This document lists items to be voted on at the 161st Diocesan Convention (October 15 & 16, 2010), including amendments to the canons of the diocese, resolutions, and nominees.
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FRIDAY EVENING, OCTOBER 15

I will faithfully continue in the apostles’ teaching and fellowship, in breaking of bread and prayers.

5:00 Informal Social Time: early registration, dinner on the plaza
7:00 Eucharist

SATURDAY, OCTOBER 16

Where there is evil, I will resist it. Whenever I fall into sin, I will repent and return to the Lord.

9:00 Call to Order/Morning Prayer & Bishop's Address
9:40 Reflection on Baptismal Covenant
9:50 Opening reports
10:00 Report of the Committee on Governance
10:05 Executive Council & its mission
10:15 Standing Committee & its mission
10:25 Nominations Committee Report
10:40 First Ballot
10:45 Break

I will proclaim by both Word and example the Good News of God in Christ.

11:00 Baptismal Covenant, Gospel Reading & Song
11:05 Report on the Millennium Development Goals
11:15 Committee on Resolutions: Report & Action on Res. 1 — Needs of the Poor
11:30 Deanery Task Force Final Report
11:40 Committee on Canons: Report & Action on Canons (Part 1)
12:00 Report on Assessment Formula Proposal
12:10 Margaret Wosser Courtesy Award
12:15 Lunch & discussion groups on “stewardship of the diocese” in the context of the Baptismal Covenant

I will seek and serve Christ in all persons, loving my neighbor as myself.

1:45 Baptismal Covenant, Gospel Reading & Song
1:50 Introduction of New Clergy
1:55 Bishop's Appointments
2:00 Results of First Ballot
2:05 Second Ballot
2:10 Committee on Canons: Report & Action on Canons (Part 2)
2:35 Report of the Racial Reconciliation Committee
2:45 Committee on Resolutions: Report & Action on Res. 2 — Gun Violence
2:55 Camps & Conferences Report
3:00 Faith Formation & Discernment for Ministry
3:10 Commission on Ministry
3:15 Recognitions of ministry — Deanery Presidents & Area Ministers (part 1)
3:25 Break

I will strive for justice and peace among all people and respect the dignity of every human being.

3:40 Baptismal Covenant, Gospel Reading & Song
3:45 Personnel Practices Report
3:50 Action on Salary Resolution
3:55 Treasurer's Report
4:05 Action on Budget
4:10 Companion Diocese Committee & its mission
4:20 Committee on Resolutions: Report & Action on Res. 3 — Israeli/Palestinian Peace
4:30 Episcopal Charities – announcing Grants for Deaneries
4:40 Results of Second Ballot
4:45 Recognitions of ministry — Deanery Presidents & Area Ministers (part 2)
4:55 Blessing & Adjournment
Committee on Credentials
David Frangquist, Ex Officio, Chair
Mary Louise Gotthold
Melissa Ridlon

Committee on the Dispatch of Business
Salying Wong, Chair
Michael Barlowe
David Frangquist

Committee on Elections
Hailey McKeefry Delmas, Chair
Roulhac Austin
John Kirkley

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

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

Archivist
Michael Stroup

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

Commission on Ministry *
Class of 2011
Brian Barnes **
Shelley Chesley
Sally Mancini

Class of 2012
Judith Dunlap **
Melissa Ridlon
Craig Wirth

Class of 2013
Vicky Gray
John Gruenig
Hailey McKeefry

Class of 2014
Connie Lam
Leonard Oakes
Bertie Pearson

*Require confirmation by convention
**Appointed to unexpired term
ELECTED COMMITTEE MEMBERS

Standing Committee

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

Class of 2011
Ron Johnson
Nina Pickerrell

Class of 2012
Peggy Greene
Bruce Smith

Class of 2013
David Ota
Bob Birss

Ecclesiastical Court

Class of 2010
Paul Burrows
Nancy Eswein
Martha McKenna

Class of 2011
Barbara Bender Breck
Phillip M. Jelle

Class of 2009
Susan Champion
John Cumming

Committee on Governance

J. Peter Jensen, Chair
David Frangquist
Jill Honodel
John Kirkley
Lay Luther
Melissa Ridlon

Committee on Nominations

Ron Culmer, Chair (ex-officio)

Elected by Convention:
Mary Louise Gotthold, class of 2010
Vincent Jang, class of 2011

Elected by Standing Committee:
Mark Spaulding, class of 2010
Ellen Ekström, class of 2011

Elected by Executive Council:
Paul Burrows, class of 2010
Len Johnson, class of 2011

Committee on Program and Budget

Bob McCaskill, Treasurer & Chair
Roulhac Austin
Shelton Ensley
Kathleen Ferrando
J. Peter Jensen
Lauran Pitke
Dianne Audrick Smith

Consultant:
Jim Forsyth, Controller
**Bishop**
Marc Handley Andrus

**Class of 2010**
Vicky Gray (Convention Rep.)
Timothy 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)
Karen Swanson (Peninsula Deanery)
Teri Minnis (Southern Alameda Deanery)

**Class of 2012**
Lauran Pifke (Convention Rep.)
J. Peter Jensen (Convention Rep.)
Deborah White (Alameda Deanery)
Jay Luther (Marin Deanery)
Don Milliken (Peninsula Deanery)
Richard Patenaude (Southern Alameda Deanery)

**Bishop’s Appointees**
Dewitt Bowman
Melissa Ridlon
Jay Watan
Donald White

**Ex-officio, Non-voting Members**
David Frangquist (Secretary of Convention)
Christopher Hayes (Chancellor)
Nina Pickerell (Standing Committee Rep.)
Bob McCaskill (Treasurer)
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 Revised shall apply.

Section 5 - Nominations

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

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

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

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

Section 6 – Voting.

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

6.2 When one or more vacancies for unexpired terms are to be filled by election, all nominees for the same office, whether for a full term or for a vacancy, shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled, including vacancies. The full term(s) shall be filled first, as specified in the Canons of the Diocese, and vacancies shall be filled second, in order of precedence.

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

6.4 On any ballot after the first ballot, each Member of Convention shall be allowed to cast as many votes for each office as the number of positions remaining to be filled in that office, not including any positions filled on previous ballots, and not including alternates.

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

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

Section 7 - Conduct of Elections

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

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

7.3 In tallying, the following ballots shall not be
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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, 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.
Report #1
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 1.4, 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.

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

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

Report #2
Special Order: Committee on Canons

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

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

2. Thirty 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.

Report #3 – Special Order: Program & Budget

The 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 Council, five minutes shall be allowed for the introduction of the Proposed 2011 Program and Budget and additional five minutes for the introduction of amendments to the Program and Budget.
REPORT OF THE COMMITTEE ON THE DISPATCH OF BUSINESS

2. The Proposed 2011 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.

5. 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.

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

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.

3. Within the time for debate no speaker shall be allowed more than two minutes, and no motion to limit debate shall be in order while anyone still wishes to speak.
Standing Committee — Class of 2014

Nominees for one clergy position

the Rev. Sue Thompson, St. Edmund’s, Pacifica / Peninsula Deanery; the Rev. Merry Chan Ong, Our Saviour, Oakland / Alameda Deanery; the Rev. Matthew Dutton-Gillett, Trinity Church, Menlo Park / Peninsula Deanery; the Rev. Thomas Skillings, St. Paul’s, Burlingame / Peninsula Deanery; the Rev. Monrelle Williams, St. Augustine’s, Oakland / Alameda Deanery

Nominees for one lay position

Christopher Butler, All Saints’, San Francisco / San Francisco Deanery; Mary L. Vargas, Christ Church – Sei Ko Kai, San Francisco / San Francisco Deanery; Jan Robitscher, St. Mark’s, Berkeley / Alameda Deanery; Melissa Ridlon, St. Paul’s, Oakland / Alameda Deanery

Ecclesiastical Court — Class of 2011

Nominees for two clergy positions

the Rev. Ellen Ekstrom, St. Mark’s, Berkeley / Alameda Deanery; the Rev. Mauricio Wilson, St. Paul’s, Oakland / Alameda Deanery; the Rev. Christine McSpadden, Grace Cathedral, San Francisco / San Francisco Deanery

Nominee for one lay position

Elaine Foreman, St. Luke’s, San Francisco / San Francisco Deanery

Executive Council — Class of 2013 — 3-year term

Nominees for two positions, at least one must be lay

Gary Hunt, St. Timothy’s, Danville / Contra Costa Deanery; the Rev. Ellen Ekstrom, St. Mark’s, Berkeley / Alameda Deanery; the Rev. Dana Colley Corsello, St. Luke’s, San Francisco / San Francisco Deanery

Nominating Committee — 2-year term

None submitted

Secretary of Convention — 1-year term

Nominee for one position (clergy or lay)

David Frangquist, St. Aidan’s, San Francisco / San Francisco Deanery
LIST OF NOMINEES

Treasurer of Convention — 1-year term
Nominee for one position (clergy or lay)
Robert McCaskill, St. Stephen’s, Belvedere / Marin Deanery

Provincial Synod – 3-year term
Nominees for one clergy position
the Rev. Tommy Dillon, St. Aidan’s, San Francisco / San Francisco Deanery; the Rev. Katherine Salinaro, Holy Trinity / La Santisima Trinidad, Richmond / Alameda Deanery

Nominees for two lay positions
Dianne Audrick Smith, St. Augustine’s, Oakland / Alameda Deanery; John Cumming, St. Peter’s, San Francisco / San Francisco Deanery

General Convention 2012 – 3-year term
Nominees for four clergy deputy positions and four clergy alternate deputy positions
the Rev. Canon Michael Barlowe, Grace Cathedral, San Francisco / San Francisco Deanery; the Rev. Paul Fromberg, St. Gregory of Nyssa, San Francisco / San Francisco Deanery; the Rev. Vanessa Glass, Grace Cathedral, San Francisco / San Francisco Deanery; the Rev. Victoria Gray, Christ the Lord, Pinole / Alameda Deanery; the Rev. Stacey Grossman, Church of the Nativity, San Rafael / Marin Deanery; the Rev. Richard E. Helmer, Church of Our Saviour, Mill Valley / Marin Deanery; the Rev. David Ota, St. Ambrose, Foster City / Peninsula Deanery; the Rev. Aristotle Rivera, St. Alban’s, Brentwood / Contra Costa Deanery; the Rev. Sylvia Vasquez, St. Paul’s, Walnut Creek / Contra Costa Deanery

Nominees for four lay deputy positions and four lay alternate deputy positions
Rod Dugliss, St. Mary the Virgin, San Francisco / San Francisco Deanery; Carolyn Gaines, St. Augustine’s, Oakland / Alameda Deanery; Sarah Lawton, St. John the Evangelist, San Francisco / San Francisco Deanery; Scott Pomerenk, Grace Cathedral, San Francisco / San Francisco Deanery; Warren Wong, St. James, San Francisco / San Francisco Deanery; Kay Bishop, St. Luke’s, San Francisco / San Francisco Deanery; Patricia Smith, Resurrection, Pleasant Hill / Contra Costa Deanery; Alan Aw, Grace Cathedral, San Francisco / San Francisco Deanery; Susan Spencer, St. Aidan’s, San Francisco / San Francisco Deanery
The Rev. Merry Chan Ong
Our Saviour, Oakland
Alameda Deanery

Interests: Professional: serving the diocese, serving my church, furthering our multicultural goals, the Episcopal Liturgy, pastoral care, preaching, teaching, and program creation. I have a passion for helping people of all ages: children, young people, adults and seniors. Personal: Singing, playing piano, teaching choir, swimming, table tennis

Professional Associations: ACDC (Asian Commission for the Diocese of California); EAM (Episcopal Asian Ministry); Deanery of Alameda

Summary of Activities Within My Congregation/Diocese: Rector of Our Saviour; ACDC Representative; Adviser of Oakland Chinatown Jubilee Community Center; Director and Founder of Our Saviour ESL (English As Second Language) Program; Assistant to the OCJCC Children’s Musical Group

Major Activities Beyond Diocese: EAM Council National Strategic Planning Committee Member; St. Peter Parish Reunion Committee member; St. Stephen Alumni Association member

In my opinion the major issues facing the church today are: Shrinking congregations and church attendance, lack of young people; Financial stresses due to the recession; A general societal drift away from religion.

Why are you running for this position? To satisfy my calling, I need to serve the diocese as well as my church. I believe I have some unique abilities, training, and experience that would strengthen the Standing Committee:
Professional: I have a Masters degree in Education and a Masters degree in Divinity. On the Standing Committee, skills in administration and conflict resolution are important. I formerly served as principal of a large private Christian school in the Philippines, and was responsible for over 700 students grades K – 12, and 40 teachers and staff. In that capacity, I gained skills and experience in administration, and in resolving differences between groups with varying perspectives, such as parents, teachers, and children.
Multicultural: The diocese is a community of multiple cultures. I have been working with the needs, differences, and sensitivities of multiple cultures all my life. I was raised as a traditional Chinese in the middle of in the Filipino culture. I speak 5 languages, and use them all. I served for 10 months as Minister in a camp of Vietnamese, Cambodian, & Laotian refugees. I ran multicultural programs in both the US and Philippines. And I worked across cultures as NOMA Area Missioner for the diocese of California.
Educational: I taught English for many years to Chinese students in the Philippines. I created successful children’s choirs and dance groups in the Philippines and the US, and taught piano in both for many years. I created and administered successful multicultural educational programs here in the US, including the St. James Afterschool Program, the True Sunshine Afterschool Program, (diversity group) adult classes in ESL (English as Second Language), and preparation classes for the American Citizenship Examination. The afterschool programs included first-generation Americans from 9 different nationalities.

nominated by the Rev. Paul Burrows, Church of the Advent, San Francisco, San Francisco Deanery
The Rev. Matthew R. Dutton-Gillet
Trinity, Menlo Park Peninsula Deanery

**Interests:** Cooking, reading, writing, travel

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The Rev. Thomas Skillings
Saint Paul's, Burlingame Peninsula Deanery

**Interests:**
- Personal: Camping and hiking with family, reading, electronic gadgets.
- Professional: Dynamics of Christian community and conversation in the 21st century, Enneagram studies

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**Summary of Activities Within My Congregation/Diocese:**
Prior to arriving in DioCal a year ago, I have served in the dioceses of Missouri, Chicago and East Tennessee. During my time in these other dioceses, I have served on the equivalent of Executive Council; Standing Committee; Commission on Ministry; Clergy/Family Nurture and Support Committee; Bishop’s Theology Committee; Convention Arrangements Committee; and as a deanery dean. I also served as first clergy alternate deputy to the 2006 General Convention and was elected to the same position for the 2009 General Convention but was unable to serve due to my move to California.

**In my opinion the major issues facing the church today are:**
recovering our sense of unity without sacrificing our integrity, and proclaiming the Gospel in a way which speaks to the needs and hungers of those who are searching for a more spiritually centered life.

**Why are you running for this position?**
I am offering to serve on the Standing Committee because I have had previous experience serving on a Standing Committee, and because I am interested in helping our diocese develop a greater sense of unity. I would also hope to contribute to a more positive working relationship between the Standing Committee and our Bishop.

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nominated by the Rev. Chip Larrimore, St. Peter’s, Redwood City, Peninsula Deanery

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**Summary of Activities Within My Congregation/Diocese:**
2002-present Rector, Saint Paul’s, Burlingame
2008-2010 President Saint Dorothy’s Board
2004-2005 Bishop’s Task Force on Marriage and Blessings
2003-2010 Saint Dorothy’s Board of Directors
1993-2001 Rector, Saint Michael’s, Concord
1993-1998 Department of Missions (Chair 1996-1998)
1989-2003 Associate Rector, Saint Paul’s, Walnut Creek
1989-1993 Department of Youth Ministries

**In my opinion the major issues facing the church today are:**
The health and vitality of our congregations. Our congregations are the place where people come to know the good news of Christ. Our congregations are the places where we grow in compassion for our neighbor. Our congregations are the places where people are formed and supported in the countercultural work of living for Christ and others rather than for ourselves.
The day to day work of congregations as places of healing, community and empowerment form the basis and foundation of the ministry of the larger church, and perhaps more importantly, for the ministry of all the baptized in the world where they work and serve.
Why are you running for this position? I am interested in supporting ongoing conversations at the diocesan level in which we model what it means to listen to one another. In recent years it seems that there is an underlying current of dissatisfaction among many in our diocesan community. I would like to see us move forward together: Bishop, congregations, institutions. I hope my deep roots in the diocese, and my experience with congregational life can be of service at this time.

nominated by the Rev. David Ota, St. Ambrose, Peninsula Deanery

The Rev. Sue Thompson
St. Edmund’s, Pacifica
Peninsula Deanery

Interests: fiber arts (weaving, needlework and such); gardening; camping;

Tibetan spaniels.

Professional Associations: Alban Institute; Center for Progressive Christianity.

Summary of Activities Within My Congregation/Diocese: 2 terms on Diocesan Council (2 years as President); long-time membership in Department of Christian Education/Formation/Ministry Development; Trainer for Anti-Racism program; Facilitator for LifeCycles curriculum; President, Peninsual Deanery

Major Activities Beyond Diocese: Participation in Courage to Lead retreats (based on Parker Palmer’s Circles of Trust); leading workshops offered at Christian Education conferences outside the diocese

In my opinion the major issues facing the church today are:
a) Programs and projects that are fear-based rather than abundance-based. When we worry about funding and growth more than practicing the radically inclusive love of God, we are being reactive, not proactive.
b) Improved communication at all levels of the church.
c) Fully empowering the laity to practice their gifts and graces within the church and, more importantly, outside the church walls.

Why are you running for this position? My initial concern was the absence of any clergy nominee to serve on the Standing Committee. My first thought was to “find someone” to run.

My second thought was that perhaps I have some gifts and skills to offer as a member of the Standing Committee. I work well in a group; I work to listen carefully and to respond thoughtfully; I do a decent job of allowing others to be where they are rather than trying to convince them that they should change. I love this church and this diocese and want to see them both thrive.

Lastly, I serve a mission congregation. I may bring a different perspective and voice to issues and/or conversations than most others currently serving on the Standing Committee.

nominated by the Rev. Richard Helmer, Our Savior, Mill Valley, Marin Deanery
The Rev. Dr. Monrelle T. Williams
St. Augustine's, Oakland
Alameda Deanery

Interests: sports, reading and travelling

Professional Associations: Society for the Study of Theology/American Association of Religion

Summary of Activities Within My Congregation/Diocese: Member, Commission on Ministry; member, Board of Examining Chaplains; member of Immigration Task Force

Major Activities Beyond Diocese: consultant to Jubilee Ministries; member, Commission on Corporate/Social Responsibility of the Episcopal Church.

In my opinion the major issues facing the church today are: The major issues facing the church today are accountability and transparency.

Why are you running for this position? Because I am persuaded that I have the necessary skill and experience to help the diocese through many of the crises we are currently facing.

nominated by the Rev. Franklin Sterling, St. Augustine's, Oakland, Alameda Deanery
Christopher Butler  
All Saints’, San Francisco  
San Francisco Deanery  

**Interests:** Diaconia, ministry development and formation, history, social change/politics, & food

**Summary of Activities Within My Congregation/Diocese:** Before my recent retirement, I worked for 9 years as the Administrator of the School for Deacons in Berkeley, and for 3 years as the Ordinations Officer for the diocese. I have also done two stints as the administrative assistant at All Saints, SF. I have been a deanery rep and delegate to Diocesan Convention from All Saints’, and served in several other capacities at that parish over the last 28 years. I served on the diocesan Personnel Practices Committee for 6 years.

**Major Activities Beyond Diocese:** I was Vice President of a successful small business in SF for 8 years before going to work for the School for Deacons. In the ‘70’s, before moving to SF, I was the coordinator of an innovative program of life skills acquisition for multiply impaired blind young adults. (I have an M.S.W.) I was also the Mid-West Regional Director for Integrity, the gay caucus in the Episcopal Church. I served on the National Board of the Episcopal Urban Caucus for a couple of years.

In my opinion the major issues facing the church today are: In the last 40 years or so, America has seen a great erosion of trust in our institutions, including the churches, especially among the younger members of our society. The mainline denominations, including our church, have depended on our institutional ballast to get us through. This strategy is failing. There have been a number of attempts to address this problem; none have been overwhelmingly successful. Finally, I think it will come down to open communities passionately living out an invitational Gospel to re-establish our worth in a society that doesn’t see much need for organized religion.

**Why are you running for this position?** My retirement was dictated more by the state of the economy than by my age. I have time, energy and a lot of experience in the diocese to offer the church. In my former position in the diocese, I worked with Standing Committee, providing them the information they needed to fulfill their canonical responsibilities regarding ordinations. As a layperson with a seminary education (M.Div., CDSP ’85), I have a background that will be helpful in serving on Standing Committee should I be elected.

*nominated by the Rev. Susanna Singer, Ph.D., St. Cyprian’s, San Francisco, San Francisco Deanery*

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Melissa Ridlon  
St. Paul’s, Oakland  
Alameda Deanery  

**Interests:** travel, reading, art, walking

**Summary of Activities Within My Congregation/Diocese:** Co-chair of Deaneries Task Force, member of Commission on Ministry, coordinator of the COM taskforce on early discernment, Bishop’s Appointee to Executive Council, member of Department of World Mission, member of Companion Diocese Committee

**Major Activities Beyond Diocese:** Active member
of P.E.O., a philanthropic educational organization providing scholarships for women.

In my opinion the major issues facing the church today are: I think many of the major issues facing the church today center around community and inclusivity. We live in a world that is being defined and polarized by differences – racial, gender, political, religious, social, economic, etc. In our Baptismal Covenant, we are directly called to model a different way. We can and must both cherish our own beliefs and honor those held by others. I am committed to the idea that discernment – individually and in community – is an essential key to what we are and what we hope to become. We must actively strive to understand, encourage and celebrate the call of each person – in the church and in the world, remembering that “there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good.” (1Corinthians:6-7)

Why are you running for this position? I have had the privilege of serving in my congregation, my deanery and the diocese in a variety of ways over the past 20 years. I hope to bring a combination of that experience and my own understanding of call to ministry to the Standing Committee as we work together to build the beloved community.

nominated by Mary Louise Gotthold, St. Timothy’s, Danville, Contra Costa Deanery

Jan Robitscher
St. Mark’s, Berkeley
Alameda Deanery

Interests: Episcopal Church, liturgy, music, social justice, photography, travel.

Professional Associations: North American Academy of Liturgy; The Hymn Society of the US and Canada, Associate; Order of the Holy Cross, Oblate, St. John’s Abbey

Summary of Activities Within My Congregation/Diocese: At St. Mark’s: Choir (Vice President, Choir Board), lector, Bidder (of Intercessions), Lay Eucharistic Minister/Visitor, Social Justice Committee, Convalescent Hospital ministry, Officiant at Evensong, Lay Preacher. Diocese: Chair, Accessibility Awareness Commission, Chair, Board of Overseers of AEMCH (An Episcopal Ministry to Convalescent Hospitals), Delegate, Alameda Deanery.

Major Activities Beyond Diocese: I preach annually at Trinity Parish, Seattle, WA and attend annual meetings of the North American Academy of Liturgy (Art and Environment Seminar Group) and the Hymn Society of the US and Canada. I have participated in two Choir tours to England with the St. Mark’s Choir Association. I also belong to the PEO Sisterhood, a philanthropic organization that raises money for scholarships for women to complete their education. On Wednesdays, I volunteer at Herrick Hospital with my guide dog, “Lorelle”, who is also a registered Therapy Pet.

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

1. Evangelism in the broadest sense, from
baptismal formation (adults and parents/sponsors of infants) to children/youth formation to attracting young adults and valuing older ones.
2. Developing Area Ministry.
3. Vocational discernment processes in a time of transitions in seminary education and ministry.

Why are you running for this position? I believe that it is important to offer whatever talents I possess in the service of the greater church, and that lay participation on the Standing Committee is important for the life of the church, and a way of working with all the baptized to promote the health and spirit of the Diocese of California.

nominated by the Rev. Ellen Ekstrom, Deacon, St. Mark, Berkeley/Alameda Deanery

Mary L. Vargas
Christ Church, Sei Ko Kai, San Francisco
San Francisco Deanery

Interests: Travel, foodie, languages, camping, hiking, skiing, tennis, squash, reading, knitting, music

Professional Associations: Future Search Network, Organization Development Network

Summary of Activities Within My Congregation/Diocese: Currently serving a second time as Senior Warden; planned and facilitated congregational retreats for strategic planning

Major Activities Beyond Diocese: I am very involved with my nieces and nephews, and various volunteer activities.

In my opinion the major issues facing the church today are: I believe one of the church’s biggest challenges is demonstrating its relevance in our highly secular Bay Area communities. To be relevant we need to understand what people need spiritually. In responding to that spiritual need, we also need to strike a balance between our rich history of tradition and incorporating new language and tradition that have meaning to people’s lives today. The church, as an organization, must be willing to ask, “What can we do differently?” It must then listen to the answer.

Why are you running for this position? I have worked in organization development, succession planning, strategy, and communication for the last 20 years. I bring this experience, a tremendous capacity for work, a facility for developing relationships, and a fresh set of eyes to the table to help guide decision making. I have been very involved at the congregational level, and would like to help make an impact at the larger diocesan level.

nominated by the Rev. Richard E. Helmer, Our Saviour, Mill Valley, Marin Deanery
The Rev. Ellen Ekstrom  
St. Mark’s, Berkeley  
Alameda Deanery  

**Interests:** People, Spirituality, Writing, Artistic Efforts of All Kinds, Cinema  

**Professional Associations:** Iona Community, EPPN, Bread for the World, Sojourners, ONE.org, ONE Episcopalian  

**Summary of Activities Within My Congregation/Diocese:** Liturgy, Pastoral Care, Social Justice/Concerns, Prayer Shawl Ministry, Chaplain to Acolytes and LEMs; within the diocese, Millenium Development Goals Task Force  

**Major Activities Beyond Diocese:** My family, my writing career, Iona Community, Sojourners, Bread for the World.  

In my opinion the major issues facing the church today are: The increasing indifference of the secular world to living out the Gospel and treating each other with respect and dignity. In these hard economic times, more people are seeking answers that can only be answered by God through Christ. It is our obligation to help people find those answers by making the church accessible and welcoming to all who seek the Gospel, and all who seek truth and justice.  

Why are you running for this position? As a legal secretary for over thirty years, I have gained and honed knowledge and skills that would be an asset to the Ecclesiastical Court for the diocese — an ability to analyze and consider arguments and facts of law, knowledge of legal procedure, terminology and respect for the law, and the belief that no one is guilty until proven and all deserve to be heard in a legal forum. As a legal secretary and clergywoman, I have championed for the rights of battered and abused women and children of our community, and those who seek a fair and impartial hearing for their rights being infringed upon or threatened.  

nominated by Leonard W. Johnson, member of the Executive Council  

The Rev. Christine McSpadden  
Grace Cathedral, San Francisco  
San Francisco Deanery  

**Interests:** hiking, reading, painting  

**Professional Associations:** SPCA Animal Assisted Therapy Program  

**Summary of Activities Within My Congregation/Diocese:** At Grace, Associate Pastor focusing on New Members and Christian Formation; Legacy Society of Planned Giving at Grace Cathedral, Board Member; DioCal Interns, Board Member  

**Major Activities Beyond Diocese:** National Advisory Board, Berkeley/Yale Divinity School; Forward Movement, Board Member  

In my opinion the major issues facing the church today are: Stewardship; Lack of leadership in building collaborative relationships that strive for mutuality of support, unity and synergistic practice.  

Why are you running for this position? To serve, and to assume leadership in, the Diocese of
California in a more intentional and specific way.

_nominated by the Rev. Bente Carter, San Francisco, San Francisco Deanery_

**The Rev. Maricio Wilson**  
St. Paul’s, Oakland  
Alameda Deanery

**Interests:** Liturgy, Church  
Polity, Cooking

**Summary of Activities Within My Congregation/Diocese:** Rector. Member of the Board of St. Paul’s Episcopal School

**In my opinion the major issues facing the church today are:** True commitment to mission, a need to listen to each other’s witness, and the need to empower all the baptized.

**Why are you running for this position?** After serving in this position for 3 years in the Diocese of Long Island, I see a need for the continuous search for objective and compassionate justice within the church.
Elaine Foreman  
St. Luke’s, San Francisco  
San Francisco Deanery  

**Interests:** Family, exercise, reading, cooking, Russian language/culture

**Professional Associations:** American Bar Association, California Bar Association Antitrust and Unfair Competition Executive Committee, American Corporate Counsel Association, Bay Area Ethics and Compliance Association

**Summary of Activities Within My Congregation/Diocese:** I have attended St. Luke’s regularly since 2004, and before that, Grace Cathedral. I served on the St. Luke’s Vestry from 2006 – 2009 and as Parish Warden 2007 -2008. I am a Lay Eucharistic Minister, Lay Reader, Intercessor and occasional usher. As we move to a co-op youth ministry model, I look forward to leading Children’s Chapel. I became a deanery delegate this year. I also participate in our monthly young women’s bible study.

**Major Activities Beyond Diocese:** I am not sure if this question is intended to focus only on my church-related activities, or more broadly. As noted in response to the previous question, I enjoy a wide variety of activities within my parish. In addition, I work full time at Cisco Systems, where I am a Senior Director in the legal department. I am responsible for antitrust/competition law counseling and support of our worldwide partner sales organization.

I am the mother of two children, Charlie (7) and Ellie (5), and take joy in their activities and school lives. I served as a room parent for Charlie’s class last year.

I seek opportunities to work within the community, both professionally via pro bono legal support and personally, usually in family-related activities.

**In my opinion the major issues facing the church today are:** Two principal issues come to mind: declining church participation and the negative perception many people have of organized religion. Obviously the two are related, but I think they have different roots. As to the first, unlike when I was growing up, church is not part of most people’s lives. No longer are Sundays reserved for worship and family, rather, they are yet another day to cram in activities. Most people simply do not see the relevance of attending church in their lives. It is a circular problem, but because the fewer people that are in church on Sunday, the less likely a visitor is to see someone with whom they can identify and the less likely they are to come back. This also means that there are fewer people who can participate in activities that make a parish vibrant. I think we need to find new ways to acquaint people with us.

On the second issue, Christianity has gotten a bad “rap” of late. One only needs to think of the news of the day – church leaders advocating burning of the Qur’an, clergy abuse scandals, controversy over the ordination of homosexuals and the association of Christianity with a certain political ideology. I recently read a blog post and commentary about whether religious jewelry is appropriate in the workplace. All of the animosity in the comments was related to Christianity. As a faith, we seem so far removed from the core tenants of acceptance, compassion, and love that seem central to me. I think there is a real opportunity to portray the Episcopal church as an open, welcoming, thinking place and differentiate ourselves from groups that advocate other ideals.
Why are you running for this position? I know that the Ecclesiastical Court is a short-lived institution, but I love the idea of bringing my professional training to use in a personal interest. My faith and church community are an important part of who I am, but one that has been largely separate from other areas of my life. I choose my activities carefully, and only take on what I think I can realistically do. I have recently completed a leadership position within the California State Bar Association and have finished my year as a room parent for my son. I feel I am ready for a new challenge. My limited experience with the diocese has been positive and I think the Ecclesiastical Court would be an excellent opportunity to expand my involvement. As an in house attorney, my role is to identify risk, bring the right people together and work to find the best solution to a problem. I believe I would bring a rational, morally based, legal-oriented approach to the Ecclesiastical Court.

nominated by Kay Bishop, St. Luke’s, San Francisco, San Francisco Deanery
EXECUTIVE COUNCIL / CLERGY (one position, two nominees)

The Rev. Dana Colley Corsello
St. Luke’s, San Francisco
San Francisco Deanery

Interests: Maintaining my sanity and health while raising two sons, ages 5 and 7; keeping my marriage stable and sacred, while revitalizing and rebuilding an urban parish.

Summary of Activities within My Congregation/Diocese: As rector of St. Luke’s I am involved in everything. We are now in the process of creating a new music venue for the unchurched of the city. My focus of the last year has been welcoming back old members, attracting young families and people who live in our neighborhood, as well as shoring up a bleak financial situation. I am also part of NOMA and the Beloved Community Process.

Major Activities Beyond Diocese: Recent 12-year term expired as Episcopal Assembly Delegate for the National Council of Christian Churches General Assembly.

In my opinion the major issues facing the church today are: Fear. Fear of change, fear of shifting power structures, fear of an uncertain future. Fear is the reason for the church’s incessant rancor and infighting. We need to get back to celebrating our strengths and core theology, and pursue unadulterated and unapologetic evangelizing.

Why are you running for this position? I was on the Executive Council in the Diocese of Virginia (just over a year ago) and I believe I have fresh opinions and a different perspective that could benefit the Diocese of California.

nominated by the Rev. Mary Moore Gaines, St. Luke’s, San Francisco, San Francisco Deanery

The Rev. Ellen Ekstrom
St. Mark’s, Berkeley
Alameda Deanery

Interests: People, Spirituality, Writing, Artistic Efforts of All Kinds, Cinema

Professional Associations: Iona Community, EPPN, Bread for the World, Sojourners, ONE.org, ONE Episcopalian

Summary of Activities Within My Congregation/Diocese: Liturgy, Pastoral Care, Social Justice/Concerns, Prayer Shawl Ministry, Chaplain to Acolytes and LEMs; within the diocese, Millenium Development Goals Task Force

Major Activities Beyond Diocese: My family, my writing career, Iona Community, Sojourners, Bread for the World.

In my opinion the major issues facing the church today are: The increasing indifference of the secular world to living out the Gospel and treating each other with respect and dignity. In these hard economic times, more people are seeking answers that can only be answered by God through Christ. It is our obligation to help people find those answers by making the church accessible and welcoming to all who seek the Gospel, and all who seek truth and justice.

Why are you running for this position? I have great interest in the future of our diocese, its governance and mission. My secular background in the
Gary Hunt
St. Timothy’s, Danville
Contra Costa Deanery

interests: Family; gardening; reading; write monthly column for energy journal

professional associations: National Assn of Business Economists

activities within my congregation: Choir; Stephen Minister; Parish 20/20 Vision Process

activities in and beyond the diocese: Diocesan Finance Advisory Committee (2007)

what do you believe are the major issues facing the church today?
1. Living into the mission and ministry work of the church in the face of this horrible recession and its impacts on parishes and the Diocese.
2. Expanding the opportunities for collaboration across parishes to improve communication, shared ministry and outreach, and expanding our inclusive ministry focus where all are welcome to share in Christ’s love in our Beloved Community.

List three experiences you have had in the church or the world that have helped to prepare you to serve in this position; and what calls you to this ministry?
1. Rector’s Warden, (twice) I have been part of the lay leadership of our parish in good times and bad fiscally; my experience as Rector's warden is valuable insight into the Diocesan challenges.

2. Vestry Member; St. Timothy’s Danville; St Mark’s East Longmeadow, MA.
3. 20/20 Vision Process: I am member of this long range planning committee for St. Timothy’s focused on discerning what our parish needs will be in 2020 and build parish consensus on strategies to meet them.

I feel called to this role on the Executive Council because I care deeply about the future of the Diocese of California, and feel my experience as a warden and Vestry member provide front pew perspective on the challenges it faces.

 nominated by the Rev. Kathy Trapani, St. Timothy's, Danville, Contra Costa Deanery
SECRETARY OF CONVENTION (one position, one nominee)

David Frangquist
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).

Summary of Activities Within My Congregation/Diocese: Secretary of Convention, Standing Committee class of 2008 (Secretary 2006, Vice President 2008), preparation team for 2006 Special Convention, Governance Steering Committee 2006-2007, Committee on Dispatch of Business 2007-2010, Diocesan Council 2002-2004, Convention Delegate, Pacific Church News Advisory Board 2002-2005; presenter at several Diocesan Ministry Conferences (vocations track); Parish Treasurer, Congregation Vocations Committee, Senior Warden, Rector Search Committee, labyrinth builder, the original Angel Julius, Mother Superior (St. Dymphna’s).

Major Activities Beyond Diocese: Carleton College Alumni Association, Colorado River runner.

In my opinion the major issues facing the church today are: 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 and use our resources effectively to communicate our true excitement about Christ to a skeptical people. We must mobilize the power of the Holy Spirit embodied in all our members. In this time of economic, environmental and political crisis, the world needs Christ more than ever.

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

nominated by Cynthia Clifford, St. Aidan’s, San Francisco, San Francisco Deanery
Robert McCaskill
St. Stephen’s, Belvedere
Marin Deanery

**Interests:** nonprofit organizations, travel, snow skiing, water skiing

**Professional Associations:** Retired CPA (Past member of American Institute of CPAs and California Institute of CPAs)

**Summary of Activities Within My Congregation/Diocese:**

**Activities in the Diocese:**
- Treasurer of the Diocese (2009 and 2010)
- Diocese Finance Committee (2002 to present), Diocese Audit Committee (2006 to present), Diocese Board of Directors (2006-2008), Governance Review Steering Committee (2007-2008)

**Activities within my Congregation:**
- Senior Warden (2010), Treasurer (2001-2009)

**Major Activities Beyond Diocese:**
- Board Member, Global Aids Interfaith Alliance (GAIA)
- Board Member, Belvedere Community Foundation
- Board Member, Belvedere Tiburon Recreation
- Former Board Chair, Marin Academy
- Former Board Chair, Big Brothers Big Sisters of Marin

**In my opinion the major issues facing the church today are:** Within our diocese, we must continue to seek an appropriate balance between the financial needs of the diocese and those of its individual churches.

**Why are you running for this position?** I am a retired CPA and have served as both a board member and as treasurer of various nonprofit organizations in the Bay Area over the past twenty years. Having served as the treasurer of my own congregation for the past ten years, I have an understanding of the financial pressures that face many of our parish churches. Having also served as a member of the Diocese Finance Committee since 2002, I have a good understanding of the accounting and financial issues of the diocese. I wish to continue the process of increasing the transparency of the financial position of the diocese.

**nominated by the Rev. James Ward, St. Stephen’s, Belvedere, Marin Deanery**
The Rev. Tommy Dillon
St. Aidan’s, San Francisco
San Francisco Deanery

Interests: Travel, Photography, Guitar, Telling Southern Stories

Professional Associations: Sigma Pi Fraternity

Summary of Activities Within My Congregation/Diocese:
Rector, St. Aidan’s, San Francisco; Co-Chair Sojourn Chaplaincy Board, SF General Hospital; Chair of the Episcopal Bay Area Salvadoran Coalition; “Sacred Cocktails” Ministry in the Castro; Diamond Heights Emergency Preparedness Committee
Diocesan: Assessment Review Committee; Summer Camp Chaplain, St Dorothy’s Rest

Major Activities Beyond Diocese:
Mission Team Leader in El Salvador; Member Episcopal Gathering of Leaders; Integrity/Believe OUTLoud; Stewardship Training; CREDO Cohort; 1998 Lambeth Conference, Steward; Attended four General Conventions

Why are you running for this position?
I have a deep love and respect for the Episcopal Church. I feel called to bring the gifts, talents, and experiences that God has given me to this position as we work together to face the challenges and highlight the strengths we have as a province.

Nominated by the Rev. Vincent Jang, True Sunshine, San Francisco

The Rev. Katherine Salinaro
Holy Trinity/La Santisima Trinidad, Richmond Alameda Deanery

Interests: Peace and Justice; Development of Diaconal Ministry-ordained and lay; Latino Ministry; Multi-Ethnic Ministry; Ecumenism.

Professional Associations: Third Order St. Francis, Professed; North American Association for the Diaconate, Past President

Summary of Activities Within My Congregation/Diocese:
Congregation: Serve in liturgy, preach, teach, participate with parishioners in outreach ministry, plan prayers of people with parishioners, attend staff and Bishop Committee meetings, attend deanery meetings.
Diocese: The School for Deacons: Deacon assigned to The School for Deacons Field Education Coordinator; Seminar facilitator; Music, Liturgy, Practicum Instructor
Peace, Justice, and Hunger Commission, Co-Chair; Immigration Task Force/Committee; Department
of World Missions; Companion Diocese Commission - Curitiba, Brazil; General convention deputy-alternate, 2003 to present; Millennium Development Goals Committee; Member of Standing Committee - 2004

**Major Activities Beyond the Diocese:** Fund for the Diaconate of TEC - board member since 1999; St. Georges College, Jerusalem - board member since 2005

**In your opinion, what major issues face the church today?** Ministry Development; Living into the Gospel Mission in the world; Combating racism in the Episcopal Church; and Ecumenism.
Dianne Audrick Smith  
St. Augustine’s, Oakland  
Alameda Deanery  

**Interests:** genealogy, travel, murder mysteries  

**Professional Associations:**  
National Association of Black School Educators, Union of Black Episcopalians  

**Summary of Activities Within My Congregation/Diocese/TEC:**  
- b. Diocesan Council 2008  
- c. Executive Council 2009-present  
- d. Bishop’s Search Committee  
- e. Governance Committee  
- f. Racial Reconciliation Task Force  
- g. Provincial Deputy, Province VIII  
- h. Past Chair, Afro Anglican Commission  

**Major Activities Beyond Diocese:**  
- a. Regional Director, Union of Black Episcopalians  
- b. Facilitator, Bishops of Color Gathering, November, 2007  
- c. Facilitator, Deputies of Color workshop, 2009  
- d. Co-Convenor, Province VIII/UBE Regional Conference, 2009  
- e. Liaison, UBE and the Episcopal Church Foundation  

In my opinion the major issues facing the church today are:  
- a. Reconciliation: The Church continues to address reconciliation across the racial divide. The Diocese of California has made a commitment to multicultural ministry. Part of the fulfillment of that commitment is to have in place a staff person who will assist us as an entire community to move forward.  

The work of the Racial Reconciliation Task Force is not to be diminished, but focus at the diocesan staff level is key. By the same token, there must continue to be staff support for major initiatives at TEC.  

b. Making the Episcopal Church relevant to youth and young adults. Without a relevant program that engages young people during and beyond the high school years, we will continue to have aging congregations that will eventually drift off into the great beyond. That, too, requires staff leadership as well as coordinated efforts at all levels.  

c. Lay leadership development. Our ministries are key to the growth and development of the church. Lay persons can provide the transformational leadership that will maintain the relevancy of the Episcopal Church in our world.  

d. Coordinating our ministries across parishes: Area Ministry. We can no longer rely entirely on the singular parish church as the entity able to respond to all the needs of the church community. Parish priests will need to share parish responsibility with lay leaders, other clergy in the area and across to meet the needs of our community.  

Why are you running for this position?  
I served on the Provincial Synod during the past triennium and recognize the potential for making this organization more relevant for the dioceses of Province VIII. I look forward to assisting the leadership in being more accountable for the work of the province and the expenditure of funds. During 2009, I coordinated a conference on reconciliation with Judy Conley, chair of the Black/African American Commission, with the Union of Black Episcopalians in the Diocese of Olympia. Continuing the work begun with the conference is also a key goal.  

_Nominated by Mr. Eric Metoyer, St. Mary the Virgin, San Francisco_
John Cumming  
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 positions include Secretary of Committee on Women in the Law and Associate editor of Labor and Employment Law Review.

Summary of Activities Within My Congregation/Diocese: Within congregation — diocesan delegate since 2002, former member of vestry and parish clerk, chancellor, and organizer and leader of Thursday morning prayer service. Within diocese — current member of Ecclesiastical Court, and member of 2009 delegation to companion Diocese of Curitiba, Brazil (blog at www.stpeters-sf.org/node/68).

Major Activities Beyond Diocese: Member of Board of Trustees and current Vice President of School for Deacons in Berkeley (Diocese of California institution that also serves other dioceses). One of my areas of emphasis at the school is building community among spouses of students. Associate of the Community of the Transfiguration. Member of North American Association for the Diaconate. Member of several Cursillo teams (San Francisco/San Mateo Secretariat). Former Vice Chancellor of Diocese of Northern California and member of DNC Social Ethics and Witness Commission.

In my opinion the major issues facing the church today are: (1) letting 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; and (2) 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.

Why are you running for this position? The province gives us an opportunity to look beyond ourselves and to share resources and best practices outside the context of church governance. As a trustee at the School for Deacons in Berkeley, which is part of the diaconal formation process of the four dioceses in northern California and also draws students from other states, I have a particular interest in clergy education and formation programs. I am also interested in how we support and maintain community for clergy, clergy families, and laity across diocesan boundaries.

Nominated by Dr. Roderick B. Dugliss, St. Mary the Virgin, San Francisco
Nine nominees for four clergy deputy and four clergy alternate deputy positions

The Rev. Canon Michael Barlowe
Diocese of California, Grace Cathedral
San Francisco Deanery

Interests: Architecture, walking, American cultural history, travel, music, cooking

Professional Associations: Priest Associate, Community of St. John the Baptist; National Association of Episcopal Clergy; Integrity

Summary of Activities Within My Congregation/Diocese:
- Co-chair, 2009 General Convention Deputation from the Diocese of California
- Canon to the Bishop (Congregational Ministries) Diocese of California
- Canon Residentiary, Grace Cathedral
- School for Deacons past Board Member
- Oasis past Board Member
- Good Samaritan Family Resource Center Board Member

Major Activities Beyond the Diocese:
- General Convention Deputy and Deputation Chair 2006 (California); 1994, 1997, 2000 (Iowa); subcommittee chair, Social & Urban Concerns; World Mission
- Standing Commission on World Mission
- Brazil Bilateral Commission
- Past Chair, Episcopal Church’s Standing Commission on National Concerns
- Dean, St. Paul’s Cathedral, Des Moines, IA 1991-2001
- Former Tutor at General Theological Seminary and editor of the Episcopal Church’s Ecumenical Bulletin

In your opinion, what major issues face the church today?
Evangelism – presenting the Good News of Jesus in the languages, cultures, ideas and music of our time – is the greatest challenge facing us. In the Bay Area, most people say they are spiritual seekers, but few go to church. Proclaiming the Gospel in such a postmodern, multicultural society calls us to know and love our neighbors, and to greater spiritual discernment, creativity, inclusiveness, and risk-taking.

In my opinion, this priority toward evangelism informs every area of our life as the church. In committing ourselves to the dismantling of racism; in seeking to include people of color and every language and culture; in inclusive support of gay, lesbian, bisexual and transgender people – in all such prophetic ministry, we are being faithful to Jesus’ call to bring Good News to the whole world. In serving the poor, the sick, and those in need; in being active peacemakers; in calling for a just society; in seeking connections and cooperative ministry with other faiths – in all such ministry, we are proclaiming the gospel values of transformation. In creating spiritual communities that draw our children and young adults; in recognizing the leadership gifts of the laity; and in connecting the deep roots of our Anglican tradition with an active engagement with the world today – in all such endeavors, we are being evangelists. Our challenge is to be faithful to Jesus’ call, and envision a world encompassed with God’s love.

The General Convention should lead us to actions and policies toward such inclusive evangelism. As Episcopalians from the cultural cutting edge of the
Bay Area, the Diocese of California ministers in a place that is often the forerunner of national and international change. In contributing from our ministry experience, the deputation from California has unique opportunities to help shape the Episcopal Church in the 21st century. It has been an honor to serve the people of the diocese as a deputy, and I would be humbled to serve you again.

Nominated by Julia McCray-Goldsmith, Ministry Development Officer, Diocese of California

The Rev. Paul Fromberg
St. Gregory of Nyssa, San Francisco
San Francisco Deanery

Interests: Food, Painting, Design, Iconography, Writing, Politics, Being a good husband

Professional Associations: Council of Associated Parishes for Liturgy and Mission

Summary of Activities Within My Congregation/Diocese: Rector, St. Gregory of Nyssa; Pastor and Cook, The Pantry at St. Gregory’s; Member, Diocesan Assessment Formula Review Committee; Chaplain, St. Dorothy’s Rest; Board Member, The Pantry; Member, Icon Writers’ Community at St. Gregory of Nyssa

Major Activities Beyond Diocese: Member, Emergent Conversation on Sexuality and Spirituality, 2010; Artist, “CrossOverWise” exhibit at Manresa Gallery, USF, 2010; Co-leader, Clergy Conference (Diocese of Olympia), 2009; Workshop Leader, St. Mary’s Cathedral (Diocese of West Tennessee), 2009; Co-leader, Marginalization and Liturgy Conference (Diocese of British Columbia), 2009; Designed the logo for General Convention 2009

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

• Remaining open to the transforming power of God and trusting that change will not destroy the church.
• Raising up a new generation of leaders for the church – both lay and ordained – and trusting that their gifts will accomplish God’s purpose for the world.
• Patterning our church communities on the free and effervescent life of Christ instead of exclusivity, competition and scarcity.
• Letting God be God while honoring the divine image in each person we encounter.
• Loving our enemies.
• Being future focused and not simply repeating the triumphs and failures of the past.
• Attending to cultural shifts and changes around us that bear on the church’s work.
• Welcoming people into the church who are not like us in terms of race, economics, gender, sexual orientation, language, or belief.
• Reclaiming evangelism as the proper work of progressive, expansive, inclusive Episcopalians.
• Letting people know that there is something happening in the Episcopal Church that has the power to transform their lives and communities.

Why are you running for this position? I feel called to offer my experience, intelligence and abilities to represent the Diocese of California at General Convention. I have attended three of the past four General Conventions. At each I witnessed some of the most exhilarating and most difficult decisions made by the Church in our day. We have accomplished so much for the sake of God’s culture.
of justice, love and mercy. But there is still much to be done to realize God’s culture of reconciliation, forgiveness and peace. The work that has to be done in the church today requires our very best efforts at creative thinking, honest communication, humble service and hopeful expectation. I will bring these traits to the deputation and hope that I have the opportunity to serve.

Nominated by the Rev. Chris Rankin-Williams, St. John’s, Ross

The Rev. Vanessa Glass
Grace Cathedral, San Francisco
San Francisco Deanery

Interests: family, yoga, Ignatian Spirituality, hiking, reading, backyard chickens.

Professional Associations: Episcopal Women’s Caucus; The Guild for Psychological Studies.

Summary of Activities:
Congregation
Grace Cathedral, Associate Pastor

Diocese
Current – Mutual Ministry Review Facilitator; Equipping the Beloved Community Workshop Leader (Public Narrative); Episcopal Community Services, Development Committee.
Former – Board Member, Episcopal Community Services; Co-Chair, DioCal Governance Review Steering Committee. Co-founder and Convener, Women’s Clericus; Guest Editor, Pacific Church News; CDSP Alumni Council; Chaplain, St. Dorothy’s Rest.

Major Activities Beyond Diocese:
Current – Secretary and Member, House of Deputies Study Committee on Church Governance and Polity; Deputy to General Convention 2009; Gathering of Leaders; Honorary Vicar, St. Clare’s Avery, Diocese of San Joaquin.
Former – Trinity Consultation on the Spirituality of Young Adults. Chair, New Deputy Convener’s Team for General Convention 2009.

In my opinion the major issues facing the church today are: I see three inter-related issues facing the church today.

Relevance – We have been entrusted to embody and preach a word of hope that the world is hungry to hear. I’m interested in the intersection of faith and practice and how we effectively communicate the transformative mission work of the church in the world.

Relationship – The Episcopal Church has spent decades cultivating strong ecumenical partnerships which strengthen overall Christian unity. Within the last decade relationships within the Episcopal Church have deteriorated which has caused many congregations and Episcopal institutions to evaluate their viability. I see an opportunity to learn from our ecumenical conversations and cultivate renewed relationships within the Episcopal Church and the Anglican Communion while drawing on the strengths of our unique polity.

Reconciliation – Since 2008 I have served as honorary vicar of a parish in the Diocese of San Joaquin. Through that experience I have witnessed the profound grief over the deep division in that diocese and several others in the Episcopal Church. As a result of those strained relationships we have a particular invitation to engage our Episcopal and Anglican sisters and brothers in dialogue with whom we disagree by sharing our stories and
cultivating a mutual generosity toward one another as we seek to be reconciled in the body of Christ.

Why are you running for this position? Quite simply, I love the church! The governance of our church provides the framework for how we engage in ministry and mission. In 2009, I served as a deputy and chaired a pilot project of the House of Deputies aimed at educating new deputies and reducing the 40% attrition rate of deputies between conventions. Between those two roles I stretched and honed my skills in preparation, organization and time management, and I discovered that I have a natural affinity for the legislative process. I look forward to using these skills to serve our diocese. Finally, at the daily Eucharist I experienced an overwhelming sense of joy when I witnessed our interconnectedness by sharing in the Eucharistic feast to which we’ve all been called.

Nominated by the Rev. Chris Rankin-Williams, St. John’s, Ross

The Rev. Victoria Gray
Christ the Lord, Pinole
Alameda Deanery

Interests: Social Justice, Palestine, Latin America, immigration, LGBT, Area Ministry, reading, writing, gardening, travel.

Professional Associations: EPF, EPPN, NAAD, Sojourners, Tikkun, Sabeel, J Street, American Friends of the Episcopal Diocese of Jerusalem, Integrity, TransEpiscopal.

Summary of Activities Within My Congregation/Diocese:

Deacon at Christ the Lord, Pinole; parish covenant group member; active in I-80 corridor Area Ministry; member of Commission on Ministry, Executive Council, Oasis, Peace, Justice and Hunger Commission, CLUE (Clergy and Laity United for Economic Justice), San Francisco Night Ministry Board; deacon at Tenderloin Open Cathedral; volunteer with Grace Cathedral Jail Ministry and UCSF Mt. Zion Cancer Resource Center.

Major Activities Beyond Diocese:
Attended Lambeth 2008 as member of LGBT witness team; attended International Sabeel Conference 2008 in Nazareth and Jerusalem and visited several West Bank town and villages; attended General Convention 2009 as member of TransEpiscopal team that testified and lobbied for four resolutions, three of which were adopted; retired Senior Foreign Service Officer with considerable foreign policy and governmental experience; community organizer/activist and former city council candidate in Vallejo; poet and gardener. I have witnessed for peace and justice with my feet, marching in the forefront of countless demonstrations; with my voice, speaking at several such demonstrations; and with the written word in several local and national church and secular publications.

In my opinion the major issues facing the church today are: to live into the Social Gospel of Jesus Christ in ways that will increase justice through institutional change; reinforce a sense of community and solidarity among God’s people; open the church’s doors to the marginalized; and, in so doing, be a source of new energy for those of us in the church and an icon of relevance for our un-churched neighbors, especially the spiritually inclined young people in our communities.
**Why are you running for this position?**
I have a world and a lifetime of experience that speaks to these issues with a voice of authenticity and integrity. In particular, I want to give voice within the national church to groups who, for too long, have generally gone unseen and unheard – e.g., my transgendered sisters and brothers, the homeless in our cities, the victims of economic and environmental injustice in those cities, the suffering Palestinian people, and the indigenous poor of Latin America. My experience, particularly as a team player, is such that I believe that I can do so in ways that will maximize the positive practical impact and spiritual transformation we all seek.

_Nominated by the Rev. Katherine Salinaro, La Santisima Trinidad, Richmond_

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**The Rev. Stacey Grossman**  
Church of the Nativity, San Rafael  
Marin Deanery

**Interests:** Competitive rowing, contemplative nature photography, All Things Yosemite, living modern monasticism.

**Professional Associations:** Episcopal Women’s Caucus; Marin Interfaith Council; Associate, Order of the Holy Cross

**Summary of Activities Within My Congregation/Diocese:** Rector, Nativity, San Rafael since 1999, currently the Convenor of the Women’s Clericus.

**Past activities:** Standing Committee (President 2007-8), Taskforce Convenor and major author, Called to Right Relationship (Safe Church policies)

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**Why are you running for this position?**
I am running for this position because I believe our Church needs committed leaders who understand our polity and who believe deeply in the democratic nature of our church governance and ministry. My involvement in our diocesan episcopal transition as a member, and President, of the Standing Committee, including governance, financial and transition issues, has both informed and energized me to put myself forward as a candidate. I believe that my background in church conflict management, organizational development and day-to-day small congregation leadership can add to our deputation’s breadth and depth. I also find myself as a bridgebuilder and would like to bring back best practices learned on a larger scale to our own Diocese. I would be honored to serve if elected.

_Nominated by the Rev. Katherine Lehman, St. Bede’s, Menlo Park_

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2008, Clergy in Training Co-Convenor (2002-9), Adjunct Instructor, CDSP, teaching pastoral care and conflict management (since 2007).

**In my opinion the major issues facing the church today are:** The church faces massive change in every age, and our time is no different. The ability of the church to remain faithful to its mission – to know God and to make God in Christ known – in the midst of environmental, ecclesiastical and economic crisis is both our challenge and our opportunity. We are called to act from a place of courage, hope and strength, while managing our fears and anxieties. This can only be accomplished from a place of deep prayer and steadfast Gospel commitment. The people we serve (both known to us and unknown at this moment) deserve no less.

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2008, Clergy in Training Co-Convenor (2002-9), Adjunct Instructor, CDSP, teaching pastoral care and conflict management (since 2007).

**Why are you running for this position?**
I am running for this position because I believe our Church needs committed leaders who understand our polity and who believe deeply in the democratic nature of our church governance and ministry. My involvement in our diocesan episcopal transition as a member, and President, of the Standing Committee, including governance, financial and transition issues, has both informed and energized me to put myself forward as a candidate. I believe that my background in church conflict management, organizational development and day-to-day small congregation leadership can add to our deputation’s breadth and depth. I also find myself as a bridgebuilder and would like to bring back best practices learned on a larger scale to our own Diocese. I would be honored to serve if elected.

_Nominated by the Rev. Katherine Lehman, St. Bede’s, Menlo Park_

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The Rev. Richard E. Helmer
Church of Our Saviour,
Mill Valley
Marin Deanery

**Interests:** family, religious life, piano, writing

**Professional Associations:**
Postulant Prospective, Brotherhood of St. Gregory (2010); Associate, Order of the Holy Cross (since 1999)

**Summary of Activities Within My Congregation/Diocese:**

**Major Activities Beyond Diocese:**
Alternate Clergy Deputy from the Diocese of California to General Convention 2009
  • Served as deputation co-secretary
  • Tracked Title IV (Disciplinary) Canon changes through legislative process and reported regularly to the deputation
  • Wrote daily articles from General Convention for diocesan and church-wide publication
  • Worked with the California deputation to organize and prioritize resolutions from 2009 Convention for referral back to the Diocese of California

Secretary for Episcopal Asian-American Ministries Council (2005-2006); Regular contributor to the Episcopal Café (episcopalcafe.com); Blogs regularly on Anglicanism, spirituality, and ministry at caughtbythelight.blogspot.com

**In my opinion the major issues facing the church today are:**
  • Re-visioning the institutional church for flexibility to empower Christian life and ministry in the twenty-first century.
  • Re-invigorating a Spirited missional purpose for the spread of Christ’s grace in our local contexts.
  • Re-allocating church resources from institutional maintenance to more directly serve and support all the baptized in their life and service in God.
  • Responding to ongoing efforts to exclude, divide, and dominate with the clarity, grace, justice, and integrity of the Gospel.
  • Nurturing local, national, and global on-the-ground networks of ministry to serve the pressing needs of God’s people and wider Creation.

**Why are you running for this position?** I am deeply grateful for the experience and mentoring the 2009 Deputation offered me over the past three years (triennium). From our preparation and networking for General Convention to our final reporting back to our Diocese, I learned a great deal about the governance of our Church and the Spirit-filled, prayerful work we are part of in the larger Body of Christ.

Our Church faces numerous opportunities in the coming triennium: re-organizing and restructuring The Episcopal Church institutionally so it will better serve all the baptized in their service to today’s world; addressing the diverse needs of people in all the countries where The Episcopal Church serves and proclaims the Gospel; responding to the proposed Anglican Covenant and articulating and living into our place and service in the wider Anglican Communion and through our ecumenical
partnerships; moving further beyond a crisis mentality into the transformative hope of our beloved Christ.

All of this is essential so that we may strengthen our voice of moral leadership and tangible service and healing in the 21st-century world. Believing that General Convention 2009 took significant steps in this direction, I am excited about this time in the life of our Church and our future.

The House of Deputies is a feisty, lively group committed to empowering life, mission, and ministry of the Body of Christ. It was a joy and an honor to serve with them in 2009 and as part of the dynamic team of deputies, members, and bishops from the Diocese of California over the last three years.

It would be an honor to serve again in 2012.

Nominated by the Rev. Stacey Grossman, Church of the Nativity, San Rafael

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

Interests: Congregational Development, the Enneagram, healthy living, San Francisco Giants

Professional Associations: Episcopal Asiamerica Ministry Advocates

Summary of Activities Within My Congregation/Diocese: Rector since 1997, Anti-Racism Trainer since 2006, Secretary of the Asian Commission, 2010; Racial Reconciliation Task Force 2010; Standing Committee, since 2009; Public Narrative Coach

Major Activities Beyond Diocese: Appointed to serve on the Program, Budget and Finance Committee for the 2012 General Convention, and to be the Section Chair for Program; General Convention Deputy from the Diocese of Hawaii, 1988, 1991 and 1994 and from the Diocese of California, 2006 and 2009

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

1. Maintain the integrity of the Episcopal Church and strengthen the wider church by staying in common mission with our faith partners (Anglican Communion and ecumenical) in areas we can agree.
2. Support efforts at evangelism, church planting and congregational development especially in non-typical Episcopal communities.
3. Continue to address the issues of a global world in crisis by supporting the Millennium Development Goals.

Why are you running for this position?
I am an experienced deputy and have been asked to serve on the Joint Standing Committee on Program, Budget and Finance of the 2012 General Convention. I care deeply about The Episcopal Church and hope to help the General Convention better reflect the hopes and desires of its members. I believe the democratic and transparent process of The Episcopal Church reflects the movement of the Spirit through the prayerful consideration of the membership. As a member of the Joint Standing Committee on PB&F I will strive for an open and transparent process in our decision-making. If I am elected to serve, I would strive to help the budget process be open so it reflects the movement of the Spirit through the bishops and deputies who have
been sent.

Nominated by Ms. Carolyn Gaines, St. Augustine’s, Oakland

The Rev. Aristotle Rivera
St. Alban’s, Brentwood
Contra Costa Deanery

Interests: Cooking, Meditation, Dancing with Roselle, Eating

Professional Associations: Toastmasters, West Point Association of Graduates

Summary of Activities Within My Congregation/Diocese: Area Ministry Team, Fresh Start, Ethnic and Multicultural Ministries

Major Activities Beyond Diocese: The Episcopal Asiamerica Ministry

In my opinion the major issues facing the church today are: Sharing Christ boldly in a contemporary world, Discerning a clear and life-giving vision for our church.

Why are you running for this position?
I want to connect our churches with others that are thriving and healthy spiritual communities. I have a vision of the church building bridges to the community. We must take the Good News of Jesus out beyond the walls of the church, so people can see the Good News. Those who see Good News often can hear the Spirit and the church say, “And let everyone who is thirsty come. Let anyone who wishes, take the water of life as a gift.” (Revelation 22:17)

Nominated by Ms. Mary Louise Gotthold, St. Timothy's, Danville

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

Interests: leisure travel, reading, cooking, movies

Professional Associations: EWC, Women’s History Project, Rotary

Summary of Activities Within My Diocese: Assessment Review Ad Hoc Committee, Search Committee for Multicultural officer, 1st Alternate Deputy for 2009 General Convention, Constitutions and Canons Committee, Episcopal Charities Board, Women’s Clergy Group, Fresh Start presenter.


In my opinion the major issues facing the church today are:
There are many major issues facing our denomination. I will focus on the three that I think are the most significant.

1. The challenge of post-modern Christianity—we live in a world that, with respect to human attitude and awareness of the role/benefits of Christianity, is more like the time of the primitive church (pre-Christianity) than the culture of religion in which most of us were raised. In the San Francisco Bay
area there is an estimate that says most people do not belong to any church (about 90%). The prevailing attitude about Christianity (from those who have some experience with a church) is that Christianity is irrelevant and the worse indictment is that Christians are hypocritical.

2. The crisis of leadership—in the midst of this shift (which began several years ago) those leaders, who recognize we cannot continue with former ideas of church development and adult formation, are under severe attack from the remaining people in the church. The adamant denial of the need for radical change is rampant. Those who have a clear vision of the need for change pay a heavy price to implement the changes needed to be faithful to the call of the Gospel and are often unsuccessful.

3. The call to authenticity—while we have been largely drawn away from the work of mission and ministry by internal/external forces (i.e., fundamentalists—both Anglicans and American Episcopalians) bent on dividing our church by focusing on issues of sexuality, the important work of becoming the most authentic church has gone wanting. I believe it was Gandhi who said of Christianity that it had not failed but rather that it had not been tried. I continue to believe that Jesus’ messages of love, hope, forgiveness, justice and peace are very much relevant and needed in our world. There are churches that epitomize that authentic spirit, and those are the ones that are flourishing. Can we create more congregations that are willing to embrace all the disciplines that Jesus came to teach us?

Why are you running for this position?

General Convention is a complex gathering that requires an ability to understand a legislative ambience and enjoy the process. I have been to the last 3 General Conventions and am versed in how to effectively engage the process. Our delegation works well together and has a commitment, which I share, to a team approach to attending the various committees and hearings and legislative sessions. This team approach was very effective in 2009 and I think can work even better in 2012. Additionally, I have leadership skills that I would enjoy sharing with the wider church. I’m an ardent believer that our denomination is a gift to the world of organized religion. While our structure as a Church is complicated, it also creates space for the most collaborative model of leadership in mainline Christianity. Our commitment to a republic form of governance brings authenticity to the belief in the Holy Spirit’s presence in the various orders within our Church. General Convention brings to life the “priesthood of all believers” and as such is “holy ground” so that there is a deeply spiritual element present. General Convention is where we discern God’s will for us together and where we have the opportunity to set the overall direction for mission and ministry. To be able to add my discernment and influence the decisions of how we live out our “common life” is a heavy responsibility, but I understand that and believe that our system is the most effective way that God can act and that is through our hands, feet, and heart.

Nominated by the Rev. Steven Strane, St. Timothy’s, Danville

"Nominated by the Rev. Steven Strane, St. Timothy’s, Danville"
Nine nominees for four lay deputy and four lay alternate deputy positions

Alan Aw
Grace Cathedral, San Francisco
San Francisco Deanery

Interests: Reading, cooking, music, wine tasting, and travel

Professional Associations: California Association of Marriage and Family Therapists; Marriage and Family Therapist licensed by California Board of Behavioral Science

Summary of Activities Within My Congregation/Diocese:
1. Congregation Council Member (3 year-term 2010-2013)
3. President of Congregation Council (2009-2010)
4. Ex-Officio on Grace Cathedral Board of Trustee (2009-2010)
5. Vice-President of Congregation Council (2008-2009)
7. Lay Eucharistic Minister/Visitor (2007-current)

Major Activities Beyond Diocese:
1. Staff therapist at California Counseling Institute (2006)
2. Adjunct faculty (2003-2007) at Mennonite Brethren Biblical Seminary in Fresno, California, teaching Counseling Children and Child Abuse courses to graduate program students
3. Network with community organizations, agencies and religious institutions in promoting mental health awareness. Provide psycho-educational workshops to community, critical incident debriefing and consultation for community agencies and churches regarding mental health and child abuse prevention issues.
4. Speaking in workshops related to mental health issues; facilitate grief support group
5. Attending and Networking with local congregation members and leaders in Interfaith Scholar Weekend in Fresno, California.

In my opinion the major issues facing the church today are:
• To make our church and faith more hospitable and relevant to the marginalized (GLBT, ethnic minority, incarcerated, the poor and those who struggles with social stigma of mental illness).
• Healing interfaith, ecumenical, ethnic and socio-economic divisions and disparities
• Innovative evangelism - Attracting children, youth, young adults and the unchurched to be active participants of our common worship and life
• Mobilizing social media to engage in civic and spiritual discussion and for evangelism
• A need for creative stewardship engagement in a depressed economy

Why are you running for this position?
1. Being the Vice-President and President of the Congregation Council of Grace Cathedral during major transition has allowed me to develop skills and insight to engage in active listening and pragmatic problem solving in a collaborative manner. I am hoping to continue developing these skills and to utilize them in the legislative process and committee hearings during General Convention.
2. To use my bicultural and interfaith background to have a more diverse voice and representation in the convention.
3. To use my seminary, congregational and professional experience to advocate for social justice issues such as issues related to inclusivity, mental health, immigration, interfaith and ecumenical dialogues and to champion for child abuse prevention in churches.

I would be honored to represent the Diocese of California as your deputy to the General Convention 2012 in Indianapolis.

Nominated by the Rev. Canon Mark Stanger, Grace Cathedral, San Francisco

Kay Bishop
St. Luke’s, San Francisco
San Francisco Deanery

Interests: Family & Friends, travel, photography, sports, music

Activities within my congregation: Vestry, choir, Eucharistic Minister, Stewardship, deanery rep, altar guild

Activities in and beyond the diocese: Standing Committee; Bishop’s Ranch Board; General Convention Deputations 1991-2009; Good Samaritan Family Resource Board; CDSP Trustee; San Francisco Girls Chorus Board Trustee; Episcopal Church Foundation (national); Cheetah Conservation Fund and Foundation (worldwide) Trustee

List three experiences you have had in the church or the world that have helped to prepare you to serve in this position; and what calls you to this ministry?

1. Returning to General Convention will be an opportunity to continue dialog about the Episcopal Church locally, nationally, and world-wide through interaction with others, listening, learning and conversation-sharing.

2. The Episcopal Church Foundation through our program work in the United States and overseas, especially recently in Africa and England, sharing their stories and experiences and needs in program and activity areas.

3. Bringing back to our diocese experiences and thoughts and ideas from other dioceses around the church to share.

What do you believe are the major issues facing the church today? Local church communication; commitment to serving God and listening to each other; listening to the Gospel and sharing conversation to better understand the wider church and each other. To rejoice in the unity of those who choose to express and share their faith and listen and promote the future of the church.

Nominated by the Rev. David Ota, St. Ambrose, Foster City

Rod Dugliss
St. Mary the Virgin, San Francisco
San Francisco Deanery

Professional Associations: North American Association for the Diaconate, member of board of directors, Council on Lifelong Learning, Shalem Society for Contemplative Leadership, Vice President and board—The Pacific Center for Spiritual Formation

2010 Diocesan Convention Nominees GENERAL CONVENTION 2012 / LAY N-33
Summary of Activities Within My Congregation/Diocese:
Activities in Congregation: Former Senior Warden (twice) and Vestryperson; Director of Eucharistic Visitors; prayer group leader; sometime leader for adult formation programs.
Activities in Diocese: Dean of the School for Deacons, 1999 to the present; Chair of Steering Committee for the Response to the 1998 Lambeth Resolution on scripture and human sexuality (produced The California Report); member, Department of Christian Formation; Millennium Development Goals Task Force; spiritual director.

Major Activities Beyond Diocese:
Board Member, North American Association for the Diaconate; Member TEC Standing Commission on Ecumenical and Inter-Religious Relations and its Liaison to the Moravian-Episcopal Ecumenical Dialogue, Board Member, Friends of St. Benedict and Executive Director of the Benedictine Experience at the Bishop’s Ranch; adjunct staff for the Shalem Institute for Spiritual Formation, Planning Committee for the 0.7% Now Conference.

In my opinion the major issues facing the Church today are:
How do we redirect and re-energize The Episcopal Church for mission, ministry, and evangelism as a servant church? We need to be wise in our commitment for the next triennium of resources limited by the continuing poor economy. How we are to respond with integrity to the proposed Anglican Covenant will be a dominant issue. We need to be true to our constitution and canons, respectful of the concerns of the wider Anglican Communion without being rushed to judgment. Our action needs to be clear and concise and we must not let this issue hijack the convention.

Why are you running for this position?
If elected, this will be my third opportunity to act as a deputy on behalf of the people of the Diocese of California. I think I have learned my way around the convention, its legislative process, and committee structure. I have spent a good deal of time and effort weighing the proposed Anglican Covenant—both content and process. I think I can be effective both in Indianapolis and in reporting back to the diocese.

Nominated by Mr. Christopher Butler, All Saints, San Francisco

Carolyn Gaines
St. Augustine’s, Oakland
Alameda Deanery

Interests: Container Gardening, Book Club, Sewing

Professional Associations: Past member of National Association of Urban Bankers

Summary of Activities within My Congregation/Diocese:
I currently serve the diocese as General Convention 1st Lay Alternate Deputy and the congregation as Deanery Representative and Diocesan Convention Delegate.

Previous diocesan activities include: 3rd Lay Alternate Deputy for the 2006 General Convention Triennium, Governance Review Steering Committee and Standing Committee (2005 – 2009). I have served my congregation as a member of the Vestry, Deanery Representative and Diocesan Convention Delegate, Altar Guild Co-Director and Parish Vocations Committee Chair.
As a member of the 2009 General Convention deputation I participated in pre- and post-convention meetings; the 10 day calendar of House of Deputies legislative sessions; the Program, Budget and Finance Open Hearing; legislative hearings and nightly deputation caucuses. I was certified to sit and to vote on the floor of the House of Deputies for a half-day.

At the 2006 convention, my assignment was to attend open sessions of the House of Bishops. I participated in the 10 day calendar of activities and was certified with seat and vote in the House of Deputies on the final legislative day.

In 2003, I had assignments as a volunteer in the Secretariat and was in attendance at many sessions of the House of Deputies and many of the deputation caucuses.

The first convention I attended was as a visitor in 1997.

I am a member of the Peace, Justice and Hunger Commission and the Afro-Anglican Commission.

Major Activities Beyond Diocese: Province VIII: I have served as African-American Network Coordinator and as a member of the Inter-Cultural Ministries Development team. At the national level I serve on the Advisory Board of the Office of Black Ministries of the Episcopal Church Center. I am a member of the Episcopal Urban Caucus and have participated in Transformation and Renewal Conferences at the Kanuga Conference Center. I am a Life Member of the Union of Black Episcopalians.

In my opinion the major issues facing the church today are: At each level of the church from local congregations through the level of the Anglican Communion, I believe that the challenge continues to be bringing more people into unity with God in a world of increasing secularism, the proliferation and escalation of warfare, survival issues that impact so many around the globe, shrinking resources and the schism that exists regarding interpretation of Scripture.

Why are you running for this position? Over the years beginning with the 1997 convention in Philadelphia through the present, I have increasingly felt called to make the governance of the church my primary ministry with a particular focus on General Convention. In addition to the passion I feel and this sense of call, my varied experiences in the diocese and across the church combined with my General Convention experiences over the years have provided the knowledge and qualifications to be a deputy.

Nominated by Mr. Warren Wong, St. James, San Francisco

Sarah Lawton
St. John the Evangelist, San Francisco
San Francisco Deanery

Interests: Many of my non-work hours are spent with my children, ages 11 and 13. Also, I try to hike a few miles most weekends, I follow major league baseball from April to October; I read books on my daily BART commute; and I volunteer my time to community organizing issues, including supporting public schools and justice for immigrants.
Professional Associations: Executive Board Member, Aptos Middle School (San Francisco) Parent-Teacher Association, and Communications Chair; Member, Parents for Public Schools — San Francisco.

Summary of Activities Within My Congregation/Diocese: Activities within my congregation:


Major Activities Beyond the Diocese: Episcopal Church activities beyond the Diocese: Vice-Chair, Standing Commission for Social Justice and Public Policy (6-year commission appointment, 2009-2015); Chair, Standing Commission for Domestic Mission and Evangelism, 2003-2006, and Vice-Chair, 2000-2003; Chair, 20/20 Steering Committee, 2001-2003; 20/20 Legislative Team leader, General Convention 2003 (tracking over 30 pieces of legislation); Lay Deputy to General Convention 2009 and 2006 from the Diocese of California; appointed to Committee on National and International Concerns at Convention (2009); also served as an official media briefer for the House of Deputies (2009); appointed to Evangelism Legislative Committee at Convention (2006); alternate Lay Deputy to General Conventions 2003 and 2000 from the Diocese of California.

Work/Volunteer activities: For 23 years, I have worked on fundraising and advocacy support for human rights and economic development in Central America, both professionally and as a volunteer. I founded the Northern Berkshire Food Project as a college student in 1986. In 1990 I co-founded the Eugene-Springfield Solidarity Network, a community-labor support organization that focuses on minimum wage and workers’ rights in Oregon. In San Francisco, I have worked on various immigrant rights and voter registration initiatives and worked professionally as a fundraiser for regional development projects in El Salvador through the SHARE Foundation, an interfaith organization. Since 2005, my professional work has been at the UC Berkeley Center for Labor Research and Education, where I am the development director.

In my opinion the major issues facing the church today are: To engage the world beyond our own church walls, in our neighborhoods and towns, in our nation, and with our partners in the world so “they will know we are Christians by our love.” Some strategic necessities in the near term:
• Developing the cultural and linguistic skills to function in a postmodern, diverse society. This may mean changing our sense of who “we” are as we see more ethnic & racial diversity and also youth culture at the center of the church. This may also mean re-thinking how we structure our churches and congregations—in a few decades, they will not look like 20th century institutions—can we anticipate how, and begin to move our structures now?
• Building energy for missional programs both local and international, focusing outside our congregations to meet people we yet do not know.
Bringing together evangelism—in the sense of telling the good news—and peace and justice work in the service of our communities’ and the world’s needs.

- Ongoing faith formation that encourages all of us to live out the Gospel in our daily lives, with a sense of mission and purpose outside ourselves.
- Continuing the hard work of reconciliation within the church and seeking common ground through shared mission and real conversation. Bringing open hearts and our own faith stories to the table, including the voices of our LGBT brothers and sisters.

**Why are you running for this position?**

In my daily life I work with people of all faiths and many of no faith, but for me peace and justice work is an expression of my faith, where I live my life in the world as a Christian. It also informs my sense of where the church is called to stand in the world, and I bring my experience in community organizing to the church’s debates and legislation at General Convention.

Like most of my GenX peers I have grown up in an increasingly secular world, and vast numbers of my peers are spending their Sunday mornings reading the newspaper or taking their kids to soccer games; going to church is not normative. The institution of the church has a very different place in the world for my generation and those coming after. I see great opportunity in this to be less about our social place in the world and more about being a community that follows the way of Jesus. But I also feel some urgency that we not hide our light under that bushel, because so many do not know we even exist. I have a passion for figuring out how we can be a vibrant and visible church in the 21st century.

**Summary of Activities Within My Congregation/Diocese:**

Co-convener DioCal Racial Reconciliation Task Force; Deanery delegate, Convener of Grace Cathedral’s Deanery delegation; Eucharistic minister; Acolyte; Lector; St. Martin’s Guild (Cathedral docent); Education for Ministry

**Major Activities Beyond Diocese:**
Youth Advisory Delegate to General Assembly, Presbyterian Church USA 1991

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

Being a welcoming home for all:
- many people have left the church in frustration and disappointment;
- many young people consider the church a hypocritical and judgmental institution;
- outsiders feel they have no place in the church, and some even feel abandoned, judged and hurt by the church.

We need to give all these people a reason to rejoin us, to let them know that God and God’s people love and welcome them, and that the church is a place for them to tell their own stories and be heard, celebrated and nourished.

The Episcopal Church has a wonderful tradition and liturgy; we have the challenge of showing young people its appeal – to make all generations an
active part of its history.

We also face the challenge of being the hands of Jesus in a number of crucial areas: feeding the hungry, healing the sick, caring for God’s creation, bringing justice to the oppressed and peace and reconciliation to all. Our church should be leading the way in all these areas, creating the Beloved Community that Martin Luther King, Jr. imagined. It’s a difficult challenge in a world that is inclined to turn its back on the church, but if we can befriend those we have turned away, we can make the Episcopal Church a stronger, more diverse, fully inclusive church that can meet these challenges and demonstrate to the world how to address them.

“Who is my neighbor?” the young man asks Jesus. Today, our neighbor may be a same-sex couple, a Muslim community, an illegal immigrant, or a family without health insurance. The church has an opportunity to lead the way in loving our neighbors and caring for them with a generous heart; by doing so we can foster a more charitable spirit in the world.

Why are you running for this position? The Episcopal Church is an amazing manifestation of God’s love and Jesus’ spirit. Over the past twelve years the Episcopal Church has become a beloved spiritual home to this cradle Presbyterian. I love the Anglican liturgy and theology, carry the BCP with me everywhere, and feel the strong presence of God in all the Episcopal sanctuaries I’ve visited. The way we worship and pray, the way we share the reconciling sacrifice of the Eucharistic meal, and the way we communicate with our fellow Episcopalians and parishes have all become a dear way of life to me.

The work of General Convention has interested me to have the opportunity to represent our church as we seek common ground in the many issues of governance. I want to express my vision for the church while listening openly to the visions of others, to stand firm in what I believe while being open to having my mind changed. That which unites us is greater than that which divides us, and I look forward to walking in love with our Episcopal sisters and brothers, and discussing, debating, and praying together.

Nominated by Dr. Ronald C. Johnson, Grace Cathedral, San Francisco

Patricia Smith
Church of the Resurrection, Pleasant Hill
Contra Costa Deanery

Interests: Photography, genealogy

Summary of Activities Within My Congregation/Diocese: Served on the Vestry of St. Paul’s – Walnut Creek, served as Clerk of the Vestry of St. Paul’s for five years, worked as the Parish Administrator at St. Paul’s for 5 years, served as a Deanery Delegate from St. Paul’s, Sub-Deacon, Altar Guild, and currently a Deanery Delegate at Resurrection, serve on the Communications and Stewardship Committees at Resurrection.

Major Activities Beyond Diocese: Served on the Vestry of Church of the Nativity in Pittsburgh, Pennsylvania and served 3 years as Senior Warden, served 8 years as a Deanery Delegate and was President of the Deanery for 2 years, served 5 years as a member of the Board of Trustees of the Diocese of Pittsburgh, represented the Diocese of California as a media rep at the Investiture and Seating of the
26th Presiding Bishop

**In my opinion the major issues facing the church today are:** Church growth, reaching out to the unchurched, applying Christian teachings in the 21st century

**Why are you running for this position?** I have never had the opportunity to attend an Episcopal General Convention and I would love to represent the Diocese of California as a delegate.

_Nominated by the Rev. Bruce Smith, Church of the Resurrection, Pleasant Hill_

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**Susan Spencer**  
St. Aidan’s, San Francisco  
San Francisco Deanery  

**Interests:** Opera, quilting, gardening

**Professional Associations:** Parish Nurse Association, Sigma Theta Tau Nursing Organization

**Summary of Activities Within My Congregation/Diocese:** Parish Nurse, Godly Play Teacher, Vestry, Emergency Preparedness Committee, Deanery Representative, Emergent Church Planting, Area Ministry Team, Sacred Cocktails

**Major Activities Beyond Diocese:** Parish Nurse with the Episcopal Medical Trust at General Convention 2009, Emergent Village, Episcopal Community Services Volunteer in New Orleans

_In my opinion the major issues facing the church today are:_ Expanding the Church beyond the walls into the community, Planning effective program to reach the unchurched, bridging groups with differing opinions and interpretation of church polity and theology

**Why are you running for this position?** I was so impressed with the 2009 General Convention and the hope it offered for the future of the Episcopal Church that I wanted to continue to be involved in that process representing the Diocese of California. After attending many committee and legislative sessions I came away with a renewed sense of the process of church decision making and the positive impact it can have on future paths of the church.

_Nominated by the Rev. Tommy Dillon, St. Aidan’s, San Francisco_

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**Warren Wong**  
St. James’, San Francisco  
San Francisco Deanery

**Interests:** Classical music, hiking, travel, and baseball

**Professional Associations:** California Probate Referees Association; Guild of St. Ives

**Summary of Activities Within My Congregation/Diocese:**  
Congregation: St. James, SF (1985-) Current Lay Eucharistic Minister; Convener, Delegates to Diocesan Convention; Rector Search Committee; Former Chair, Vocations; Healing Ministry; Endowment; Community Learning Center; Treasurer, California Counseling Institute; Uganda Project; Our Saviour, Oakland (1959-1984) Junior Warden, Vestry; Chair, Finance Committee; Co-Chair, Building Capital Campaign; Lay Reader;
Youth Representative, Episcopal Asiamerican Ministry
Deanery: Current President, San Francisco Deanery
Diocese: Current Chair, Gift Planning Department; Co-Chair, Deputies to General Convention; Former Nominations Committee (2007-08); Multi-Cultural Missioner Search Committee (2008); Co-Chair, Bishop Transition Committee (2005-06); Clergy Housing Committee (2003-05); Special Events – Episcopal Charities (2000-01); China Friendship Committee (1993-2001); Resolutions Committee (1981-82)

Major Activities Beyond Diocese:
National Church: Current Chair, Joint Standing Committee on Nominations of General Convention (2010-2012); Chair, Episcopal Asiamerican Ministry Advocates (2007-); Former Social Responsibility in Investments Committee (2001-09); JSCN (2007-09); EAMA Liaison, “Claiming The Blessing” Steering Committee (2004-06); Treasurer, EAMA (2000-06); Interfaith Center for Corporate Responsibility (2003-04); National Council of Churches Eco-Justice Work Group (2003);
General Convention: Current Co-Chair, Deputation (GC 2009); Lay Deputy, House of Deputies - Consecration of Bishops Legislative Committee (GC 2009); Orientation Committee (GC 2009); Co-Chair, Asian Caucus – Deputies of Color (GC 2009);
Former 1st Alternate Lay Deputy – House of Deputies (GC 2006); tracking Bishop Marc’s confirmation hearing for DioCal deputation; Secretary, Asian Caucus – Deputies of Color (GC 2006);
Lay Deputy, House of Deputies - Legislative Committee on Evangelism (GC 2003); Chair, Asian Caucus – Deputies of Color (GC 2003);
Nominee, Trustee – Church Pension Fund (GC 2000);

In my opinion the major issues facing the church today are: Funding cuts and program staff reductions now call for new and creative ways to structure ministry. The major issues facing the church today are:
• to continue building diverse, inclusive, spiritual communities;
• to train and empower a program network of ministry teams;
• to provide tools for Area Ministry teams to develop resources beyond congregational boundaries;
• evangelism to the unchurched (especially, youth, young adults, GLBT, and multi-cultural communities); and
• to remain committed to social justice (especially, institutional racism, economic & environmental justice).

Prior to GC 2009, our diocese hosted one of the 34 Primates of the Anglican Communion. Bishop Albert Chama is from the Province of Central Africa. He was serving as the acting primate until the election/appointment of a permanent primate. He and I spent the better part of the day touring San Francisco and at General Convention in Anaheim discussing our respective dioceses as well as the Anglican Communion.
I am very hopeful about The Episcopal Church’s role in the worldwide Anglican Communion, and remain committed to:
• our partners in the Communion;
• the full inclusion of all people in the ministry of the church; and
• mission and the MDG’s both domestic and abroad.

Based on the diocesan-wide discussions of the proposed Covenant, it will be the role of the General Convention 2012 to reflect the mind of the whole
Church, and ultimately, decide the Episcopal Church’s position with respect to participation in an Anglican Communion Covenant.

**Why are you running for this position?** I feel a special call to this ministry and will provide these gifts:

1. **Build Community & Work Collaboratively:**
   Serving as a 1st Alternate and Lay Deputy the past three General Conventions, I have developed relationships with deputies/alternates, clergy, and bishops in other dioceses. I cherish our daily worship at General Convention. This grounds me. Our time together allows me to listen, share, and hear God’s call. As we eat the bread and drink the cup together, we become a community.

As an Episcopal Asiamerican Ministry leader, I serve as an advocate for this constituency and have worked collaboratively with 12 other Episcopal networks in preparing for each General Convention. I have authored, sponsored, and testified on GC resolutions. I have managed campaigns for friends running for elective office at GC.

2. **Broad Representation:** Having served on the Diocesan Committee on Nominations (2007-08), we were charged to “identify qualified and interested Clerics and laity throughout the Diocese” for elective office at Diocesan Convention. We were blessed with great members (especially chair Rev. Martha Kuhlmann) and provided a full slate of nominees reflecting the “many voices of the church.” I have been enriched by this experience and continue to strive for broad representation from all six deaneries of the Diocese.

3. **Transparency & Accountability:** As co-chairs of the deputation, Canon Michael Barlowe and I have been committed to provide transparency and accountability on legislative topics that will impact the diocese, congregations, clergy, and most important, the people in the pews. As the deputation prepared for GC 2009 in Anaheim, we scheduled three regional forums in the Diocese to discuss the major topics approaching us. This was an excellent opportunity to present legislative priorities as well as listen to parishioners, mission congregations, clergy, and lay leaders.

Upon the completion of General Convention, the deputation reviewed the 419 resolutions passed and prioritized the legislation. We identified various diocesan committees, commissions, and governing bodies that the resolutions will impact their charge. (Rev. Richard Helmer and Sarah Lawton were a tremendous help in making this possible) The entire list was provided to Executive Council for distribution and action. I have made personal commitment to monitor the implementation of key resolutions since we are required to report back to General Convention on some legislation topics.

I would be honored to continue representing the Diocese of California in Indianapolis 2012.

_Nominated by the Rev. Vanessa Glass, Grace Cathedral, San Francisco_
Official Youth Presence at Convention

Resolved, that the Canons of the Diocese of California be amended as follows (deletions in bold strikethrough text, insertions in bold italic text):

Canon III is amended by adding Section 3.06 as follows:

Sec. 3.06 Official Youth Presence. In addition to Lay Delegates, up to six youth (one youth from each Deanery) who are duly authorized representatives known as the Official Youth Presence, shall have seat and voice in a designated section on the floor of the Convention. Each Deanery shall elect or appoint an authorized youth representative and an alternate. Deanery certifications shall be forwarded in writing to the Secretary of Convention at least 20 days prior to the date of Convention.

Explanation

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

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

Report of the Committee on Canons

The Committee on Canons has changed the proposed amendment as required to make the canons consistent in the event the proposed amendment should be adopted.

Submitted by the Committee on Canons.
Deaneries Task Force Recommendations: Committee on Nominations

Resolved, that Canon VI, Section 6.09 of the Canons of the Diocese of California be amended to read as follows (deletions in bold strikethrough text, insertions in bold italic text):

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

(a) Duties. The Committee on Nominations shall present nominations for all offices elected by the Convention except the offices of Bishop, Bishop Coadjutor, and Bishop Suffragan. Upon request of the Bishop or any other Officer of the Convention, the Committee on Nominations shall present nominations for any position appointed by that Officer. The Committee on Nominations shall identify qualified and interested Clerics and lay persons in each Deanery willing to serve in such offices and positions.

(b) Membership. The Committee shall consist of one Cleric and one lay person elected annually by each Deanery at the next Deanery meeting following the annual Convention. Any vacancy among those members shall be filled by the affected Deanery as prescribed by its bylaws, or by election at a convocation of the Deanery. In addition, the Executive Council and the Standing Committee shall each appoint one nonvoting member. No member may serve on the Committee more than four consecutive years.

(c) Chair; Meetings. The Committee shall elect its own chair and such other officers as it may require. The chair (or in the absence of a chair, the members appointed by the Executive Council and the Standing Committee) shall convene the Committee no later than the end of January each year.

(d) Position and Skills Registry. The Committee shall establish and maintain a registry of the charge and mission of each office elected by Convention (except the offices of Bishop, Bishop Coadjutor, and Bishop Suffragan) and each position appointed by the Bishop or any other Officer of Convention. The Committee shall also create and maintain a roster of interested
As reported by the Committee on Canons, cross-referenced with their particular gifts and skills for use by the Committee and the Bishop. In its registry, the Committee shall also identify qualified Clerics and laity throughout the Diocese willing to serve on the governing board of each Diocesan Institution.

And further resolved, that Canon VI, Section 16.01, paragraph (h) and subparagraphs (i)–(iv) of the Canons of the Diocese of California be repealed.

Explanation

[To be supplied by the report of the Deaneries Task Force.]

This resolution repeals Canon 16.01(h), which currently provides:

Sec. 16.01 Standing Committee.

* * * *

(h) Committee on Nominations. The Standing Committee shall organize and supervise the Committee on Nominations, which will present nominations for all elective offices 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.

(i) Membership. The Vice President of the Standing Committee shall chair the Committee and serve with two members appointed by Standing Committee, two members appointed by the Executive Council, and two members elected at the Annual Convention. The appointed and elected members shall serve a single two year term and shall not be eligible for reappointment or reelection until the lapse of one year. In the event of a vacancy by the Standing Committee or Executive Council members, the body responsible for that member will appoint a person of the same order to fulfill the remainder of the term and, if less than one year, the service shall not be counted as a term for purposes of reappointment. In the event of a vacancy among the members elected at the Annual Convention, the Executive Council will appoint a person of the same order to fulfill the seat until the next Annual Convention. No appointee or elected representative may serve another term until after the lapse of one year.

(ii) Position and Skills Registry. The Committee will establish and maintain a registry of the charge and mission of each elected or appointed office and position in the Diocese. Additionally, the Committee shall create and maintain a roster of interested candidates, cross referenced with their particular gifts and skills for use by the Committee and the Bishop. In its registry, the Committee
will also identify qualified Clerics and laity throughout the Diocese willing to serve on the governing board of each Diocesan Institution.

(iii) **Convention Elections.** The Committee shall make its best efforts to assure that at least two qualified nominees are proposed to Convention for each elected office or position, and, in the event of a multi member committee, that at least one seat will be contested.

(iv) **Bishop’s Appointment.** At the request of the Bishop, the Committee will consult with the Bishop concerning qualified and interested Clerics and laity identified as potential appointees to committees, commissions, and other organizations within the Diocese.

Submitted by the Deaneries Task Force. Questions may be directed to Melissa Ridlon (m.ridlon@comcast.net) and the Rev. Rob Keim (rkeim11@gmail.com).

**Report of the Committee on Canons**

The Committee on Canons has changed the proposed amendment as required to make the canons consistent in the event the proposed amendment should be adopted.

Submitted by the Committee on Canons.
Minutes Kept by Executive Council and Standing Committee

Resolved, that the Canons of the Diocese of California be amended as follows (deletions in bold strikethrough text, insertions in bold italic text):

1. Canon VIII, Section 8.02 is amended by inserting after the existing subsection (c) a new subsection (d), and redesignating the remaining subsection accordingly:

   (d) Minutes. The Executive Council shall cause minutes of its proceedings to be prepared and, after they have been approved, recorded in a book. The minutes shall be open to inspection at all reasonable times by the Bishop and by any member of the Executive Council or the Standing Committee and, except for actions taken in executive session, by any member of the Convention.

   (d)(e) Annual Report. The Executive Council shall make a report to each Annual Convention concerning its work.

2. Canon XVI, Section 16.01 is amended by inserting after the existing subsection (c) a new subsection (d), and redesignating the remaining subsections accordingly:

   (d) The Standing Committee shall cause minutes of its proceedings to be prepared and, after they have been approved, recorded in a book. The minutes shall be open to inspection at all reasonable times by the Bishop and by any member of the Standing Committee or the Executive Council and, except for actions taken in executive session, by any member of the Convention.

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

* * * *

Explanation

Under the existing canons printed above, Executive Council is required to “make a report to each Annual Convention concerning its work,” and Standing Committee is likewise required to “make a full report of its activities to each Annual Convention,” so that they are accountable to the Convention for actions they take in the name of the Diocese.

Executive Council and Standing Committee must also keep minutes of their proceedings in order to comply with various provisions of civil and canon law—and, from a practical standpoint, in order to make their annual reports to Convention. (E.g., Cal. Corp. Code, §§ 9211, 9215 [Executive Council as board of directors of Diocesan Corporation]; Episcopal Church Canon I.12.1 [Standing Committee “shall keep a record of their
proceedings”]; Diocese of California Canon 11.05 [Standing Committee to record certain actions in “minutes”].) But the diocesan canons do not explicitly spell out the requirement to keep minutes or state who may inspect the minutes.

Executive Council and Standing Committee have recently agreed to share their minutes and to make them available more broadly to the diocese. The proposed amendments carry out the intention of that agreement. They respect the need for each body on occasion to go into executive session. If official actions are taken during executive session, access to minutes of those actions would be restricted to the other body and to the Bishop.

It is important to understand what properly kept minutes contain—and what they don’t contain. Under Robert’s Rules of Order, the minutes “should contain mainly a record of what was done at the meeting, not what was said by the members.” (RONR (10th ed.), p. 451, l. 25–28.) When confidential discussions occur, the minutes should state only that the body went into executive session and the general nature of the discussion (such as “personnel matters”). They should not disclose the substance of the discussion.

The proposed amendment does not change what each body must disclose. It simply makes disclosure more timely because it will happen monthly when minutes are approved, and not just once a year at the Annual Convention.

Submitted by Christopher Hayes, Chancellor. Questions may be directed to Christopher Hayes (Christopher.hayes@borowsky.com).

**Report of the Committee on Canons**

The Committee on Canons recommends adoption of the proposed amendment.

Submitted by the Committee on Canons.
Deaneries Task Force Recommendations: Deaneries

Resolved, that Canon IX of the Canons of the Diocese of California be amended as follows (deletions in **bold strikethrough text**, insertions in **bold italic text**):

Sec. 9.01 Name and Area. There shall be six Deaneries in the Diocese, with the following titles and encompassing the areas set forth below:

(a) San Francisco: The City and County of San Francisco.

(b) Marin: The County of Marin.

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

(d) Contra Costa: All of Contra Costa County except that part thereof included in the Deanery of Alameda.

(e) Peninsula: The County of San Mateo including the parish of St. Mark’s, Palo Alto, the parish of Christ Church, Los Altos, and the unincorporated area of Stanford University.

(f) Southern Alameda: That part of Alameda County south of the southerly city limits of Oakland.

Sec. 9.02 Convocation. There shall be a convocation for each Deanery at least **twice four times** a year, one of which shall be held between November 1 and December 31 of each year to elect representatives to Executive Council. All Clerics serving **parishes, missions congregations and institutions** or who have been assigned by the Bishop to duties within the **deanery**, and all Delegates and alternates representing **congregations within the Deanery**, shall be entitled to a vote. The **convocation shall be open to all** other Clerics Canonically Resident in the Diocese and residing in the **deanery**, and **to all communicants in good standing of The Episcopal Church registered in a congregation in the **deanery**, who Deanery shall have seat and voice, but not vote.

Sec. 9.03 Vacancies. At any convocation, the Cleric in charge of the congregation concerned shall have authority to fill **The bylaws of each Deanery may provide a method for filling** vacancies in the delegation of any congregation from among those not elected Delegates or alternates, but present from such congregation **at a convocation of that Deanery. This canon does not apply to the Convention of the Diocese.**
Sec. 9.04 Objectives. The principal objectives of convocations of the Deanery shall be the development and implementation of the policies and plans of the Diocesan Convention and of the Executive Council; education for and participation in the governance of the Diocese; leadership training and development; communication between the Diocese and the congregations and institutions located in the Deanery; and support of ministries located in the Deanery.

Sec. 9.05 Rules. The convocation of the Deanery may make rules and bylaws in the furtherance of its purposes and not inconsistent with these Canons.

Sec. 9.06 Officers. Each Deanery shall elect a President and other officers and prescribe their respective duties.

Sec. 9.07 Bylaws, Rules, and Officers. Each Deanery shall adopt bylaws and may make rules in the furtherance of its purposes consistent with these Canons. The bylaws shall provide for a president, a treasurer, a secretary, and other officers, and prescribe their duties. Within 60 days after the adoption or amendment of its bylaws, the Deanery shall transmit a complete copy of its bylaws to the Secretary of the Convention. Each Deanery shall transmit a complete copy of its bylaws to the Secretary of Convention at least once every two years, whether amended or not. The Secretary shall provide copies of the bylaws of all Deaneries to the Executive Council and the Committee on Canons for their review.

Explanation
Sec. 9.01: The Deaneries Task Force adopted the current geographical structure of the Canons without change. However, it recommends that the structure of the Deaneries should be subject to ongoing routine review by the Committee on Governance or other appropriate body to assure that the structure continues to meet current needs and is in accord with best practices.

Sec. 9.02: The amended Canon requires four, rather than two, convocations a year, consistent with current Deanery bylaws. However, to cover expanded Deanery responsibilities, the Deanery Task Force recommends five or six meetings. The timing of convocations is left to local Deanery bylaws and practice. These will continue to require that convocations be held in a timely fashion to meet diocesan responsibilities, including elections to Executive Council. The remaining changes to the Canon are stylistic.

Sec. 9.03: The existing canon allows the “Cleric in charge of the congregation” to fill vacancies in the lay delegation. However, there were few appointments under this rule, and Deanery bylaws have already moved to name the presiding officer as the appointing
authority in other circumstances. This amendment allows deaneries to authorize the convocation’s presiding officer to fill vacancies.

Sec. 9.04: The amendment adds additional “principal objectives” to the mission of the Deaneries consistent with the policy proposals of the Deanery Task Force. A Deanery is free to adopt additional objectives in its bylaws.

Secs. 9.05–9.06: In a stylistic change, the proposed new Canon 9.05 merges old Canons 9.05 and 9.06. Substantively, it adopts measures to require Deaneries to keep up to date versions of their bylaws on file with the Convention and thus the Diocese as a whole.

Submitted by the Deaneries Task Force. Questions may be directed to Melissa Ridlon (m.ridlon@comcast.net) and the Rev. Rob Keim (rkeim11@gmail.com).

Report of the Committee on Canons

The Committee on Canons has changed the proposed amendment as required to make the canons consistent in the event the proposed amendment should be adopted.

Submitted by the Committee on Canons.
**Deaneries Task Force Recommendations: Clergy Attendance at Deanery Convocations**

Resolved, that the Canon XIII of the Canons of the Diocese of California be amended by adding Section 13.08 as follows (deletions in bold strikethrough text, insertions in bold italic text):

*Sec. 13.08 Attendance at Deanery Convocations. All Clerics serving congregations and institutions or who have been assigned by the Bishop to duties within a Deanery are expected to attend the convocations of the Deanery. At least one Cleric from each congregation and Diocesan Institution in the Deanery should attend each Deanery convocation.*

**Explanation**

The primary ministries of deaneries are governance, leadership development, and communications. In order to fulfill these ministries, there must be adequate representation at meetings from the congregations and institutions that make up a Deanery. Every delegation to deanery meetings should include representation and support from its clergy.

*Submitted by the Deaneries Task Force. Questions may be directed to Melissa Ridlon (m.ridlon@comcast.net) and the Rev. Rob Keim (rkeim11@gmail.com).*

**Report of the Committee on Canons**

The Committee on Canons has changed the proposed amendment as required to make the canons consistent in the event the proposed amendment should be adopted. *Submitted by the Committee on Canons.*
Implementation of Revised Title IV (Clergy Discipline)

Resolved, that the Canons of the Diocese of California be amended as follows (deletions in bold strikethrough text, insertions in bold italic text):

1. Repeal of Prior Canon and Appendices. Effective July 1, 2011, Canon XV, Appendix A, and Appendix B are repealed, except as provided in Paragraph 2, Section 15.02 below. Effective July 1, 2011, Appendix C is redesignated as “Appendix.”

2. Implementation of New Title IV. Effective July 1, 2011, Canon XV is amended to read as follows:

CANON XV
Ecclesiastical Discipline—Establishment of Disciplinary Board as Ecclesiastical Court

Sec. 15.01 Title IV of the General Canons. The forms and methods of Ecclesiastical Discipline in the Diocese shall follow and comply with the provisions set forth in Title IV of the Canons of the General Convention of The Episcopal Church (the “General Canons”). To the extent, if any, that any of the provisions of this Canon are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

Sec. 15.02 Effectiveness of Canon and Term of Ecclesiastical Court. Except for the provisions for selection of members of the Disciplinary Board, which shall take effect immediately upon adoption, this Canon XV shall take effect on July 1, 2011. The terms of previously elected members of the Ecclesiastical Trial Court shall terminate on June 30, 2011, except with respect to cases pending on that date before the Ecclesiastical Trial Court that are required to proceed under the predecessor to Title IV as set forth in Canon IV.20.3 of the General Canons. As to such cases, the predecessor to Title IV and the predecessor to this Canon XV shall govern. The terms of members of the Ecclesiastical Trial Court expiring on December 31, 2010 are extended until so terminated.

Sec. 15.03 Diocesan Cooperation. Pursuant to Canon IV.5.3(i) of the General Canons, the Diocese has elected to enter into a compact among the Dioceses of California, El Camino Real, San Joaquin, and Northern California to develop and share resources necessary to implement Title IV and this Canon, including members of Disciplinary Boards, Church Attorneys, Intake Officers, Advisors, Investigators, Conciliators and administrative and financial support for proceedings under Title IV (hereinafter the “Disciplinary Board Compact”). The Bishop of the Diocese shall be authorized to execute
and implement the Disciplinary Board Compact and any amendments or modifications thereto consistent with this Canon.

Sec. 15.04  **Information.** When any General Canon shall allow information concerning a charge or disciplinary proceeding be given to a Bishop, the only Bishop to whom such information may be given shall be the Bishop (or Bishops if so agreed) having jurisdiction over that charge or disciplinary proceeding under Canon IV.19.5 of the General Canons.

Sec. 15.05  **Disciplinary Board.** The Disciplinary Board shall consist of nine persons, five of whom are members of the Clergy and four of whom are members of the Laity and shall constitute a Court for purposes of Article IX of the Constitution of The Episcopal Church. A member of the Standing Committee of this Diocese may not serve on the Disciplinary Board.

Sec. 15.06  **Composition.** While the Disciplinary Board Compact is in effect, each of the Dioceses listed in Section 15.03 shall have one clerical and one lay member on the Disciplinary Board, and the ninth member, a Cleric, shall be nominated by the Disciplinary Board and subject to the unanimous approval by the four diocesan bishops.

Sec. 15.07  **Terms.** Eventually, each member of the Disciplinary Board shall serve a three-year term, each term to begin on January 1 following appointment or election. During the first year, the nine members shall draw lots as to the three having six-month terms (to December 31, 2011), the three having 18-month terms (to December 31, 2012) and the three having 30-month terms (to December 31, 2013). Thereafter, each Diocese shall elect or appoint replacements for members of that Diocese whose terms have ended for three-year terms, replacing lay with lay and clergy with clergy, provided that the ninth member shall be selected as provided in Canon 15.06. Members may serve no more than two successive terms, after which one year must elapse before being reelected or reappointed. If a member is elected or appointed to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. If a proceeding has been commenced, a member of the Disciplinary Board whose term has expired may continue to serve on the Disciplinary Board for all proceedings in that matter in which the Disciplinary Board is involved through final disposition.

Sec. 15.08  **Clerical Members.** The Clerical members of the Disciplinary Board from this Diocese must be canonically and geographically resident within the Diocese.

Sec. 15.09  **Lay Members.** The lay members of the Disciplinary Board from this Diocese shall be adult Communicants in Good Standing of a congregation in the Diocese.
Sec. 15.10 **Appointment.** The members of the Disciplinary Board from this Diocese shall be appointed by the Bishop with the consent of the Standing Committee by November 1 of each year, with terms beginning the following January 1.

Sec. 15.11 **Vacancies.** Vacancies on the Disciplinary Board shall be filled as follows:

(a) Upon the determination that a vacancy exists, the President of the Disciplinary Board shall notify the Bishop of the vacating member’s diocese of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

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

(c) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, any person selected as a replacement Disciplinary Board member shall serve for the unexpired portion of the vacating member’s term. With respect to a vacancy resulting from a challenge, the replacement Disciplinary Board member shall serve only for the proceedings for which the appointed Disciplinary Board member is not serving as a result of the challenge.

Sec. 15.12 **President.** The first Disciplinary Board President shall be elected by Disciplinary Board members prior to December 31, 2010, to serve until December 31, 2011, and may be elected for an additional one-year term. Subsequent presidents shall be elected in accordance with Canon IV.5.1 of the General Canons and may serve for up to two one-year terms before stepping down as President for one year.

Sec. 15.13 **Clerk.** The Disciplinary Board shall appoint a Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may also be a member of the Disciplinary Board. The Clerk shall also maintain a roster of membership for the Disciplinary Board, which shall include the Diocese and term of each member.

Sec. 15.14 **Preserving Impartiality.** In any proceeding under this Canon, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Disciplinary Board and request a replacement member of the Panel. Respondent’s Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the
motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Sec. 15.15  **Intake Officer.** The Intake Officer for this Diocese shall be appointed from time to time by the Bishop with the consent of the Standing Committee. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Sec. 15.16  **Investigator.** The Bishop shall appoint an Investigator in consultation with the President of the Disciplinary Board on an as-needed basis. The Investigator may be, but is not required to be, a Member of the Church.

Sec. 15.17  **Church Attorney(s).** Beginning in 2010 and within forty-five (45) days following each Annual Convention, the Bishop of this Diocese with the consent of the Standing Committee shall appoint one or more attorneys to serve as Church Attorney(s) for the following calendar year. The person(s) so selected may but need not be Members of the Church but must be a duly licensed attorney in California, and need not reside within the Diocese. The Church Attorney may be removed for cause during the calendar year by the Bishop of this Diocese with the advice and consent of the Standing Committee.

Sec. 15.18  **Pastoral Response Coordinator.** The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon IV.8 of the General Canons and this Canon. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Canon.

Sec. 15.19  **Advisors.** In each proceeding under this Canon, the Bishop shall appoint an Advisor for the complaining party and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Canon, and shall not include Chancellors or Vice Chancellors of this Diocese or any person likely to be called as a witness in the proceeding. The role of the Advisor is defined in Canon IV.2 of the General Canons and is not necessarily intended to act as an attorney. The complaining party and the Respondent may engage attorneys at their own cost.

Sec. 15.20  **Costs and Expenses Incurred by the Church.** The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Disciplinary Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese in which the Respondent is Canonically Resident, unless the alleged offense took place elsewhere and the respective
bishops agree on a different cost allocation. Other costs shall be the responsibility of individual parties incurring them.

Sec. 15.21 Records.

(a) Record of Proceedings. Records of active proceedings before the Disciplinary Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan office in which the Respondent is Canonically Resident.

(b) Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings for clergy canonically resident in this Diocese under this Canon at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the General Canons.

Explanation

The 2009 General Convention of The Episcopal Church revised Title IV of the General Canons on clergy discipline, effective July 1, 2011. This resolution is required in order to bring the Diocese of California into conformity with the new Title IV.

The Dioceses of California, El Camino Real, San Joaquin, and Northern California have agreed (through their Bishops, Executive Officers, and Chancellors) to enter into a regional Compact creating a single Disciplinary Board. Many dioceses around The Episcopal Church are entering into similar regional Compacts. The regional Compact offers the potential for saving cost and resources, and may help avoid conflicts of interest.

In accordance with the Disciplinary Board Compact, the Conventions of all four Dioceses will be asked to adopt a substantially identical version of this Canon.

Under this Canon and the compact, each Diocese will select one clerical and one lay member of the Disciplinary Board. The Board itself, with the unanimous consent of the four Bishops of the cooperating dioceses, will nominate the ninth member, a Cleric.

Submitted by the Committee on Canons. Questions may be directed to Christopher Hayes (Christopher.hayes@borowsky.com).

Report of the Committee on Canons

The Committee on Canons recommends adoption of the proposed amendment.

Submitted by the Committee on Canons.
Canon XVI, Sections 16.03

Corporation Sole

Resolved, that the Canons of the Diocese of California be amended as follows (deletions in **bold strikethrough text**, insertions in **bold italic text**):

Canon XVI, Section 16.03 is amended to state as follows:

Sec. 16.03 Corporation Sole.

(a) **Until January 1, 2011, or such earlier or later time as may be determined by the Executive Council with the consent of the Bishop**, the Bishop is authorized to maintain a corporation sole, entitled "The Episcopal Bishop of California" (the "Corporation Sole"), under California law for the administration of the real property of missions, and of such other real or personal property and funds as may have been, or may be, granted or committed to the Bishop for the use of The Episcopal Church in this Diocese, or any of its related, constituent or subordinate units or institutions, or for any religious, benevolent or educational objects connected with any of the foregoing.

(b) **The Corporation Sole** shall report to the Annual Convention in detail concerning the activities of the Corporation Sole. Its financial condition shall be reported to the Annual Convention in accordance with generally accepted accounting principles either individually, on a consolidated basis, or both, with the Diocese, as shall be determined by the Treasurer.

(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 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. **The Corporation Sole shall transfer all real or personal property and funds in its possession to the greatest extent feasible to the Diocesan Corporation**, unless such a transfer could result in a loss by burdensome taxation, or
by reverter or otherwise under the terms of restricted gifts. The articles of incorporation of the Corporation Sole shall provide that any transaction by the Corporation Sole affecting real property shall require the consent of the Executive Council.

Explanation
As required by the existing Canon 16.03, Executive Council appointed a committee to investigate and determine the extent to which the Corporation Sole could be merged into the Diocesan Corporation, in consultation with the Chancellor. Executive Council determined that it is not feasible to complete such a merger. The Bishop and Executive Council have agreed that to the extent feasible, all property in the possession of the Corporation Sole will be transferred to the Diocesan Corporation, where it is subject to the oversight of Executive Council acting as its board of directors. Although it is not feasible at this time to transfer real property from the Corporation Sole to the Diocesan Corporation, the proposed amendment authorizes the Corporation Sole to amend its articles of incorporation so as to require the consent of Executive Council for any transaction by the Corporation Sole affecting real property.

Submitted by Christopher Hayes, Chancellor [or other sponsor(s)]. Questions may be directed to Christopher Hayes (Christopher.hayes@borowsky.com).

Report of the Committee on Canons
The Committee on Canons has changed the proposed amendment as required to make the canons consistent in the event the proposed amendment should be adopted.

Submitted by the Committee on Canons.
Methodology for Assessment for Grace Cathedral

Resolved, that the Canons of the Diocese of California be amended as follows (deletions in bold strikethrough text, insertions in bold italic text):

Canon XVII, Section 18.02 is amended to read as follows:

Sec. 18.02  Support of the Diocesan Operating Fund.

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

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

(i) Excluding any amounts received by an organized mission from the Diocesan budget through the Department of Congregational Development; and

(ii) In the case of the Cathedral, “total annual operating income” shall be all amounts received through pledges by the Cathedral congregation; and

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

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

**Explanation**

With the proposal of a new assessment formula this seems an appropriate time for the Cathedral to operate under the same assessment formula and definition of Total Operating Income (TOI) that the canons use for all parishes. Under the canons the Cathedral has a disincentive to encourage pledging and an incentive to encourage restricted gifts. The Cathedral should be a leader and example for the diocese, not a special case that enjoys financial benefits not available to parishes. Likewise, the exclusion of plate collections protects a significant source of income from diocesan assessment. In principle, a plate offering from a visitor to the Cathedral is no different than a plate offering at a local parish and should be calculated as part of Total Operating Income.

A reduction in reported income or in assessment to offset diocesan use of cathedral space seems totally appropriate and this canon change would not impact any arrangement made by the Cathedral and Dio House or Diocesan Administration. The Canons are not required for a use of space offset, but that offset should be calculated against same formula for TOI that all congregations use.

In the spirit of the Beloved Community and with the welcoming of a new Dean, the life of the entire diocese can be strengthened by having our Cathedral operate with the same transparency and accountability required and expected of all congregations.

*Submitted by the Rev. Chris Rankin-Williams, Rector of St. John’s Episcopal Church, Ross. Questions may be directed to the Rev. Chris Rankin-Williams (crw@stjohnsross.org).*

**Report of the Committee on Canons**

The Committee on Canons finds that the amendment is not in order because it was not submitted to the Department of Finance by April 1, 2010 as required by Canon 18.02(e). The Committee on Canons will move to recommit the amendment to the Department of Finance for its consideration.

*Submitted by the Committee on Canons.*
Amendment of the Canons

Resolved, that the Canons of the Diocese of California be amended as follows (deletions in bold strikethrough text, insertions in bold italic text):

1. Canon XXI, Section 21.01, is amended to read as follows:

Sec. 21.01 Filing Submission of Proposed Amendments. These Canons may be amended at any Annual or Special Convention by the vote of a majority of those Clerics and Delegates who are entitled to vote as set forth in Canons II and III, above, and are present and voting at such Convention; provided, however, that except as provided in Section 21.04, below, no proposed amendment shall be considered or affirmatively acted upon by any Convention (other than by reference to the Committee on Canons or to a special committee to report to a succeeding Convention) unless duplicate copies of a paper original or an electronic file containing such proposed amendment shall have been filed with delivered to the Secretary of Convention at least 60-90 days before the meeting of the Convention. The Secretary of Convention may establish rules governing the format of such submissions.

2. Canon XXI, Section 21.02, is amended to read as follows:

Sec. 21.02 Reference to Committee. The Secretary shall deliver copies of all proposed amendments which that have been filed submitted in accordance with Section 21.01, above, to the Chair of the Committee on Canons. The Committee shall report thereon on the first day of the Convention. The Committee shall have the proposed amendments printed and distributed among the parishes and missions deaneries prior to the meeting of Convention.

Explanation

Canon 21.01: The Committee on Governance proposes to modernize the procedure governing the submission of amendments to the canons. First, the time for submitting amendments is increased to 90 days (from 60 days) in order to give the Committee on Canons adequate time to prepare its report and especially to conduct any necessary legal and other research. This will also allow time for the deaneries to review proposed changes prior to Convention, which, under the current 60-day regimen, is difficult if not impossible. Second, in addition to continuing to allow the submission of proposed amendments by paper, a proposed amendment could also be submitted in electronic form. The Secretary of Convention is given the authority to prescribe the format of submissions.

Submitted by the Committee on Governance. Questions may be directed to Jay Luther (jluther@lutherlaw.com).
Report of the Committee on Canons

The Committee on Canons has changed the proposed amendment to Canon 21.01 as required to make the canons consistent in the event the proposed amendment should be adopted.

In addition, the Committee on Canons reports an amendment to Canon 21.02 to conform to current practice of distributing Convention materials primarily at deanery convocations and online, rather than with paper copies.

The Committee on Canons recommends adoption of both proposed amendments.

Submitted by the Committee on Canons.
SUMMARY OF PROPOSED AMENDMENTS TO THE CANONS

The Committee on Canons reports to Convention on all proposed amendments to the canons. The Committee “may, in its judgment, report a substitute for, or change, any proposed amendment, and shall report such other amendments to other sections of the Canons as may be required to make the Canons consistent, in the event the proposed amendment or addition should be adopted.” (Canon 21.03.)

The Chair of the Committee on Canons has prepared this summary for the convenience of the members of Convention. It does not substitute for review of the proposed amendments, which will be posted online at www.diocal.org/convention.

Official Youth Presence at Convention (Canon III, Section 3.06)

Effect: Establishes Official Youth Presence at Convention consisting of one youth elected or appointed from each Deanery. Members will have seat and voice, but not vote.

Proponent: Warren J. Wong, delegate from St. James Episcopal Church, San Francisco.

Committee Report: Changed to make the canons consistent if the proposal is adopted.

Committee on Nominations (Canon VI, Section 6.09)

Effect: Provides that Committee on Nominations shall consist of one Cleric and one lay person elected by each Deanery. In addition, Executive Council and Standing Committee shall each appoint one nonvoting member. Conforms Committee on Nominations more closely to model in Robert’s Rules of Order. Repeals existing canon on Committee.

Proponent: Deaneries Task Force.

Committee Report: Changed to make the canons consistent if the proposal is adopted.

Minutes Kept by Executive Council and Standing Committee (Canon VIII, Section 8.02(d), and Canon XVI, Section 16.01(d))

Effect: Codifies existing requirements of civil and canon law that Executive Council and Standing Committee keep minutes of their proceedings. Implements agreement between Executive Council and Standing Committee to share their minutes. Provides right of inspection to all members of Convention except for actions taken in executive session.

Proponent: Christopher Hayes, Chancellor, and Executive Council.

Committee Report: Recommends adoption.

Deaneries (Canon IX, Sections 9.01–9.05)

Effect: Keeps existing Deanery boundaries. Requires convocation of each Deanery at least 4 times a year. Allows each Deanery to provide method for filling vacancies in a congregation’s lay delegation. To existing objective that Deaneries develop and implement policies and plans of Convention and Executive Council, adds: education and participation in governance, leadership training and development, communication between Diocese and the congregations and institutions located in the Deanery, and support of ministries located in the Deanery. Requires Deaneries to adopt bylaws and provide for president, treasurer, and secretary, and any other
necessary officers. Provides for Deanery bylaws to be filed with Secretary of Convention and reviewed by Executive Council and Committee on Canons.

*Proponent:* Deaneries Task Force.

*Committee Report:* Changed to make the canons consistent if the proposal is adopted.

**Clergy Attendance at Deanery Convocations (Canon XIII, Section 13.08)**

*Effect:* Declares expectation that Clerics attend Deanery convocations, and that at least one Cleric from each congregation and Diocesan Institution attend each convocation. Does not compel attendance or penalize non-attendance.

*Proponent:* Deaneries Task Force.

*Committee Report:* Changed to make the canons consistent if the proposal is adopted.

**Implementation of Revised Title IV (Canon XV, Sections 15.01–15.21)**

*Background:* Title IV of the Canons of the Episcopal Church provides for clergy discipline by an Ecclesiastical Trial Court, said to be modeled on military courts. Proceedings can prove very expensive for dioceses and accused clergy. Effective July 1, 2011, Title IV is revised in an effort to better reflect the values, ecclesiology, and theology of the Church; to move toward a reconciliation model in all appropriate circumstances; to encourage prompt resolution of conflicts when possible; to maintain the historic pastoral role and canonical authority of Bishops; and to respect the roles, rights and integrity of all participants in the process (including the accused, any victims, communities, congregations, and the Church). Ecclesiastical Trial Court is replaced with a Disciplinary Board that meets in “conference panels” to facilitate reconciliation when possible, and “hearing panels” that function more like courts and issue judgments. The new Title IV authorizes dioceses to share disciplinary boards with other dioceses.

*Effect:* Establishes Disciplinary Board effective July 1, 2011 as required to implement revised Title IV. Authorizes partnership with Dioceses of El Camino Real, Northern California, and San Joaquin. Disciplinary Board will consist of one Cleric and one lay person from each Diocese, appointed by the Bishop with the consent of the Standing Committee, plus one additional member (a Cleric) appointed by the remaining eight members with the consent of all four Bishops. Repeals canons providing for existing Ecclesiastical Trial Court effective June 30, 2011 except for any pending proceedings required to be completed under the existing Title IV.

*Proponent:* Committee on Canons.

*Committee Report:* Recommends adoption.

**Corporation Sole (Canon XVI, Section 16.03)**

*Effect:* Removes sunset clause on Corporation Sole because the Bishop and Executive Council have determined that it cannot feasibly be merged into the Diocesan Corporation. Requires Corporation Sole to transfer assets to the extent feasible to the Diocesan Corporation. Requires Corporation Sole to amend its articles of incorporation to require consent of Executive Council for any transaction by the Corporation Sole affecting real property.

*Proponent:* Christopher Hayes, Chancellor, and Executive Council.

*Committee Report:* Recommends adoption.
SUMMARY OF PROPOSED AMENDMENTS TO THE CANONS

Methodology for Assessment for Grace Cathedral (Canon XVIII, Section 18.02)

Effect: Changes methodology for assessment for Grace Cathedral, intended to result in increased assessment.

Proponent: The Rev. Chris Rankin-Williams, Rector of St. John’s Episcopal Church, Ross.

Committee Report: Proposal not in order because it was not submitted to the Department of Finance by April 1, 2010 as required by Canon 18.02(e). Committee on Canons will move to recommit to the Department of Finance.

Amendment of the Canons (Canon XXI, Sections 21.01–21.02)

Effect: Advances deadline for submission of proposed amendments to the canons from 60 to 90 days before Convention. Authorizes submission in electronic form. Eliminates requirement for proposed amendments to be printed.

Proponent: Committee on Governance.

Committee Report: Changed to make the canons consistent if the proposal is adopted. Additional amendment reported to eliminate requirement for proposed amendments to be printed on paper. Recommends adoption.

The Committee on Canons

Christopher Hayes, Esq., Chair
Prof. Margalynne Armstrong, Esq.
Philip S. Boone, Esq.
Rev. Paul Burrows
Rev. Robert Gieselmann
Rev. Sylvia Vásquez

September 17, 2010 (revision 1)
Resolution: Reducing Gun Violence

Whereas there has been an alarming growth of gun-related violence in the Bay Area and;

Whereas California’s “Open Carry” law that allows unloaded firearms to be carried openly in public places has increased the potential for such violence;

Resolved, That the Convention urges passage of Assembly Bill 1934 or similar legislation in the California Legislature that would repeal California’s “Open Carry” law; and

Resolved, That the Convention directs all congregations, schools, and diocesan institutions to ensure that no firearms, whether concealed or openly carried, other than weapons carried by law enforcement officers in the conduct of their official duties, be allowed on their premises.

Submitted by: The Diocesan Peace, Justice, and Hunger Commission
Contact: The. Rev. Victoria Gray (vgray54951@aol.com)

Explanation: On June 2, 2010, after “open carry’ advocates started wearing firearms in parks, coffee shops, and other public places, the California State Assembly passed Assembly Bill 1934 which would roll back the state’s “open carry” law (http://blogs.findlaw.com/blotter/2010/06/ca-assembly-passes-bill-to-ban-open-display-of-guns.html). AB 1934, which awaits Senate passage and the Governor’s signature, is supported by the California Police Officers Association, the Brady Campaign to Prevent Gun Violence and numerous other civic organizations.
Resolution: Strategies for peace in Israel/Palestine

*Whereas* the Israeli occupation in the West Bank has now lasted more than 43 years and the often violent stand-off in Israel/Palestine has reached a critical stage where concerted, sustained U.S. leadership for peace is essential, with delay no longer being an option;

*Whereas* the Episcopal Church has joined others from the three Abrahamic traditions in a September 29, 2010 declaration supporting the President and Secretary of State as they provide high-level diplomatic engagement in the search for a two-state solution;

*Whereas* the contours of such a solution are as clear as ever: security and universal recognition for the state of Israel; the creation of a viable, secure, and sovereign Palestinian state; and a sharing of Jerusalem as the capital of both states;

*Whereas* the resumption of construction of Israeli settlements on the West Bank and in East Jerusalem on September 26, 2010 threatens to derail the efforts of the United States Government to seek such a peace;

*Whereas* other mainline Christian denominations and some within the Episcopal Church have concluded that it is time to exert economic pressure on Israel to stop such construction and negotiate an end to the occupation;

*Resolved, That the Convention* directs the Peace, Justice and Hunger Commission to conduct a series of forums around the diocese to inform and educate clergy and laity about conditions in Israel/Palestine and to discuss possible strategies to bring about a non-violent end to the occupation and the establishment of a just and lasting peace between the two peoples; and

*Resolved, That the Convention* directs the Peace, Justice and Hunger Commission, on the basis of those discussions, to recommend to the 162nd Convention whether or not a modification of the Episcopal Church Guidelines on Responsible Investments to accommodate a policy of divestment, boycott and economic sanctions would be helpful to those ends.

Submitted by: The Diocesan Peace, Justice, and Hunger Commission
Contact: The. Rev. Vicki Gray

Explanation: The Israeli occupation of the West Bank has now lasted 43 years, during which time more than half a million Israeli Jews have settled on Palestinian land there contrary to international law. Meanwhile, the right of Palestinians to travel has been severely hindered by a “separation fence” – in many places a 30-foot high wall – and hundreds of internal checkpoints.
More recently, Israel - in response to the election of a Hamas government there - has blockaded the tiny Gaza Strip (23 x 6 miles), home to 1.5 million Palestinians, for nearly three years, obstructing the free flow of humanitarian supplies and travel in and out.

The conditions of this occupation and blockade are detailed in the Kairos Palestine Document of December 11, 2009, “An Urgent Call of Palestinian Christians” (http://www.fosna.org/content/kairos-palestine-document-full-text).

The result has been an unrelenting cycle of violence that has included two Palestinian uprisings or intifadas that led to thousands of deaths on both sides; sporadic rocket attacks from Gaza on southern Israel that have claimed dozens more killed; and the December 2008 Israeli assault on Gaza that killed over 1,300 Palestinians, the vast majority civilians and more than half women and children. The nature of that latter assault – Cast Lead – is vividly recounted by the Norwegian physician Mads Gilbert in *Eyes on Gaza* (http://www.amazon.com/Eyes-Gaza-Mads-Gilbert/dp/070437191X).

Most recently, the Israeli attack this spring on an international flotilla seeking to bring humanitarian aid to Gaza resulted in the deaths of ten Turkish and American civilians. In her June 2, 2010 letter to President Obama expressing her “deep concern” over that attack, Presiding Bishop Katharine Jefferts Schori called for an end to the Gaza blockade and peace between Israel and Palestine based on a two-state solution (http://www.fosna.org/content/gaza-episcopal-church-presiding-bishop-letter-obama).

After months of shuttle diplomacy, President Obama brought together the leaders of Israel and Palestine on August 31, 2010 to begin face-to-face negotiations aimed at achieving such a solution. Following the resumption of construction of Israeli settlements in the West Bank and East Jerusalem on September 26, however, those negotiations have foundered.

In light of these events and recognizing the urgency of the situation, 28 leaders of the three Abrahamic traditions came together to issue the National Interreligious Leadership Initiative for Peace in the Middle East “New Hope for the Peace of Jerusalem” (http://www.nili-mideastpeace.org/downloads/2010_09PressRelease.pdf). See also the ENS report at http://www.episcopalchurch.org/79425_124809_ENG_HTM.htm).

Meanwhile, several churches and secular organizations have come to the conclusion that it is time to exert economic pressure on Israel to stop such construction and negotiate an end to the occupation. To that end, some churches such as the Presbyterians (http://www.fosna.org/content/faq-what-did-presbyterian-assembly-do-actions-middle-east) and Methodists (http://www.fosna.org/content/united-methodists-vote-divest) have sought to impose a variety of boycotts, disinvestments, and sanctions (BDS).

On October 4, 2002, Social Responsibility in Investments Committee of the Episcopal Church eschewed BDS and expressed a preference for “corporate engagement.” (http://www.fosna.org/content/episcopal-church-adopts-resolution-corporate-engagement-and-
positive-investment-palestiniani). This April, however, Archbishop Desmond Tutu declared that “Divesting is the right thing to do.” (http://www.fosna.org/content/united-methodists-vote-divest). Then, on May 12, 2010 the National Executive Council of Episcopal Peace Fellowship issued a statement in support of economic sanctions and divestment strategies that it believes "can inspire a more useful dialog and negotiation towards a just and lasting peace in the Middle East," a move decried by Bishop John Bryson Chane of Washington, D.C. (http://www.fosna.org/content/episcopal-peace-fellowship-supports-economic-sanctions).

A compendium of further documentation on this issue can be found on the website of Sabeel, the Palestinian Christian Ecumenical Liberation Theology group headed by The Rev. Naim Attek, a CDSP graduate (http://www.fosna.org/news).
Resolution: Addressing the needs of the poor

Whereas, the fundamental teaching of our biblical tradition is to care for the poor as exemplified in Matthew 25:40: “Whatsoever you do to the least of my children, that you do unto me,” and

Whereas, approximately 1 billion people in the developing world and 611,166 children in California (6.6% of California children), exist in conditions of extreme poverty and its’ side effects (Source: Children’s Defense Fund (www.childrensdefense.org) “Children in the States Fact Sheets”), and

Whereas, the UN Millennium Declaration of September 2000, affirmed by all 189 member nations, made a commitment to a global partnership to reduce this extreme poverty by setting out a series of time-bound targets--with a deadline of 2015--that have become known as the Millennium Development Goals, and

Whereas, the General Convention of the Episcopal Church in both 2006 and 2009 has affirmed a commitment to the Millennium Development Goals as a financial and mission imperative, and

Whereas, the Diocese of California, its parishes, deaneries and individuals, has shown commitment to both advocacy and charity, and

Whereas, in the upcoming observances of Thanksgiving, Advent, and Lent we focus on the abundant grace which surrounds us, and in gratitude, re-commit to share generously with others:

Resolved that the congregations of the Episcopal Diocese of California complete a minimum of two projects or events per year to address the needs of the poor, with a new emphasis on advocacy:

• One (1) congregational letter-writing event to support legislation which benefits the poor, and

• One (1) project of charitable aid to raise awareness and involve parishioners in action on behalf of the poor, locally or globally. We ask that existing programs be added to our Facebook page and that the Holy Spirit inspire new projects in this time of great need.

Submitted by: Millennium Development Goals Taskforce

Submitted by: The MDG Taskforce, the Rev. Shari Young, Chair (revshari@earthlink.net)

Visit our Facebook page for ideas:

Resources for letter writing:
Episcopal Public Policy Network: www.episcopalchurch.org/advocacy.htm
Bread for the World: www.offeringofletters.org/
One Campaign: www.one.org/c/us/about/844/
Treasurer’s Report to the Convention

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

The financial statements of the Diocese 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.

In the pages following this letter I have included a summary of the financial statements of the Diocese for the year ended December 31, 2009.

Financial Results for Calendar 2009

The Operating Fund of the Diocese (which reflects the operating income and expenses of the Diocese) had an operating deficit of approximately $190,000 for the 2009 year. The primary sources of revenue for the Operating Fund are assessment income, gifts and the annual income distribution from the Endowment Fund.

The Diocesan Corporation is composed of four separate funds: the Operating Fund, the Custodial Fund, the Endowment Fund and the Deferred Gifts Fund. The Diocesan Corporation in total experienced an increase in total net assets of $7.1 million during 2009. This increase was primarily the result of (1) investment income and gains in the Endowment Fund, reversing some of the investment losses incurred in the prior year, and (2) the transfer of over $3.6 million in net assets from the Corporation Sole to the Diocesan Corporation.

The Endowment Fund of the Diocesan Corporation increased in value from $13.1 to $18.8 million during 2009, primarily as a result of gifts, investment gains and the transfer of certain endowment funds from the Corporation Sole.

2010 Forecast and 2011 Budget

The Operating Fund is expected to incur a deficit in the current 2010 year, primarily as a result of the 10% rebate on 2010 assessments approved by the Executive Council subsequent to the adoption of the 2010 budget. The Bishop has recommended a similar 10% rebate on the 2011 assessments, which has been approved by the Executive Council and reflected in the 2011 proposed budget.

The Program & Budget Committee and the Executive Council of the Diocese have recommended a 2011 Operating Fund budget that calls for a reduction of total expenses of over $300,000 from the prior year’s budget, and results in a balanced budget for the year. A copy of this proposed 2011 budget is included in the following pages. This budget reflects the Diocesan recommended salary increase of 1.1% for cost of living increases, and an expected increase of 6.5% in the cost of medical and other required benefits.

Financial Policies and Procedures

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

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 and missions, established new credit card approval controls for Diocesan personnel, and provided oversight to the proposed and pending sale of Diocesan properties. The Committee also appointed an Assessment Formula Review Task Force to review and make recommendations concerning the current assessment formula used in the Diocese.

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

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

• The Investment Committee has oversight responsibility for the investments of the Endowment Fund.

• The Audit Committee is charged with the responsibility of ensuring that the financial affairs of the Diocese are audited by an independent auditor and that appropriate accounting policies and internal controls are established and followed.

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

As explained in greater detail in the following report, all of the assets of the Corporation Sole except for its real estate holdings were transferred to the Diocesan Corporation in December 2009.

Other Matters

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

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

Respectfully submitted,
Robert McCaskill, Treasurer
The Episcopal Diocese of California

Financial Position (Balance Sheet)

<table>
<thead>
<tr>
<th>ASSETS:</th>
<th>All Funds @ December 31</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>1,735,268</td>
<td>1,959,819</td>
<td></td>
</tr>
<tr>
<td>Receivables, net</td>
<td>1,949,282</td>
<td>1,810,363</td>
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<tr>
<td>Investments in securities</td>
<td>11,929,068</td>
<td>14,570,012</td>
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</tr>
<tr>
<td>Other Investments</td>
<td>30,500</td>
<td>192,663</td>
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</tr>
<tr>
<td>Notes receivable</td>
<td>0</td>
<td>2,110,030</td>
<td></td>
</tr>
<tr>
<td>Notes receivable held for investment</td>
<td>162,815</td>
<td>141,862</td>
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<tr>
<td>Pledge receivable</td>
<td>20,934</td>
<td>0</td>
<td></td>
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<tr>
<td>Equity interests in real property</td>
<td>4,109,451</td>
<td>4,153,400</td>
<td></td>
</tr>
<tr>
<td>Property &amp; equipment, net</td>
<td>1,453,036</td>
<td>1,639,488</td>
<td></td>
</tr>
<tr>
<td>Investments-charitable remainder unitrusts</td>
<td>11,664,964</td>
<td>17,819,303</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>33,055,318</strong></td>
<td><strong>44,396,940</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES:</th>
<th></th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Accounts payable &amp; accrued expenses</td>
<td>911,252</td>
<td>812,184</td>
<td></td>
</tr>
<tr>
<td>Accounts payable, related party</td>
<td>3,590,462</td>
<td>59,701</td>
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<tr>
<td>Deferred revenue</td>
<td>192,799</td>
<td>167,469</td>
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<tr>
<td>Line of credit</td>
<td>0</td>
<td>2,110,030</td>
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<tr>
<td>Funds held in trust for beneficiaries</td>
<td>9,209,073</td>
<td>14,969,516</td>
<td></td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>13,903,586</strong></td>
<td><strong>18,118,900</strong></td>
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</tr>
</tbody>
</table>

**TOTAL NET ASSETS**                       **19,151,732**  **26,278,040**

<table>
<thead>
<tr>
<th>Net Assets by Fund:</th>
<th>Change for 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating &amp; Property Fund</td>
<td>2,045,714</td>
</tr>
<tr>
<td>Custodial &amp; Unexpended Income</td>
<td>1,652,211</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td>13,138,476</td>
</tr>
<tr>
<td>Deferred Gifts</td>
<td>2,315,331</td>
</tr>
<tr>
<td><strong>Total All Funds</strong></td>
<td><strong>19,151,732</strong></td>
</tr>
</tbody>
</table>
## Statement of Income and Expenses

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</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>3,560,326</td>
<td>3,578,977</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>244,068</td>
<td>590,751</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>-352,283</td>
<td>655,690</td>
</tr>
<tr>
<td><strong>Total support and revenue</strong></td>
<td>3,452,111</td>
<td>4,825,418</td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopate</td>
<td>391,137</td>
<td>436,256</td>
</tr>
<tr>
<td>Diocesan finance</td>
<td>478,604</td>
<td>518,572</td>
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<tr>
<td>Diocesan administration</td>
<td>387,645</td>
<td>662,623</td>
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<tr>
<td>Clerical</td>
<td>288,261</td>
<td>43,844</td>
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<tr>
<td>Support services - Diocese</td>
<td>116,587</td>
<td>117,012</td>
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<tr>
<td>Support services - outside Diocese</td>
<td>765,062</td>
<td>800,960</td>
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<tr>
<td>Planned giving office</td>
<td>149,434</td>
<td>147,286</td>
</tr>
<tr>
<td>Congregational development</td>
<td>739,590</td>
<td>872,109</td>
</tr>
<tr>
<td>Ordained ministry development</td>
<td>103,559</td>
<td>51,450</td>
</tr>
<tr>
<td>Congregation and lay ministries development</td>
<td>367,056</td>
<td>255,574</td>
</tr>
<tr>
<td>Social ministries</td>
<td>20,600</td>
<td>33,639</td>
</tr>
<tr>
<td>Community ministries</td>
<td>131,996</td>
<td>150,640</td>
</tr>
<tr>
<td>Communications</td>
<td>246,494</td>
<td>265,567</td>
</tr>
<tr>
<td>Payments to beneficiaries</td>
<td>684,521</td>
<td>660,620</td>
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<tr>
<td><strong>Total expenses</strong></td>
<td>4,870,546</td>
<td>5,016,152</td>
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<tr>
<td><strong>Unrestricted Assets Change before Transfers/Reclasses</strong></td>
<td>-1,418,435</td>
<td>-190,734</td>
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<tr>
<td>Reclass of restrictions</td>
<td>0</td>
<td>-1,333,249</td>
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<tr>
<td>Transfer from Corporation Sole</td>
<td>0</td>
<td>-564,488</td>
</tr>
<tr>
<td><strong>Changes in Unrestricted Net Assets</strong></td>
<td>-1,418,435</td>
<td>-2,088,471</td>
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<tr>
<td><strong>Changes in Temporarily Restricted Net Assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>2,063,325</td>
<td>765,526</td>
</tr>
<tr>
<td>Change in value of unitrusts</td>
<td>-352,695</td>
<td>100,685</td>
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<tr>
<td>Investment income, net</td>
<td>-4,441,279</td>
<td>2,352,687</td>
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<td>Reclass of Restrictions</td>
<td>0</td>
<td>1,533,277</td>
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<tr>
<td>Transfer from Corporation Sole</td>
<td>0</td>
<td>267,400</td>
</tr>
<tr>
<td><strong>Changes in Temporarily Restricted Net Assets</strong></td>
<td>-2,730,649</td>
<td>5,019,575</td>
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<tr>
<td><strong>Change in Permanently Restricted Net Assets:</strong></td>
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<td></td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>37,809</td>
<td>34,155</td>
</tr>
<tr>
<td>Change in value of unitrusts</td>
<td>-379,094</td>
<td>430,018</td>
</tr>
<tr>
<td>Reclass of restrictions</td>
<td>0</td>
<td>-200,028</td>
</tr>
<tr>
<td>Transfer from Corporation Sole</td>
<td>0</td>
<td>3,931,059</td>
</tr>
<tr>
<td><strong>Change in Permanently Restricted Net Assets</strong></td>
<td>-341,285</td>
<td>4,195,204</td>
</tr>
<tr>
<td><strong>Change in Total Net Assets</strong></td>
<td>-4,490,369</td>
<td>7,126,308</td>
</tr>
</tbody>
</table>
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 has been the legal owner of all mission properties and certain other properties of affiliated entities and parishes.

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 or other incorporation would result in a loss of assets to the combined entity, the Corporation Sole shall continue to survive to the extent necessary to preserve its assets.

As reported to Convention at this time last year, a conclusion was reached that all of the assets and liabilities of the Corporation Sole could be transferred to the Diocesan Corporation without significant costs except for the real property holdings of the Corporation Sole. Transfers of real property in California are subject to 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 Corporation 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.

In light of the above facts, in 2009 the Executive Council adopted a plan to transfer all of the assets and liabilities of the Corporation Sole to the Diocesan Corporation except for the 34 real estate properties presently owned by the Corporation Sole. In December 2009 all of the assets of the Corporation Sole other than its real estate properties were transferred to the Diocesan Corporation. The balance sheet of the Corporation Sole as of December 31, 2009 (shown in the following pages) reflects only the 34 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,
Robert McCaskill, Treasurer
The Episcopal Bishop of California (Corporation Sole)

Financial Position (Balance Sheet)

<table>
<thead>
<tr>
<th>ASSETS:</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>245,685</td>
<td>0</td>
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<tr>
<td>Related party receivables</td>
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<td></td>
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<tr>
<td>- Unitrust funds</td>
<td>140,560</td>
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</tr>
<tr>
<td>- Investment in pooled endowment</td>
<td>3,231,386</td>
<td>0</td>
</tr>
<tr>
<td>Notes receivable, net</td>
<td>2,160,116</td>
<td>0</td>
</tr>
<tr>
<td>Equity interests in real property</td>
<td>73,949</td>
<td>0</td>
</tr>
<tr>
<td>Property</td>
<td>15,496,681</td>
<td>15,496,681</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>21,348,377</strong></td>
<td><strong>15,496,681</strong></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>0</td>
</tr>
<tr>
<td>Line of credit and other notes payable</td>
<td>2,178,534</td>
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<tr>
<td>Notes payable - related party</td>
<td>3,106</td>
<td>0</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>2,231,640</strong></td>
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**TOTAL NET ASSETS**

<table>
<thead>
<tr>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>19,116,737</td>
<td>15,496,681</td>
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Statement of Income and Expenses

<table>
<thead>
<tr>
<th>Support and Revenue:</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income</td>
<td>6,370</td>
<td>3,764</td>
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<tr>
<td>Unrealized gain (loss) on investments</td>
<td>0</td>
<td>25,969</td>
</tr>
<tr>
<td>Loss from pooled endowment</td>
<td>-1,671,167</td>
<td>0</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>-25,172</td>
<td>76,825</td>
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<tr>
<td><strong>Total support and revenue</strong></td>
<td>-1,689,969</td>
<td>106,558</td>
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<table>
<thead>
<tr>
<th>Expenses:</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Other expenses</td>
<td>33,049</td>
<td>92,643</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>33,049</strong></td>
<td><strong>92,643</strong></td>
</tr>
</tbody>
</table>

| Change in Net Assets from Operations | -1,723,018 | 13,915 |
| Transfer to Diocese of California  | 0           | -3,633,971 |

**Change in Total Net Assets**

<table>
<thead>
<tr>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>-1,723,018</td>
<td>-3,620,056</td>
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</tbody>
</table>

REPORT ON THE WINDING DOWN OF THE CORPORATION SOLE
### PROPOSED 2011 OPERATING BUDGET

<table>
<thead>
<tr>
<th></th>
<th>Budget Title</th>
<th>2010 Budget Approved</th>
<th>2011 Preliminary Payroll</th>
<th>Program/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Budget Title</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td><strong>2010 Diocesan Convention</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td><strong>Finance</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td><strong>CHAPTER F-7</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td><strong>PROPOSED 2011 OPERATING BUDGET</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Budget Title</th>
<th>2010 Budget Approved</th>
<th>2011 Preliminary Payroll</th>
<th>Program/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td><strong>Assessments</strong></td>
<td>3,537,960.00</td>
<td>3,245,000.00</td>
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<tr>
<td>7</td>
<td><strong>Other Income</strong></td>
<td>30,000.00</td>
<td>30,000.00</td>
<td>0.00</td>
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<tr>
<td>8</td>
<td><strong>Endowment Income</strong></td>
<td>498,000.00</td>
<td>476,000.00</td>
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<tr>
<td>9</td>
<td><strong>Administrative Fees-Controller</strong></td>
<td>150,000.00</td>
<td>150,000.00</td>
<td>0.00</td>
</tr>
<tr>
<td>10</td>
<td><strong>Administrative Fees-Planned Giving</strong></td>
<td>45,000.00</td>
<td>45,000.00</td>
<td>0.00</td>
</tr>
<tr>
<td>11</td>
<td><strong>Payroll Fees</strong></td>
<td>47,000.00</td>
<td>45,000.00</td>
<td>0.00</td>
</tr>
<tr>
<td>12</td>
<td><strong>Total Revenue</strong></td>
<td>4,307,960.00</td>
<td>3,991,000.00</td>
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</table>

#### EXPENDITURES

<table>
<thead>
<tr>
<th></th>
<th>Budget Title</th>
<th>2010 Budget Approved</th>
<th>2011 Preliminary Payroll</th>
<th>Program/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td><strong>Episcopate</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td><strong>Bishop's Compensation</strong></td>
<td>151,844.00</td>
<td>153,538.00</td>
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<tr>
<td>15</td>
<td><strong>Bishop's Benefits</strong></td>
<td>63,104.00</td>
<td>64,679.00</td>
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<tr>
<td>16</td>
<td><strong>Bishop's Hospitality</strong></td>
<td>20,000.00</td>
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<td>20,000.00</td>
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<tr>
<td>17</td>
<td><strong>Bishop's Entertainment</strong></td>
<td>10,000.00</td>
<td>0.00</td>
<td>10,000.00</td>
</tr>
<tr>
<td>18</td>
<td><strong>Bishop's Travel</strong></td>
<td>15,000.00</td>
<td>0.00</td>
<td>15,000.00</td>
</tr>
<tr>
<td>19</td>
<td><strong>House of Bishops Travel</strong></td>
<td>2,500.00</td>
<td>0.00</td>
<td>2,500.00</td>
</tr>
<tr>
<td>20</td>
<td><strong>Bishop IX Election Fund</strong></td>
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<td>15,000.00</td>
</tr>
<tr>
<td>21</td>
<td><strong>Bishop's Residence-Maintenance</strong></td>
<td>30,000.00</td>
<td>0.00</td>
<td>30,000.00</td>
</tr>
<tr>
<td>22</td>
<td><strong>Clergy Conference</strong></td>
<td>10,000.00</td>
<td>0.00</td>
<td>10,000.00</td>
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<tr>
<td>23</td>
<td><strong>Commission on Ministry</strong></td>
<td>22,300.00</td>
<td>0.00</td>
<td>22,950.00</td>
</tr>
<tr>
<td>24</td>
<td><strong>School for Deacons</strong></td>
<td>35,000.00</td>
<td>0.00</td>
<td>35,000.00</td>
</tr>
<tr>
<td>25</td>
<td><strong>Ordination Process Support</strong></td>
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<td>0.00</td>
<td>2,600.00</td>
</tr>
<tr>
<td>26</td>
<td><strong>Archdeacon Expense</strong></td>
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<td>17,000.00</td>
</tr>
<tr>
<td>27</td>
<td><strong>Commission on Ministry</strong></td>
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<td>0.00</td>
<td>10,000.00</td>
</tr>
<tr>
<td>28</td>
<td><strong>Travel-General Convention</strong></td>
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<td>13,000.00</td>
</tr>
<tr>
<td>29</td>
<td><strong>Travel-Lambeth</strong></td>
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<td>2,000.00</td>
</tr>
<tr>
<td>30</td>
<td><strong>Travel-Province</strong></td>
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<td>3,500.00</td>
</tr>
<tr>
<td>31</td>
<td><strong>Standing Committee</strong></td>
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<td>3,200.00</td>
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<tr>
<td>32</td>
<td><strong>Executive Council</strong></td>
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<td>0.00</td>
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<tr>
<td>33</td>
<td><strong>China Friendship</strong></td>
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<tr>
<td>34</td>
<td><strong>Deanery Program</strong></td>
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<td>0.00</td>
<td>15,000.00</td>
</tr>
<tr>
<td>35</td>
<td><strong>Total Episcopate</strong></td>
<td>451,198.00</td>
<td>218,217.00</td>
<td>232,750.00</td>
</tr>
</tbody>
</table>

#### Outside Diocese Support

<table>
<thead>
<tr>
<th></th>
<th>Budget Title</th>
<th>2010 Budget Approved</th>
<th>2011 Preliminary Payroll</th>
<th>Program/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td><strong>Episcopal Church Apportionment</strong></td>
<td>734,350.00</td>
<td>0.00</td>
<td>700,863.00</td>
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<tr>
<td>37</td>
<td><strong>Provincial Assessment</strong></td>
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<td>21,000.00</td>
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<tr>
<td>38</td>
<td><strong>Millennium Project</strong></td>
<td>30,155.72</td>
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<td>27,937.00</td>
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<tr>
<td>39</td>
<td><strong>Total</strong></td>
<td>785,505.72</td>
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<td>749,800.00</td>
</tr>
</tbody>
</table>
### PROPOSED 2011 OPERATING BUDGET

<table>
<thead>
<tr>
<th>Budget Title</th>
<th>2010 Budget Approved</th>
<th>2011 Preliminary Payroll</th>
<th>Program/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>53 Finance &amp; Administration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>54 Treasurer's Office</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>55 Controller's Compensation</td>
<td>99,768.00</td>
<td>100,925.00</td>
<td>0.00</td>
</tr>
<tr>
<td>56 Payroll &amp; Benefits Coordinator</td>
<td>52,204.00</td>
<td>52,726.00</td>
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<tr>
<td>57 Accounting Manager</td>
<td>65,000.00</td>
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<tr>
<td>58 Accounting Consultant-Liz</td>
<td>19,308.00</td>
<td>19,520.00</td>
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<tr>
<td>59 Treasurer's Office Benefits</td>
<td>61,760.00</td>
<td>63,631.00</td>
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</tr>
<tr>
<td>60 Bank &amp; Payroll Fees</td>
<td>50,000.00</td>
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<td>50,000.00</td>
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<tr>
<td>61 Outside Services</td>
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<td>24,000.00</td>
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<tr>
<td>62 Travel &amp; Entertainment</td>
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<td>63 Miscellaneous</td>
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<tr>
<td>65 Total</td>
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<tr>
<td>66 Planned Giving</td>
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</tr>
<tr>
<td>68 Gift Planning Coordinator</td>
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<td>69 Gift Planning Benefits</td>
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<tr>
<td>70 Travel &amp; Entertainment</td>
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<td>3,800.00</td>
</tr>
<tr>
<td>71 Program Expenses</td>
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<tr>
<td>72 Total</td>
<td>184,708.00</td>
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<tr>
<td>73 Administration</td>
<td></td>
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</tr>
<tr>
<td>76 Bishop's Assistant Compensation</td>
<td>75,000.00</td>
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<tr>
<td>77 Benefits</td>
<td>22,815.00</td>
<td>23,481.00</td>
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<tr>
<td>78 Congregational Ministries Asst.</td>
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<tr>
<td>79 Benefits</td>
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<td>10,241.00</td>
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<tr>
<td>80 Communications Assistant (Pera)</td>
<td>40,000.00</td>
<td>40,400.00</td>
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<tr>
<td>81 Benefits</td>
<td>17,308.00</td>
<td>8,490.00</td>
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</tr>
<tr>
<td>82 Vocations Coordinator (Arnold)</td>
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<tr>
<td>83 Benefits</td>
<td>4,373.00</td>
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<tr>
<td>84 Administrative Asst. (Vacant)</td>
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<tr>
<td>85 Benefits</td>
<td>19,499.00</td>
<td>19,404.00</td>
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<tr>
<td>86 Planned Giving Assistant</td>
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<tr>
<td>87 Temporary Assistants</td>
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<td>88 Archivist</td>
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<tr>
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<tr>
<td>92 Building Maintenance</td>
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<td>32,000.00</td>
</tr>
<tr>
<td>93 Equipment Repair/Maintenance</td>
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</tr>
<tr>
<td>94 Telephone</td>
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<tr>
<td>95 Utilities</td>
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<td>20,000.00</td>
</tr>
<tr>
<td>96 Supplies Office</td>
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</tr>
<tr>
<td>97 Postage</td>
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<td>0.00</td>
<td>22,000.00</td>
</tr>
<tr>
<td>98 Convention &amp; Journal</td>
<td>20,000.00</td>
<td>0.00</td>
<td>15,000.00</td>
</tr>
<tr>
<td>99 Insurance</td>
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<tr>
<td>100 Total</td>
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<td>326,559.00</td>
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<tr>
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</table>
## PROPOSED 2011 OPERATING BUDGET

<table>
<thead>
<tr>
<th>Budget Title</th>
<th>2010 Budget Approved</th>
<th>2011 Preliminary Payroll</th>
<th>Program/Other</th>
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<tr>
<td><strong>Ethnic &amp; Multicultural Ministries</strong></td>
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### PROPOSED 2011 OPERATING BUDGET

<table>
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<th>2011 Preliminary</th>
<th>Surplus/(Deficit)</th>
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<tr>
<td>165</td>
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<td>Surplus/(Deficit)</td>
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PROPOSED 2011 ASSESSMENT FORMULA

1. 5% assessment on the first $62,000 of a parish or mission’s operating income for 2009 as defined on Line A of the 2009 parochial report

2. 20% assessment on all such income above $62,000 provided that,

3. No parish or mission shall have an increase over 2010’s initial assessment before appeals of more than 50% or $15,000, whichever is less.

PROPOSED 2011 SALARY RESOLUTION

Resolved: That effective January 1, 2011, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 1.1% as reflected in the 2011 Mandatory Minimum Salary Schedule. Further Resolved: That Years of Experience be defined by Credited Service with The Church Pension Fund.

2011 Mandatory Minimum Salaries Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Classification</th>
<th>0-4 Years</th>
<th>5-9 Years</th>
<th>10+ Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>61,906</td>
<td>65,345</td>
<td>68,784</td>
</tr>
<tr>
<td>B</td>
<td>63,969</td>
<td>67,753</td>
<td>71,535</td>
</tr>
<tr>
<td>C</td>
<td>66,057</td>
<td>70,159</td>
<td>74,286</td>
</tr>
<tr>
<td>D</td>
<td>68,784</td>
<td>74,286</td>
<td>79,790</td>
</tr>
<tr>
<td>E</td>
<td>75,663</td>
<td>82,541</td>
<td>89,419</td>
</tr>
</tbody>
</table>

Resolved:
1. That the minimum transportation allowance be $0.50/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2011.
2. That any deviation below these minimums will be permitted by the Bishop for serious cause, with the Bishop using the Personnel Practices Commission as a council of advice.
3. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric's base compensation as a portion of total compensation. (7.65% of base compensation)
   This amount is included in the above schedule.
4. The Personnel Practice Committee strongly urges all churches, wherever possible, to increase the clergy and lay staff compensation 1.1% for 2011 to accommodate for 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 30th, 2010.

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.
2011 CONGREGATIONAL GRADE STRUCTURE

1. Number of pledging units:

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<th>Number</th>
<th>Points</th>
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<tr>
<td>101-200</td>
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<tr>
<td>301-400</td>
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<td>401-above</td>
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2. Average weekly attendance at Sunday services:

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<tr>
<td>101-200</td>
<td>6</td>
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<td>301-500</td>
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3. Total Annual Operating Income-Line A of Parochial Report:

<table>
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<td>$0 to $68,784</td>
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<tr>
<td>$68,785 to $132,022</td>
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<tr>
<td>$132,023 to $263,836</td>
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<td>$263,836 to $528,090</td>
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<td>$528,091-above</td>
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The points from these three categories are then added together and the congregation classification is determined from the following table:

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<tr>
<td>11 - 20</td>
<td>B</td>
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<tr>
<td>21 - 30</td>
<td>C</td>
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<tr>
<td>31 - 40</td>
<td>D</td>
</tr>
<tr>
<td>41++</td>
<td>E</td>
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Schedule Adjusted to Reflect Cost of Living Increases Since Passage in 1999.

Resolution as passed at the 1999 Diocesan Convention:
Resolved: That the proposed salary standards for clergy in the Diocese of California, as reflected in the joint report of the Personnel Practices Committee and the Clergy Compensation Task Force, are approved and shall be effective on a voluntary basis for the years 2000 - 2004 and shall become mandatory for 2005 and later years.
## 2011 CLERGY MINIMUM COMPENSATION

### 2011 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Classification</th>
<th>Experience 0-4 Years</th>
<th>Experience 5-9 Years</th>
<th>Experience 10+ Years</th>
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<tbody>
<tr>
<td>A</td>
<td>61,906</td>
<td>65,345</td>
<td>68,784</td>
</tr>
<tr>
<td>B</td>
<td>63,969</td>
<td>67,753</td>
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<tr>
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<td>D</td>
<td>68,784</td>
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<td>79,790</td>
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<tr>
<td>E</td>
<td>75,663</td>
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### 2010 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Classification</th>
<th>Experience 0-4 Years</th>
<th>Experience 5-9 Years</th>
<th>Experience 10+ Years</th>
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<tbody>
<tr>
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<td>64,634</td>
<td>68,036</td>
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<tr>
<td>B</td>
<td>63,273</td>
<td>67,016</td>
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<tr>
<td>C</td>
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<td>D</td>
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### 2009 Mandatory Minimum Compensation Including Self Employment Tax

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<th>Experience 5-9 Years</th>
<th>Experience 10+ Years</th>
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</thead>
<tbody>
<tr>
<td>A</td>
<td>61,232</td>
<td>64,634</td>
<td>68,036</td>
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<tr>
<td>B</td>
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<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>81,643</td>
<td>88,446</td>
</tr>
</tbody>
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Compensation Figures Include SET Supplement
Associates Are Compensated at 2 Classifications Below Rector

2011 Compensation Reflects 1.1% CPI Increase
2010 Compensation Reflects 0.0% CPI Increase
2009 Compensation Reflects 4.2% CPI Increase
Deaneries Task Force

The Deaneries Task Force (DTF) was established by the Special Convention of the Diocese of California in May of 2008. It received a one year extension at the 160th Convention in October 2009 to complete its work and present a final report and recommendations to the 161st Convention.

In our first year of work we received input from deanery leadership and delegates, Executive Council, Standing Committee and diocesan staff indicating a strong commitment to the role deaneries could play in the life of the diocese, specifically in the ministries of: governance, leadership development, communication, and support of other ministries. However, a number of challenges facing effective deanery ministry were also identified. Addressing these specific challenges and the particulars of change management has been the focus of our second year of work. The final submissions and recommendations of the DTF are summarized as follows:

**SUBMISSIONS not requiring action by Convention**

- Model by-laws that could be adopted and/or modified by deaneries to meet their specific needs
- Updated job description for Deanery Delegate
- Sample responsibilities for deanery officers (included in the model by-laws)
- Recommendations for improved communications between the diocese, deaneries and congregations.
- An outline for Deanery Education, Training and Resources

**RECOMMENDATIONS not requiring action by Convention**

- Postponement of a comprehensive review of diocesan funding for deaneries for one year due to current financial constraints facing the diocese and the individual congregations, and the discussion around re-visioning stewardship of the diocese and its ministries
- Establishment by the Bishop of a “Deanery Coordinating Committee” (DCC) made up of the presidents and vice-presidents of the individual deaneries
- Appointment of a “Chair of the DCC” by the Bishop with approval of the Executive Council for a term of no more than three years
- Continuation of the current number (6) and boundaries of the deaneries of the Diocese of California at this time and commitment to regular, on-going review of the number and boundaries based on the changing demographics and ministries of the diocese

**PROPOSALS requiring action by Convention**

- A canon change to require the deaneries to submit their most current by-laws to the Secretary of Convention bi-annually
- A canon change requiring deaneries to meet a minimum of four times per year
- A canon change to strengthen the expectation that clergy will participate in deanery meetings
- A canon change to revise the membership selection and makeup of the Diocesan Nominations Committee

The complete Deaneries Task Force Report, as well as the submissions and recommendations, is available on the diocesan website.

Respectfully submitted by the Rev. Robert Keim and Melissa Ridlon, Co-chairs of the Deaneries Task Force
Episcopal Charities

For a full year, EC’s Healthcare Action Network has been working with Good Samaritan Family Resource Center, San Francisco, on their Pre-to-Three project. This project addresses prenatal healthcare and education issues with at-risk women and their infant children. Our volunteers have provided management consulting, have facilitated information exchange, and have designed and built needed furniture. In 2009, Episcopal Charities awarded Good Samaritan Family Resource Center volunteer professional services and a grant.

In addition to our work with Good Samaritan Family Resource Center, EC’s Action Networks have selected four other projects to receive grants and volunteer professional services. In 2010, Episcopal Charities is supporting and working with Family Service Agency of San Francisco, Street Level Health Project, Healthy Oakland, and Boys Hope Girls Hope.

Family Service Agency of San Francisco (FSASF) is the city’s largest provider of outpatient case management and social services, serving 12,000 individuals annually, of all ages. EC’s Healthcare Action Network volunteers are working with FSASF’s Prevention and Recovery in Early Psychosis project, to restore the possibility of a normal and productive life to young adults struggling with mental illness, particularly schizophrenia. Episcopal Charities Action Network members are offering FSASF support in copywriting, marketing consulting, and academic program consulting. In conjunction with these volunteer professional services, Episcopal Charities awarded FSASF a grant.

Street Level Health Project, in Oakland, is the only organization serving as the entry point to the healthcare system for medically-uninsured immigrants in Alameda County. Episcopal Charities Healthcare Action Network volunteers are working with Street Level to strengthen their administration and address space issues.

Healthy Oakland’s Family Resource and Save-A-Life Wellness Center in West Oakland serves at-risk individuals and families. Healthy Oakland offers a clinic that treats thousands each year, counseling, wellness classes, marriage/relationship classes, teen programs, an e-learning center, a Men-at-Work program, and a violence intervention program. Our Education Action Network members are volunteering in the areas of strategic planning, leadership development, and facilities acquisition.

Boys Hope Girls Hope helps at-risk children to reach their full potential by providing residential facilities and access to quality education through college. Boys Hope Girls Hope SF began serving children in 2000, becoming the 28th home and 15th U.S. affiliate. EC’s Education Action Network focuses its volunteer efforts on establishing a girls’ program and facility.

In 2010, in addition to our Action Network Grants, Episcopal Charities has awarded grants to:

St. Luke’s Campus at Sutter West
Home & Hope
Ohlhoff Recovery Programs
Seamen’s Church Institute
Sojourn Chaplaincy
St. Dorothy’s Rest
The Family Link

Episcopal Charities, on behalf of the Diocese of California, awards Social Ministry Grants each year. In 2010, the following agencies/projects received...
grants:

AEMCH
Grace Cathedral Jail Ministry
Eldergivers
Ohlhoff Recovery Programs
Sojourn Chaplaincy
St. Paul’s, San Rafael, Teen Success Breakfast

Over the next year, EC is expanding its Action Networks program to address the ever-expanding needs in our area, and particularly to connect with local parish projects in the Diocese of California.

Jan Parkin
Executive Director, Episcopal Charities
Canon for Social Ministry, Diocese of California
www.episcopalcharities.org

Gift Planning

QUIZ

1. “The minister of the congregation is ______ to ________ the people, from time to time, about the _____ of Christian parents to make prudent _____ for the well-being of their families, and of _____ persons to make ____, while they are in _____, arranging for the disposal of their __________, not neglecting, if they are able to leave _____ for religious and charitable uses.”

Use the following words to fill in the blanks in this paragraph from The Book of Common Prayer (page 445, if you want to peek):

health temporal goods provision instruct
bequests duty directed all wills

RESULTS

2009 Irrevocable Gifts secured:
• Charitable Remainder Trusts: $5,200,000
• Charitable Gift Annuities: $201,395
• Total: $5,401,395

2009 Matured Gifts (dollars distributed):
• Cannady: $62,500 to endowment for St. Stephen’s, Belvedere, and Diocese
• Lee: $100,000 Endowment for True Sunshine
• (2010) Nichols: $15,422 to Diocese, $15,422 to Episcopal Charities; $30,000 to St. Francis, San Francisco.
• (2010) Owlett: $15,000 Good Shepherd; $15,000 Episcopal Charities
• Pease: $10,500 St. Stephen’s, Belvedere.
• Davis: $32,595 All Saints, San Francisco; $43,350 Episcopal Community Services; $21,500 School
Millennium Development Goals Task Force

Our Mission Statement
We stand in solidarity with the poor, both locally and internationally, by means of educating, inspiring, and activating the Diocese of California to works of charity and advocacy using the lens of the MDGs.

Achievements
• April 2008–April 2010: Interfaith MDG Coalition: founding member
• November 21, 2009 “Mobilizing for the Least of These: A Workshop on Our Christian Vocation,” Common Room CDSP
• April 20, 2010 “One Voice of Faith,” Interfaith MDG Coalition conference held at St. Mary's Cathedral featuring Bonnie Anderson, President of House of Deputies, and Alexander Baumgarten, Director Episcopal Public Policy Network as plenary Speakers

Goals
Our intention is to keep the poor vivid in diocesan awareness as a response to the gift of our abundance; to help make advocacy for the poor a regular parish habit; to commend and lift up ongoing parish ministries; and to inspire individuals and congregations to find new and creative ways to answer the call of Christ.

Members of MDG Task Force
the Rev. Shari Young, Chair, Rod Dugliss, the Rev. Salying Wong, the Rev. Kate Salinaro, the Rev. Ellen Ekstrom, Scott Whitaker, Midge Whittaker, Mary Ann Faris, Janet Napoliello, Giselle Bosc

Oasis California

Oasis California continues to work for the full inclusion of all of the baptized in the sacraments of our church.

During 2010 we have:

• Coordinated the annual Pride Eucharist during San Francisco’s 40th Annual Pride Celebration. The Rt. Rev Marc Andrus, Bishop of the Episcopal Diocese of California, presided, the Rt. Rev. Mark Holmerud, Bishop of the Sierra Pacific Synod, Evangelical Lutheran Church in America preached and the Rev. Nancy Feniuk Nelson, Bishop’s Associate of the Sierra Pacific Synod, Evangelical Lutheran Church in America, assisted. Oasis President and recently ordained Deacon the Rev. Tom Jackson joined with Dan Burner to assist at the altar.

• Organized diocesan participation in the Pride Parade down Market Street.

• Worked with faith leaders from around the Bay Area in support of civil marriage equality. Through this effort Bishop Marc spoke at the City Hall rally following the historic ruling overturning Proposition 8 and we represented the diocese at an interfaith service of rejoicing organized by the Bay Area Coalition of Welcoming Congregations.

• Joined in preparations for General Convention 2012 through Claiming the Blessing, a coalition of Episcopal organizations and individuals advocating for full inclusion of all the baptized in all sacraments of the church—including the blessing of same-sex relationships.

• Worked with Integrity by supporting their effort to include more Episcopal congregations in Believe Out Loud, assisting efforts to launch a Bay Area Integrity group and represented our diocese during the national Believe Out Loud Power Summit.

Next year will mark a major milestone

2011 is the 30th year we have had an active LGBT ministry in the Diocese of California. Looking ahead, we plan to engage congregations and clergy in a discussion of where Oasis should go in the next decade or if it is time to end this stage in our ministry.

Thomas C. Jackson, Oasis President
tcjackson@oasisca.org
www.oasis.org

Some of the Oasis Contingent at the 2010 San Francisco Pride Parade.
Personnel Practices Committee

In 2010, the diocese began receiving medical coverage through The Medical Trust, an affiliate of The Church Pension Fund. This change was in compliance with Resolution A177 from the 2009 General Convention of the Episcopal Church, establishing a denominational health plan. In addition, the plans provided by The Trust were less expensive than those we had, and offer broader coverage, including vision, EAP (Employee Assistance Program), and health advocates. To assist us in the time of transition, The Medical Trust provided workshops around the diocese, which were well attended. The transition to the new plans was smooth, thanks to the staffs of The Medical Trust and our diocese. In the future, as we become more familiar with The Medical Trust, and more dioceses enroll in their plans, there may be expanded options.

For many years, the Personnel Practices Committee has reported the need to review outdated diocesan canons with respect to health care benefits. In some cases, actual practices do not concur with the canons, and we need to ensure that proper policies are in place. For example, there are some employers within the diocese who require reimbursement from employees for costs above the lowest medical insurance plan rate, if the employee chooses a more expensive option. While this may be acceptable under the current canons, the cost share policy must be detailed in the published personnel manual and applied equally to all employees of the particular congregation or institution.

With the assistance of the Committee on Canons, the Personnel Practices Committee reviewed Canon 20.2 with respect to health care coverage, and proposed a resolution revising the canon for this convention. After much feedback, particularly from the clergy, it became clear that further conversation needs to happen before we propose possible canonical change, so the resolution was removed for this convention. Conversations will be held throughout the diocese prior to the 2011 Convention.

The cost of living adjustment for compensation is 1.1%, based on the Consumer Price Index for All Urban Consumers in San Francisco, Oakland, and San Jose as of June 30th, 2010. The clergy minimum salary scale increases by 1.1%, and congregations and institutions are encouraged to increase compensation for lay employees as well.

Congregations and institutions of the diocese are reminded that most of the information needed for personnel and administrative issues can be found in the “Diocesan Administrators’ Manual.” In addition, the “Sample Personnel Policy” provides a great example for personnel guidelines, and should be adopted by every congregation and institution if they do not have a current policy. Both documents and other pertinent information can be found on the diocesan website.

The Personnel Practices Committee consists of: Canon Bruce Bearden, the Rev. Canon Michael Barlowe, Sarah Crawford, Canon Jim Forsyth, the Rev. Eric Hinds, the Rev. Bruce O’Neill, the Rev. Lauren Pfike, Valerie Pinkert (consultant), and Jeannie Thomas, with Lenee Forcier and Joan Jacobson of Mercer.

Faithfully submitted,
The Rev. Bruce D. O’Neill
Chair
Racial Reconciliation Task Force

The Executive Council of the Diocese of California, as directed by Diocesan Convention resolution, has charged the Racial Reconciliation Task Force to research the Diocese’s complicity in, economic benefit derived from, and resistance to the institution of slavery. This brings our diocese in line with the action of the General Convention resolutions of 2006 and 2009 requesting dioceses of the Episcopal Church to investigate the impact of slavery within their diocese. The Council further charges us to plan a Day of Repentance to be celebrated in the Diocese once we have reported our findings. We expect this research to take over a year, perhaps a few years, and a service of reconciliation and healing to occur at the end of the research period.

Our task force formed in April 2010 and has gathered members from many of the deaneries and across the multi-cultural spectrum of the diocese. In the three meetings subsequently we have

• Assembled a task force of individuals committed to this work
  — Members: Rev. David Ota, Dianne Audrick Smith, Eric Metoyer, Helene De Boissiere, Rev. John Rawlinson, Roulhac Austin, Scott Pomerenk, Sheila Sims, William Swanson
• Noted the breadth of experience and heritage found in members of our task force
• Pledged mutual support to each other in continuance of our work
• Recognized the research required is a multi year process
• Contacted other diocese to learn from their experience in similar task forces
• Viewed the film Traces of the Trade together as a starting point for conversation

• Established links with the Anti-Racism and Afro-Anglican Committees
• Written a mission statement: With the guidance of the Holy Spirit, the Racial Reconciliation Task Force will:
  — Discover the story of the impact of the slave trade on the Diocese of California
  — Learn the impact of slavery and then
  — Present our findings to the Diocese.

In the final months of 2010 we will continue our discussions of gathering information to enhance our research process. Next year we will commence research and begin informing the parishes of our diocese of our work. If you or others in your parish have research experience, or information about the Diocese’s history, we need your help.

We are thankful for the support of the Diocese in commencing this important work in building our Beloved Community. Please visit our table in Wilsey Conference Center for more information or to sign up for our mailing list. If you have questions or comments, please e-mail rrtf@diocal.org or call RRTF co-convenors Eric Metoyer (415.595.1533) and Scott Pomerenk (415.673.8051).
Department of World Mission

Global Mission continues to expand in the diocese of California. The department offers support and encouragement for missionaries coming in to our diocese as well as those going out for long and short term mission pilgrimages. We also give hospitality and support to international students attending CDSP (Church Divinity School of the Pacific).

This year three of the students who have become an active part of our department and the Companion Diocese Committee (a part of World Mission) graduated on May 21, 2010 with degrees of Masters of Theological Studies. Clemence Yanke will return to the Republic of Cameroon where she has started a program for the empowerment of women and children. Allan Balalao has returned to the Philippines and Sam Dessordi Leite from Brazil will be continuing at CDSP in the doctoral program. New international students will be arriving during the summer for the fall classes.

We meet four to five times a year and stay in touch through email. Our funding comes from a small line item in the Diocesan Budget and a custodial fund set aside for global mission. We are responsible for the appropriate delegation of these funds. Grants are accepted and given in September. In 2009 grants were given to eight people attending the GEMN conference; assistance for our missionary in Curitiba, Brazil, Michael Tedrick, with language study; and Positive Living seminars for people Living with HIV/AIDS in Uganda, “Friends of Ruwenzori Foundation”(Karen Gleason); assistance for a group of young people to visit an AIDS orphanage in Uganda. In March we helped with a “Bay Area Friends of Sabeel” conference (education around the Palestine/Israel situation).

The Diocese of California is now in the third year of a companion diocese relationship with the Diocese of Curitiba, Brazil. In November a group of six members of our committee made a pilgrimage to Curitiba. Michael Tedrick our missionary in Brazil was home for a couple of weeks this summer and was a great help in developing programs to help our diocesan family become more involved in the companion diocese relationship. We plan to continue this relationship for another three years.