>245,685</td>
</tr>
<tr>
<td>Related party receivables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Unitrust funds</td>
<td>185,270</td>
<td>140,560</td>
</tr>
<tr>
<td>- Investment in pooled endowment</td>
<td>4,902,553</td>
<td>3,231,386</td>
</tr>
<tr>
<td>- Short term loan to Diocese</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments in securities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Notes receivable, net</td>
<td>2,451,932</td>
<td>2,160,116</td>
</tr>
<tr>
<td>Equity interests in real property</td>
<td>73,949</td>
<td>73,949</td>
</tr>
<tr>
<td>Property</td>
<td>15,496,681</td>
<td>15,496,681</td>
</tr>
<tr>
<td>Total Assets</td>
<td>23,363,211</td>
<td>21,348,377</td>
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</table>

<table>
<thead>
<tr>
<th>LIABILITIES:</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Accounts payable &amp; accrued expenses</td>
<td>50,000</td>
<td>50,000</td>
</tr>
<tr>
<td>Line of credit and other notes payable</td>
<td>2,463,148</td>
<td>2,178,534</td>
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<tr>
<td>Notes payable -related party</td>
<td>10,308</td>
<td>3,106</td>
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<tr>
<td>Total Liabilities</td>
<td>2,523,456</td>
<td>2,231,640</td>
</tr>
</tbody>
</table>

| TOTAL NET ASSETS | 20,839,755 | 19,116,737 |

### Statement of Income and Expenses

<table>
<thead>
<tr>
<th>Support and Revenue:</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income</td>
<td>4,936</td>
<td>6,370</td>
</tr>
<tr>
<td>Unrealized gain (loss) on investments</td>
<td>-32,972</td>
<td>0</td>
</tr>
<tr>
<td>Loss from pooled endowment</td>
<td>-39,968</td>
<td>-1,671,167</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>-13,590</td>
<td>-25,172</td>
</tr>
<tr>
<td>Total support and revenue</td>
<td>-81,594</td>
<td>-1,689,969</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest</td>
<td>4,447</td>
<td>0</td>
</tr>
<tr>
<td>Transfers related party</td>
<td>27,971</td>
<td>0</td>
</tr>
<tr>
<td>Other expenses</td>
<td>17,449</td>
<td>33,049</td>
</tr>
<tr>
<td>Total expenses</td>
<td>49,867</td>
<td>33,049</td>
</tr>
</tbody>
</table>

| Change in Total Net Assets | -131,461    | -1,723,018 |
California and certain other states allow for the formation of a "corporation sole" through which religious organizations can operate. A corporation sole has only one member — the Bishop, who acts as both the CEO and board of the corporation. The Episcopal Diocese of California has always had a corporation sole, as well as a separate corporation (the Diocesan Corporation) through which it also acts. The Corporation Sole is the legal owner of all mission properties and certain other properties of affiliated entities and parishes, and it also has a separate endowment fund. The Corporation Sole is also the entity through which the Diocese grants a line of credit (through Union Bank) for loans to parishes and affiliated organizations.

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 provides that in the event that such a merger of 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.

A committee of the Executive Council composed of Roulhac Austin, Dianne Smith, Jim Forsyth and Bob McCaskill has worked with outside legal counsel and other advisors over the past nine months to identify the best alternatives for accomplishing these goals. It has now been concluded that all of the assets and liabilities of the Corporation Sole can 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 real estate transfer taxes as high as 1.5% of the fair market value of the property transferred. Religious and nonprofit entities are not exempt from these transfer taxes. If the real estate holdings of the Corp Sole were to be transferred to the Diocesan Corporation by gift or by any other means resulting in a legal change in the title of the property; the transfers are likely to be subjected to these transfer taxes. The potential costs to the Diocese would be significant. Furthermore, a transfer of these properties would also result in higher property taxes on the property holdings that are not currently used for religious purposes and the Diocese would also need to purchase new title insurance on all of the properties transferred.

In light of the above facts, the Executive Council has adopted a plan to transfer all of the assets and liabilities of the Corp Sole to the Diocesan Corporation except for the 34 real estate properties presently owned by the Corp Sole. The assets to be transferred include all of the cash, endowment funds, receivables and other assets of the Corporation Sole other than the 34 pieces of real estate. With respect to these real property holdings, the Bishop (as the sole executive of the Corporation Sole) and the Executive Council (as the board of the Diocesan Corporation) will sign a binding agreement that stipulates that the Corporation Sole cannot sell, lease for a term exceeding one year, encumber or otherwise transfer any of these properties without first obtaining the written consent of the Executive Council. The Canons of the Diocese currently require that the Standing Committee must also approve any such transfer or
encumbrance of property owned by the Corp Sole, and this requirement will continue to be in force.

We currently anticipate that all of the above transfers and agreements will be completed and executed no later than December 31 of this year (well in advance of the January 1, 2011 date contained in the Convention resolution).

Respectfully submitted.

Robert McCaskill, Treasurer
## Proposed 2010 Operating Budget

<table>
<thead>
<tr>
<th>Line</th>
<th>Budget Title</th>
<th>2009 Council Final</th>
<th>2010 Request</th>
<th>2010 Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td></td>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Assessments</td>
<td>3,525,000.00</td>
<td>3,586,000.00</td>
<td>3,537,960.00</td>
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<tr>
<td>4</td>
<td>Other Income</td>
<td>5,000.00</td>
<td>30,000.00</td>
<td>30,000.00</td>
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<tr>
<td>5</td>
<td>Endowment Income</td>
<td>478,480.00</td>
<td>455,040.00</td>
<td>455,040.00</td>
</tr>
<tr>
<td>6</td>
<td>Administrative Fees-Controller</td>
<td>150,000.00</td>
<td>150,000.00</td>
<td>150,000.00</td>
</tr>
<tr>
<td>7</td>
<td>Administrative Fees-Planned Giving</td>
<td>70,000.00</td>
<td>55,000.00</td>
<td>55,000.00</td>
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<tr>
<td>8</td>
<td>Payroll Fees</td>
<td>47,000.00</td>
<td>47,000.00</td>
<td>47,000.00</td>
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<tr>
<td>9</td>
<td><strong>Total Revenue</strong></td>
<td>4,275,480.00</td>
<td>4,323,040.00</td>
<td>4,275,000.00</td>
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<td></td>
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<td></td>
<td><strong>EXPENDITURES</strong></td>
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</tr>
<tr>
<td>12</td>
<td><strong>Episcopate</strong></td>
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## Finance & Administration

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## Proposed 2010 Operating Budget

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<td>Travel &amp; Entertainment</td>
<td>0.00</td>
<td>3,000.00</td>
<td>3,000.00</td>
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<tr>
<td>157</td>
<td>Total</td>
<td>269,154.00</td>
<td>283,828.00</td>
<td>283,828.00</td>
</tr>
<tr>
<td>160</td>
<td>Justice, Peace, &amp; Integrity of Creation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>161</td>
<td>Episcopal Chaplaincy-Stanford Hosp.</td>
<td>3,000.00</td>
<td>3,000.00</td>
<td>3,000.00</td>
</tr>
<tr>
<td>162</td>
<td>Ecumenical Jail Ministry, SF</td>
<td>5,000.00</td>
<td>5,000.00</td>
<td>5,000.00</td>
</tr>
<tr>
<td>163</td>
<td>Mental Illness Commission</td>
<td>400.00</td>
<td>400.00</td>
<td>400.00</td>
</tr>
<tr>
<td>164</td>
<td>Ministry to Convalescent Hosp.</td>
<td>3,000.00</td>
<td>5,000.00</td>
<td>5,000.00</td>
</tr>
<tr>
<td>165</td>
<td>Oasis</td>
<td>5,000.00</td>
<td>5,000.00</td>
<td>5,000.00</td>
</tr>
<tr>
<td>166</td>
<td>Peace, Justice and Hunger</td>
<td>6,895.00</td>
<td>4,700.00</td>
<td>4,700.00</td>
</tr>
<tr>
<td>167</td>
<td>Police Chaplaincy-Marin</td>
<td>2,500.00</td>
<td>2,500.00</td>
<td>2,500.00</td>
</tr>
<tr>
<td>168</td>
<td>Recovery Ministries</td>
<td>1,000.00</td>
<td>500.00</td>
<td>500.00</td>
</tr>
<tr>
<td>169</td>
<td>Commission for the Environment</td>
<td>3,000.00</td>
<td>3,000.00</td>
<td>3,000.00</td>
</tr>
<tr>
<td>170</td>
<td>Justice, Peace, &amp; Integrity of Creation Program</td>
<td>2,500.00</td>
<td>2,500.00</td>
<td>2,500.00</td>
</tr>
<tr>
<td>171</td>
<td>MDG Working Group</td>
<td>7,650.00</td>
<td>7,650.00</td>
<td>7,650.00</td>
</tr>
<tr>
<td>172</td>
<td>World Mission</td>
<td>2,500.00</td>
<td>2,500.00</td>
<td>2,500.00</td>
</tr>
<tr>
<td>173</td>
<td>Women's Clericus</td>
<td>8,700.00</td>
<td>3,900.00</td>
<td>3,900.00</td>
</tr>
<tr>
<td>174</td>
<td>Total</td>
<td>51,145.00</td>
<td>45,650.00</td>
<td>45,650.00</td>
</tr>
<tr>
<td>176</td>
<td>Total Expenditures</td>
<td>4,122,317.03</td>
<td>4,273,324.15</td>
<td>4,248,487.87</td>
</tr>
<tr>
<td>177</td>
<td>Surplus/(Deficit)</td>
<td>153,162.97</td>
<td>49,715.85</td>
<td>26,512.13</td>
</tr>
</tbody>
</table>
Proposed 2010 Assessment Formula

1. 5% assessment on the first $61,232 of a parish or mission’s operating income for 2008 as defined on Line A of the 2008 parochial report

2. 20% assessment on all such income above $61,232 provided that,

3. No parish or mission shall have an increase over 2009’s initial assessment before appeals of more than 50% or $15,000, whichever is less.

Proposed 2010 Salary Resolution

Resolved, That effective January 1, 2010, 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 0.0% as reflected in the 2010 Mandatory Minimum Salary Schedule.

Further Resolved, That Years of Experience be defined by Credited Service with the Church Pension Fund.

<table>
<thead>
<tr>
<th>2010 Mandatory Minimum Salaries Including Self Employment Tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>Congregation Classification</td>
</tr>
<tr>
<td>A</td>
</tr>
<tr>
<td>B</td>
</tr>
<tr>
<td>C</td>
</tr>
<tr>
<td>D</td>
</tr>
<tr>
<td>E</td>
</tr>
</tbody>
</table>

Resolved,
1. That the minimum transportation allowance be $0.55/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2010.
2. That any deviation below these minimums will be permitted by the Bishop for serious cause, with the Bishop using the Personnel Practices Commission as a council of advice.
3. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric’s base compensation as a portion of total compensation. (7.65% of base compensation) This amount is included in the above schedule.
4. That all churches, wherever possible, increase the clergy and lay staff compensation 0.0% for 2010 to accommodate inflation.

Note: Compensation increase is based on the Consumer Price Index for All Urban Consumers in San Francisco, Oakland, and San Jose as of June 30, 2009.

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.
### Congregational Grade Structure

1. Number of pledging units:
   - Number     Points
     000-100    3
     101-200    6
     201-300    9
     301-400    12
     401-above  20

2. Average weekly attendance at Sunday services:
   - Attendance Points
     00-100      3
     101-200     6
     201-300     9
     301-500     12
     501-above   20

3. Total Annual Operating Income-Line A of Parochial Report:
   - Amount     Points
     $0 to $65,293  4
     $65,294 to $130,586  8
     $130,587 to $260,965  12
     $260,966 to $522,345  16
     $522,346 and above  20

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 in 1999.
### 2010 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Experience Classification</th>
<th>Experience</th>
<th>Experience</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-4 Years</td>
<td>5-9 Years</td>
<td>10+ Years</td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>61,232</td>
<td>64,634</td>
<td>68,036</td>
</tr>
<tr>
<td>B</td>
<td>63,273</td>
<td>67,016</td>
<td>70,757</td>
</tr>
<tr>
<td>C</td>
<td>65,338</td>
<td>69,396</td>
<td>73,478</td>
</tr>
<tr>
<td>D</td>
<td>68,036</td>
<td>73,478</td>
<td>78,922</td>
</tr>
<tr>
<td>E</td>
<td>74,840</td>
<td>81,634</td>
<td>88,446</td>
</tr>
</tbody>
</table>

### 2009 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Experience Classification</th>
<th>Experience</th>
<th>Experience</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-4 Years</td>
<td>5-9 Years</td>
<td>10+ Years</td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>61,232</td>
<td>64,634</td>
<td>68,036</td>
</tr>
<tr>
<td>B</td>
<td>63,273</td>
<td>67,016</td>
<td>70,757</td>
</tr>
<tr>
<td>C</td>
<td>65,338</td>
<td>69,396</td>
<td>73,478</td>
</tr>
<tr>
<td>D</td>
<td>68,036</td>
<td>73,478</td>
<td>78,922</td>
</tr>
<tr>
<td>E</td>
<td>74,840</td>
<td>81,634</td>
<td>88,446</td>
</tr>
</tbody>
</table>

### 2008 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Experience Classification</th>
<th>Experience</th>
<th>Experience</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-4 Years</td>
<td>5-9 Years</td>
<td>10+ Years</td>
<td></td>
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<tr>
<td>A</td>
<td>58,764</td>
<td>62,029</td>
<td>65,293</td>
</tr>
<tr>
<td>B</td>
<td>60,723</td>
<td>64,314</td>
<td>67,905</td>
</tr>
<tr>
<td>C</td>
<td>62,704</td>
<td>66,599</td>
<td>70,516</td>
</tr>
<tr>
<td>D</td>
<td>65,293</td>
<td>70,516</td>
<td>75,740</td>
</tr>
<tr>
<td>E</td>
<td>71,823</td>
<td>78,352</td>
<td>84,881</td>
</tr>
</tbody>
</table>

Compensation figures include SET supplement. Associates are compensated at 2 classifications below rector.

2010 Compensation Reflects 0.0% CPI Increase
2009 Compensation Reflects 4.2% CPI Increase
2008 Compensation Reflects 3.4% CPI Increase
An Episcopal Ministry to Convalescent Hospitals

Mission Statement/Statement of Purpose:
To inspire and assist Episcopal congregations in the Diocese of California to have thriving ministries to at least one local convalescent hospital, and to provide fellowship, worship and comfort to the residents.

2009 Report:
In 2009 AEMCH expanded into Marin County and Contra Costa County.
We began a realtionship with Berkeley Public Library Young Play Readers and began sponsoring performances in the senior residences, also encouraging concerts by church members.

Contact with parishes and preaching throughout the Diocese of California increased fivefold, and existing ministries were supported while new ministries were established. The profile of AEMCH grew steadily with improved and updated website, newsletter and events. AEMCH met with encouraging enthusiasm from parishes, funding sources and dedicated individuals.

2009/2010 Goals:
• Begin ministry in San Francisco
• Present one training in Alameda County, and one in Marin County
• Have a presence each Sunday in at least one convalescent hospital in Contra Costa County, West Contra Costa County, Alameda County, or Southern Alameda County
• Preach and hold forums monthly throughout the Diocese of California
• Continue to persue and refine fundraising and discover grant sources

Submitted by the Rev. Este Cantor, Director and Chaplain

Asian Commission of the Diocese of California

Mission Statement/Statement of Purpose:
To provide mutual support for leaders involved in Asian Ministry, the development of new leaders for this ministry, and the exchange of information among Asian and Asia-American clergy, congregations and communities. The Asian Commission also seeks to be instrumental in strengthening the ministries of the Asian congregations, as well as in educating and enriching the diocesan family about both the various Asian culture and the ministries of the Asian congregations.

2009 Report:
The primary ministry of the Asian Commission is to be a council of support to those engaged in ministry with Asian people. During the five diocesan meetings a year, the members share about their ministries, and are offered support and counsel.

Recognizing our ongoing struggle with raising up younger leadership and increasing the number of young adults and youth in our community, the Asian Commission reallocated resources for supporting young adult leadership development. At present we have one trans-congregational young adult/youth group, YEAST, in the Filipino ministries, and True Sunshine is beginning a new youth group of new immigrants from China.
Reports to Convention

The annual Episcopal Asiamerica Ministry (EAM) Consultation was held in the summer in Taiwan, with several Asian Commission leaders and members of our congregations attending. The Consultation focused on “Evangelism and Mission in the Age of Globalization”. We are enriched by visiting the growing and dynamic Taiwanese ministries, including children, young adult to senior programs in the Diocese of Taiwan. Members of the Asian Commission continue to serve as leaders for the EAM Council in planning the 2009 Consultation.

A one-time Grant for Aspire After School Program — to serve the large and diverse community of the Richmond District, the Aspire After School Program at Saint James’ Church, San Francisco, have created two performance groups: the “CLC Aspire Children’s Choir” and the “CLC Aspire Children’s Dance Group.” These two groups were teaching children to work together, express themselves artistically, to respect one another and to increase their sense of culture pride, self respect and belonging in the community. The performance allowed them to build an appreciation and acceptance for the multicultural community in the Bay Area.

2009/2010 Goals:

Asian Commission will hold a two-day retreat again for the purpose of recruiting and training Asians into lay and ordained ministries and to support those already in the ordination process. In 2009, we will collaborate and work with the Ethnic Multicultural Team to hold a retreat that is bigger in size and fuller in content.

While we had shared success with the other commissions in presenting “Weaving God’s Beautiful Pattern” and with the multi-cultural liturgical and social celebration, we have turned our attention to the formation of curriculum that will help the diocese as a whole deal with multi-cultural ministries and activities. We intend to work more with the other ethnic commissions to meet jointly, provide seed money for projects and plans.

With the new youth group in True Sunshine and the trans-congregational young adult/young group in Filipino ministries, we hope to use Asian Commission resources to support these ministries. This June we used some funding to help support young adult leaders attending the Episcopal Asiamerica Ministry Consultation in Tampa, Florida.

The Episcopal Asiamerica Ministry (EAM) Consultation is a gathering of leaders from the Asian ministries of The Episcopal church. the EAM Consultation serves to promote networking among Asian ministries, sharing of strategies and support for clergy and lay leaders who are often on the fringe of the church due to minority status or language barriers. The Asian Commission encouraged each congregation to send one clergy and two lay representatives to attend the EAM Consultation held in Tampa, Florida, this June.

Submitted by the Rev. Connie Lam, Chair

Clergy Wellness Commission

Mission Statement/Statement of Purpose:

The Clergy Wellness Commission (CWC) was established in 1992 by the Convention of this Diocese to address the well being of parish clergy and their families/partners and
to support the health and mutual ministry of congregations in the Diocese of California.

2009 Report:

On March 2, 2009, after much prayer and consultation with others, the Rev. Pamela Cranston and the members of the Clergy Wellness Commission (CWC) wrote to Bishop Marc Andrus saying that the time has come for a “sea-change” or a “pausing point” for the Clergy Wellness Commission and were temporarily disbanding to allow the diocese to rethink the role and format of the CWC.

This was due in part because many of our CWC members had a number of things (work, family, health) which prevented them from meeting regularly. In addition, the Rev. Pamela Cranston considered that while it has been a great honor and privilege for her to serve as Chair of the Clergy Wellness Commission for the past 17 years, it is now time for her to step aside for a fresh vision for clergy and congregational wellness to rise up. She and many members of the Clergy Wellness Commission are still committed to the cause of clergy and congregational wellness and hope this ministry will continue to evolve in a new form.

2009/2010 Goals:

Some thoughts from CWC members about a Future Wellness Commission

1. Wellness Task Force - Following upon the idea of Area Ministry – the diocese might combine representatives from all the commissions and groups related to clergy and and congregational wellness (e.g. the Clergy Wellness Commission, Commission on Ministry for the Ordained, the Mental Health Commission, the Recovery Ministries Commission, CIT, Called to Right Relationships Taskforce, CDSP, the Archdeacons and Chaplains to the Clergy) to establish a task force to deal with specific issues re. clergy and congregational wellness.

The CWC recommends that the new Wellness Commission have an official, named point person for wellness information and resources. It could be someone doubling as a chaplain, but if there is not a person with some responsibility associated with this work, this ministry will quickly fade away.

The Wellness Taskforce, for example, might:

• tackle the charge from General Convention for Clergy Mentors for newly ordained clergy;
• continue the good work to promote Mutual Ministry Reviews;
• articulate norms for congregational and clergy wellness which include standards for Letters of Agreement that build in clergy self-care;
• encourage multi-ethnic parishes or those exercising ministry in multi-cultural contexts to articulate clergy and congregational wellness in ways right for them;
• keep presenting workshops on clergy and congregational wellness to congregations and vestries;
• take on the responsibility for keeping the book Clergy Wellness and Mutual Ministry current and available – same for the CWC website at - www.cwcdioccal.org
• finish the work begun on the Wellness Continuum for Clergy.
• encourage and help clergy and congregations find healing and balance as we enter the exciting and scary new
waters of Area Ministry.

2. Chaplain(s) to the clergy – Following the able footsteps of former clergy chaplains, the Rev. David Jamieson and the Rev. Tom Schultz OHC, there continues to be a need for chaplain(s) to the clergy. This ministry might be expanded to include several chaplains serving key geographical areas and serving not just parochial clergy but all clergy, including retired and non-stipe clergy.

3. Education about wellness - The Wellness Taskforce could recruit a team of people to educate parishes and clergy about clergy and congregational wellness. In our experience, the most effective time to educate people about wellness is during transition periods – in seminary, between clerical calls, interim periods in parishes and during this liminal time as parishes move towards Area Ministry.

4. The book Clergy Wellness and Mutual Ministry – Dr. Rod Dugliss, Dean of the School for Deacons wrote, “My observation is that the great achievement of the CWC has been the articulation of norms, which have included standards for Letters of Agreement and Mutual Ministry Reviews that build in self-care. The CWC handbook Clergy Wellness and Mutual Ministry has been, and continues to be, a huge resource... Someone needs to take on the responsibility for keeping the book Clergy Wellness and Mutual Ministry current and available. It is, after all, the road tested wellness artifact.”

5. Clergy Wellness beyond parochial clergy – While the work of parochial clergy is important, a significant number of clergy exercise important ministries outside of church settings. These include: chaplains, social workers, therapists, teachers, mediators, as well as retired clergy to name only a few.

6. Both clergy and congregations should take responsibility for wellness – The Rev. Jan Heglund, deacon, Christ Church, Sausalito, and Chaplain to the FBI, wrote: “I think the tendency to ignore wellness is because clergy (and congregations) get a lot of strokes for doing good works. As I said [in a recent sermon], parishioners tend to put their clergy on pedestals, and the only things that belong on pedestals are vases and pictures. Nothing changes the need for clergy to be held responsible for taking care of themselves. I firmly believe EVERY clergy person should have a spiritual director. My spiritual director says, ‘My job, Jan, is to help keep you healthy, as you minister to others.’” This applies as much to congregations as to individual clergy.

In summary, the Rev. Pamela Cranston, CWC Chair, writes:
This “pausing point” in the life of the Clergy Wellness Commission is a great opportunity for the Diocese of California to stop, take stock and consider a new vision for wellness. To quote one of our CWC members, the Rev. Anne Cox Bailey: “When things seem to be at a stand-still, that is the best stance for listening to the Holy Spirit!”

I am deeply grateful for the chance to have served as Chair of the Clergy Wellness Commission for the past 17 years. In the process, I have learned a great deal about myself, the life of congregations and the Diocese of California. I have been blessed
to have worked with a terrific team of clergy and laity who have become dear friends and mentors to me. In short, it has been fun and even at times a healing process for me and, I hope, for many in this diocese.

My special thanks and gratitude go to Bishop Marc Andrus, Canon Michael Barlowe and all in the CWC and beyond who have supported me over the years. I could not have done it without you. In the future, I and many with the CWC will be glad to assist the bishop and the diocese in any way possible as the diocese moves the ministry of wellness for clergy and congregations forward. May Christ be with you all in this work.

Submitted by the Rev. Pamela Cranston, CWC Chair

Commission on Ministry

Mission Statement/Statement of Purpose:

The Commission on Ministry (COM) serves the diocese in its canonically mandated role as advisory to the Bishop in promoting the ministry of all baptized within the Diocese of California. We offer guidance on behalf of the Diocese to those aspiring to ordained ministry by walking with them in their discernment and formation.

2009 Report:

The COM interviewed aspirants to offer initial evaluation of their suitability for the order of ministry they were seeking and, along with Standing Committee, held a vocations conference to interview and offer discernment for seven aspirants in 2008 and 14 aspirants in 2009. The COM monitors and guides all postulants and candidates for Holy Orders. The COM continues to support a formation group for postulants preparing for priesthood and an annual weekend retreat for postulants and candidates for priesthood. Ordained to Holy Orders from October 2008 to October 2009 were: five vocational deacons, one transitional deacon, and eight priests. We received one priest from the Roman Catholic tradition. Additionally, we ordained one priest on behalf of the Diocese of Olympia.

A representative of the COM interviewed members of Congregational Vocations Committees (CVCs) from parishes in the diocese where these committees serve laity in discernment as well as those in discernment for Holy Orders. As a result of these consultations, a workshop was created for use at Equipping the Beloved Community events to educate about the Baptismal Covenant, Title II canons and best practices in discernment.

2009/2010 Goals:

There is a review underway of the policies and procedures of the ordination process. The COM looks forward to working with Bishop Andrus to clarify the process so that it serves the goals of our diocese and to ensure that it is in compliance with diocesan and national canons.

The COM has identified five task areas where we will be working to improve the way the commission works and how we serve others. We will work closely with diocesan staff working on ministry development to provide educational programs that encourage best practices of discernment in each of the Area Ministry teams forming throughout the diocese.
Department of World Missions

Mission Statement/Statement of Purpose:

The Department of World Mission (DOWM) is committed to Global Mission as central to the life of the church. We see the diocese as the basic unit of mission in the Anglican Communion. We engage and support congregations and individuals in the Diocese of California in expansion of the missionary efforts of The Episcopal Church by acting as a liaison and financial support for long and short term missionaries as well as missionaries coming into our diocese from other countries (especially international students attending CDSP).

2009 Report:

1. We continue to be a GEMN (Global Episcopal Mission Network) diocese by keeping up with our annual dues and attending the annual GEMN Conference/Institute.
2. This year we were the host diocese for the annual institute. This was a very successful event with people attending from all over the USA and many other countries. Many thanks to Bishop Marc & Bishop Steven for their support with the conference.
3. We gave 4 grants: Assistance for our Missionary in Curitiba; Educational program for “The Friends of Ruwenzori” (Uganda), a program of members of St. John’s, Oakland; Travel support for young people from All Saints’ San Leandro for a mission trip to an AIDS orphanage in Uganda; Quality nutritional food program for the Foundation NYB Shalom in Cameroon (program of one of our international students attending CDSP).
4. We support the Companion Diocese Committee (subcommittee of the DOWM) in the diocesan relationship with the Diocese of Curitiba, Brazil.

2009/2010 Goals:

1. To continue our association with GEMN and assist as many of our members as possible in attending the annual GEMN Institute.
2. To increase our membership; and to increase interest in World Mission and in the missionary involvement of our church.
3. To continue to hear speakers connected with World Mission and to delegate funds appropriately.

Submitted by Mrs. Mary Louise Gotthold and the Rev. Will Hocker, co-chairs

Episcopal Charities

Mission Statement/Statement of Purpose:

Episcopal Charities supports new and existing nonprofit agencies in their effort to make a crucial difference in the lives of poor, oppressed and endangered individuals in need in the San Francisco Bay Area, regardless of their religious affiliation or practice.

2009 Report:

On February 7, 2009, Episcopal Charities launched its new vision, to address the root causes of poverty through our Action Network program. Using the Millennium Development...
 Goals as our template, EC works to end poverty by focusing on access to healthcare, access to education, and on creating a healthy environment for those in impoverished areas. In 2009, EC initiated and populated two of our three proposed Action Networks (healthcare and education), and fully approved a project in the healthcare focus area. This project receives pro bono professional volunteer services from Action Network members; EC awarded a grant to the project as well. By the end of the calendar year, EC hopes to have approved its first project in the education focus area.

In this year of financial crisis for many agencies in the Bay Area, EC awarded $186,400 to its Partner Agencies, $215,000 to California Pacific Medical Center, for use in St. Luke’s Hospital, and $37,400 to eight social service agencies that met specific Social Ministry Endowment restrictions.

2009/2010 Goals:

In 2010, Episcopal Charities hopes to initiate and populate its Environment Action Network, and to approve its first environment project. EC expects also to approve a second Healthcare Network project.

Episcopal Charities will continue to administer and distribute grants from its endowment, and from the Social Ministries Endowment, as restrictions indicate.

Submitted by Jan Parkin, Executive Director

Gift Planning Department

Mission Statement/Statement of Purpose:

To empower generosity through proactive gift planning in all parts of the church’s life, resulting in increasing numbers of increasingly valuable gifts to support mission and ministry.

2009 Report:

• New charitable trusts ($5.2 million) and gift annuities ($180,000).
• $1.1 million gift to endow Diocesan Youth Ministry position
• Legacy stewardship preaching and presenting at 14 parishes and 5 institutions
• Assisted in establishing 4 new parish legacy societies
• Sponsored “Funding Ministry in Tough Times” conference
• Coordinated meetings of the Association of (17) Episcopal Fund Raisers
• Assumed staff leadership of gift planning at Grace Cathedral and Episcopal Charities
• The Bishop’s Society over 900 members, representing an estimated $9 million in planned gifts
• Provided legal/financial consultation and resources at request of rectors and vicars
• Sponsored wills writings at: Resurrection, Pleasant Hill; St. Mark’s, Berkeley; St. Paul’s, Walnut Creek; St. James, Fremont; St. Aidan’s, San Francisco; Christ Church, Portola Valley; St. Stephen’s, Belvedere; St. Anne’s, Fremont; St. Francis, Novato.

2009/2010 Goals:

• Support new and existing parish legacy societies with regional gatherings
• Initiate preaching/presentations in additional congregations
• Sponsor donor stewardship training event for clergy
• Grow Bishop’s Society membership to over 1,000
Reports to Convention

Submitted by the Rev. Richard Schaper, Gift Planning Officer

Millennium Development Goals Taskforce

Mission Statement/Statement of Purpose:

To equip the people of the Diocese of California to engage in a transformative ministry of justice, within a Millennium Development Goals framework, using the tools of communication, information, connections, training and advocacy.

2009 Report:

Rod Dugliss of our taskforce was a deputy at General Convention and we are grateful for the re-commitment to the MDGs by General Convention. Prior to convention we sent a letter to all DioCal deputies asking them to support full funding of the MDGs in the new Episcopal Church budget.

We continue to be involved in the leadership of the Interfaith MDG Coalition which is currently planning a national conference for MDG leaders and activists in April 2010 at St. Mary’s Cathedral, San Francisco.

Four Taskforce members (Ellen Ekström, Shari Young, Salying Wong, Linda Campbell) attended the “Mobilization to End Poverty” conference sponsored by the Sojourners Community in Washington, D.C. in April, to be part of Capital Hill lobbying, and to learn about current activity and advocacy on behalf of the nation’s poor.

St. Mark’s, Berkeley; St. Clement’s, Berkeley; St. Alban’s, Albany; Epiphany, San Carlos; Transfiguration, San Mateo; St. James, Fremont; St. James, San Francisco; St. Ambrose, Foster City; and many other parishes were all involved in a variety of MDG activities during 2009.

2009/2010 Goals:

• Re-energize parishes and make them aware of the MDGs and possible parish actions
• To highlight activism as a spiritual practice and type of spirituality
• To re-vitalize our communications links with parish contacts
• Sponsor a workshop: “Mobilizing for the Least of These: A Workshop on our Christian Vocation” 9 a.m. to 12 p.m. on November 21 at CDSP.
• Diocesan Convention table to publicize our workshop and educate parish activists
• To put the MDGs in the context of local poverty
• To train folks for the “long haul:” Moving the focus from charity to justice
• To continue leadership of Interfaith MDG Coalition
• Maintain contact with Michael Tedrick, Grace Cathedral missionary in Curitiba, and Companion Diocese committee

Submitted by the Rev. Shari Young, Chair

Peace, Justice, & Homeless Commission

Mission Statement/Statement of Purpose:

Inspired by scripture and recognizing that Shalom - true peace, God’s peace- is only possible where justice and a communal sense of well-being prevail, the Peace,
Justice & Homeless Commission seeks to identify the sources of injustice in today’s world; and educate others about the nature of such instances of injustice; and, through witness, advocacy, and the empowerment of its voiceless victims, act to ameliorate the consequences and eradicate the causes of injustice.

In doing so, we focus on raising the consciousness of Episcopalians in the Diocese of California, and seek allies among like-minded people concerned about justice that together we may build and expand on the concept of a Beloved Community in the Bay Area.

Scriptural basis: Psalm 72:12-14; Isaiah 2:4; Micah 5:8; Luke 4:18-19

2009 Report:

The commission met alternate months on the 1st Tuesday. (6 times this year). Our focus has been to support various peace, justice, and homeless ministries locally, nationally, and internationally.

We supported monetarily the NetsforLife campaign of the MDG Committee, Anti-racism Training scholarships, California People of Faith for a Death Penalty Moratorium, Economic justice through the Global Fund for Women, the San Francisco Night Ministry’s Open Cathedral, meals for homeless youth through the YEAH Project in Berkeley serving youth ages 18-25 who have aged out of the Foster-Care system, Ecumenical House Chaplaincy at San Francisco State, peace with justice in Israel/Palestine through Friends of Sabeel based in Jerusalem, National Organization for Equal Justice, and the East Bay Sanctuary.

We have provided financial assistance to persons attending the Episcopal Urban Caucus including scholarships for youth, and Province VIII peace and justice meetings.

Various members have supported numerous peace and justice and homeless committees, ministries, and activities held in the SF/Bay Area such as: the Afro-Anglican Commission, MDG Committee, JPIC, Immigration Task Force - Vigil @ Grace Cathedral, peace vigils, Restorative Justice for Families, release of senior citizen prisoners, KAIROS, prison ministry @ FCI in Dublin, CA.

Diocese of CA, and General Convention Resolution in immigration.

2009/2010 Goals:

Our goals are to support various groups working for peace, justice, and the elimination of severe hunger in our world especially in our local area, as well as the world.

Submitted by the Rev. Katherine Salinaro and Sheila Sims, Co-Chairs

School for Deacons

Mission Statement/Statement of Purpose:

The Mission of the School for Deacons is to provide a pre-eminent program for the education and formation of deacons in The Episcopal Church. The school provides a three-year degree program of spiritual formation, education and training for those considering diaconal vocations; supports deacons in their work; and lifts up the diaconal ministry within the church.
2009 Report:

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

The school continues to work closely with the Center for Anglican Leadership and Life [CALL] at CDSP and the North American Association for the Diaconate [NAAD] to create and offer online courses and other experiences to meet the ongoing learning needs of deacons. In June, the first student of The School for Deacons participated in CDSP’s ‘Panama Project,’ a cross-cultural learning immersion experience.

In the past year seven recent graduates have been ordained, one to serve in the Diocese of El Camino Real, and six for the Diocese of California.

This fall we welcomed a diverse class of seven students. In addition, several dioceses of The Episcopal Church and the Anglican Church of Canada have enrolled students in the dean’s online course, “The Diaconate.” The board of trustees of the school thanked three members for their six years of serve and welcomed six new trustees, including a student selected by her peers to serve a one-year term on the board.

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

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

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

2009/2010 Goals:

• Attract more and younger students for the Class of 2013
• Place more students in field education experiences that feature justice work and advocacy
• Retain our strong faculty
• Meet our fund-raising goals in a weak and confused economy
• Recruit new board members to fill an unusually large number of vacancies
• Initiate a process to create a strategic plan
for 2011-2015

Submitted by Roderick B. Dugliss, Ph.D.,
Dean

The reports included in this booklet are those that were available as of press time. Additional reports to Convention will be printed in the Convention Journal, and posted on the website, www.diocal.org, during the week following Convention.