The 162nd Convention of the Diocese of California

Friday, October 21 / Saturday, October 22, 2011
Grace Cathedral / San Francisco

Day of Convention Booklet

This document lists nominees, canon amendments/revisions, and resolutions to be voted on at the 162nd Convention of the Diocese of California.
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Agenda

Friday, October 21

ROOTED SPIRITUALITY
4:00–6:00 Early Registration Cathedral Nave
4:00 Informal Social Time: Plaza
early registration, Gallery
1055 opening
5:45 Dinner on the plaza
7:00 Opening Eucharist Nave

Saturday, October 22

8:00–9:15 Registration Nave
(After 9:15, late registration is at entrance to Gresham Hall)
8:00 Coffee and Pastries Plaza

CHURCH VITALITY
9:00 Call to Order Gresham Hall
9:05 Seating of Youth Delegates
9:10 Morning Prayer
9:20 Bishop’s Address
9:50 Reflection on Church Vitality — table dyads
10:00 Introduction of New Clergy & Guests
10:05 Opening reports, Report of Committee on Dispatch of Business
10:10 Report of Committee on Resolutions
10:20 Report of Committee on Nominations
10:30 First Ballot
10:35 Break
10:45 Breakout discussions on resolutions (35 min)

EMBODIED JUSTICE
11:30 Liturgy Gresham Hall
11:35 Report of the Committee on the Bishop’s Address
11:40 Report of the Anti-Racism Commission
11:45 Action on First Resolution: Divestment

12:00 Executive Council Report
12:05 Standing Committee Report
12:10 Report of the Deanery Coordinating Committee
12:15 Planned Giving
12:20 Margaret Wosser Award
12:25 Lunch (Informal conversation, Plaza, discussion groups, Wilsey, presentations at info tables)

INCLUSIVE COMMUNITY
1:30 Liturgy Gresham Hall
1:35 Action on Second Resolution: Campus Ministries
1:50 Results of First Ballot
1:55 Second Ballot
2:00 Companion Diocese Program
2:10 Latino Ministries
2:20 Report of Committee on Canons & Action on Amendments
2:30 Constitutional Amendments, General Convention
2:35 Haiti Music
2:40 Report of the Episcopal Youth
2:45 Courtesy Resolutions
2:50 Break

TRANSPARENT & ACCOUNTABLE LEADERSHIP
3:30 Liturgy Gresham Hall
3:45 Treasurer’s Report & Action on Budget
3:55 Action on Third Resolution: Transparency in Bishop Consents
4:10 Deaneries in Action — recognition of programs
4:20 Results of the Second Ballot
4:25 Special Recognitions
4:30 Closing Prayer & Adjournment
Bishop’s Appointments to Committees

Committee on Credentials
David Frangquist, Ex Officio, Chair
Mary Louise Gotthold
Denise Obando

Committee on the Dispatch of Business
Salying Wong, Chair
Michael Barlowe
David Frangquist
Sean McConnell
Melissa Ridlon
Matthew Burt

Committee on Elections
Hailey McKeefry, Chair
Gabriela Strand Bruce
John Kirkley

Committee on Resolutions
Jay Luther, Chair
Carolyn Bolton
John Kirkley
Mrs. E. J. Hilliard
Carol Luther
Sean McConnell
John Chase
Al Ferrando
Mitch Lindeman
Vik Slen

Committee on the Bishop’s Address
Deborah White, Chair
Michael Barlowe
Brenda Paulin

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

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 2012
Judith Dunlop
Melissa Ridlon
Kenneth Schmidt
Craig Wirth

Class of 2013
Vicky Gray
John Gruenig
Hailey McKeefry

Class of 2014
Connie Lam
Pamela Clare Magers
Leonard Oakes
Bertie Pearson
Clinton Williams

Class of 2015
Margaret Deeths
Brian Barnes
Stephen Hassett

* Require confirmation by convention
Elected Committee Members

Standing Committee
Class of 2011
Ron Johnson, Vice President & Secretary
Nina Pickerrell

Class of 2012
Peggy Greene
Bruce Smith

Class of 2013
David Ota, President
Mary Vargas

Class of 2014
Sue Thompson
Christopher Butler

Committee on Governance
J. Peter Jensen, Chair
David Frangquist
Jill Honodel
Lay Luther
Melissa Ridlon
Edwin Waite

Committee on Program and Budget
Bob McCaskill, Chair
Roulhac Austin, San Francisco
Shelton Ensley, Finance Committee
Gary Hunt, Contra Costa
J. Peter Jensen, Peninsula
Jay Luther, Marin
Lauran Pifke, Southern Alameda
Dianne Audrick Smith, Alameda

Consultant:
Jim Forsyth, Controller

Committee on Nominations
Mauricio Wilson, Alameda, Co-Chair
Rob Keim, Peninsula, Co-Chair
Clinton Williams, Alameda
Anne Cox Bailey, Contra Costa
Mary Louise Gotthold, Contra Costa
Lynn Oldham Robinett, Marin
Eleanor Prugh, Marin
Dan Callaghan, Peninsula
Margaret Trezevant, San Francisco
Mary Balmana, San Francisco
Debra Low Skinner, Southern Alameda
Scott Whitaker, Southern Alameda
Sue Thompson, Standing Committee Rep.
Executive Council

Bishop and President
Marc Andrus

Class of 2011
Roulhac Austin, Chair (San Francisco Deanery)
David Lui (Convention Rep.)
Dianne Audrick Smith (Convention Rep.)
Pamela Redding (Contra Costa Deanery)
Matthew Burt (Peninsula Deanery)
Bronwen Howes (Southern Alameda Deanery)

Class of 2012
J. Peter Jensen, Vice Chair (Convention Rep.)
Deborah White, Secretary (Alameda Deanery)
Lauran Pifke (Convention Rep.)
Jay Luther (Marin Deanery)
Donald Millikin (Peninsula Deanery)
Richard Patenaude (Southern Alameda Deanery)

Class of 2013
Dana Colley Corsello (Convention Rep.)
Gary Hunt (Convention Rep.)
Brenda Paulin (Alameda Deanery)
Mary Jane Wood (Contra Costa Deanery)
Christopher Martin (Marin Deanery)
Gabriela Strand Bruce (San Francisco 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)
Bruce Smith (Standing Committee Rep.)
Bob McCaskill (Treasurer)

Recording Secretary
Mary Louise Gotthold
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.
Rules of Order

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.
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. 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 for that office as there are positions to be filled, including vacancies. Among the alternates, the order of precedence shall be determined by the total number of votes received in both lay and clergy orders combined.

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

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

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

**Section 7 - Conduct of Elections**

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

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

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

a) if two or more ballots are folded together, unless the extra ballot or ballots are entirely blank;

b) if more than the specified number of persons receive votes on any one ballot.

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

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 of the Committee of Dispatch

Report #1
Special Order: Committee on Resolutions

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

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

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

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

4. When the Committee reports, in accordance with Rule 1.4, 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, during which time no speaker shall be allowed more than two minutes, unless the House by 2/3 majority resolves to extend the time.

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

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

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 of the Committee of Dispatch

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 Executive Council, five minutes shall be allowed for the introduction of the Proposed 2012 Program and Budget and additional five minutes for the introduction of amendments to the Program and Budget.

2. The Proposed 2012 Program and Budget, together with amendments introduced, shall be referred to the Committee on 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.

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.
List of Nominees

Standing Committee (clergy)
One clergy position • Class of 2015

- Richard Edward Helmer — Church of Our Saviour, Mill Valley / Marin Deanery
- Jude Hill, SSF — Church of the Advent of Christ the King / San Francisco Deanery
- Mark Stanger — Grace Cathedral / San Francisco Deanery

Standing Committee (lay)
One lay position • Class of 2015 & One lay position • remainder of Class of 2013

- AnnaMarie Hoos — St. Gregory of Nyssa / San Francisco Deanery
- Bruno Peguese — St. Cyprian’s / San Francisco Deanery
- Greer Ryall — St. Timothy’s, Danville / Contra Costa Deanery
- Mary Vargas — Christ Church, Sei Ko Kai / San Francisco Deanery

Executive Council
Two positions; at least one position to be lay • Class of 2014

Clergy Nominees:
- Debra Low-Skinner — St. Bartholomew’s, Livermore / Southern Alameda Deanery
- Christine McSpadden — Grace Cathedral / San Francisco Deanery
- Sylvia Vasquez — St. Paul’s, Walnut Creek / Contra Costa Deanery

Lay Nominee:
- Leslie Watson — All Souls, Berkeley / Alameda Deanery

Secretary of Convention

- David Frangquist — St. Aidan’s / San Francisco Deanery

Treasurer of the Diocese

- Robert McCaskill — St. Stephen’s, Belvedere / Marin Deanery
Richard Edward Helmer
Church of Our Saviour, Mill Valley / Marin Deanery

Interests:
classical piano, chess, writing, blogging, theology, poetry, family, religious life

Professional associations:
Associate of the Order of the Holy Cross, Novice in the Brotherhood of Saint Gregory

Summary of activities within my congregation / diocese:
Rector, Church of Our Saviour, Mill Valley (1996-present); President, Marin Deanery (2010-2011), Vice-President (2008-2009); coordinated diocesan discussion of the proposed Anglican Covenant (Spring, 2011); Vicar, Christ Church Seiko Kai, San Francisco (2002-2006); chair, Ethnic/Multicultural Working Group on Strategic Planning (2005-2007); member, Diocesan Stewardship Committee (2003-2006); founder, Youth Addiction and Suicide Prevention Coalition (in Marin); treasurer, Japanese American Religious Federation of San Francisco (2004-2006)

Major activities beyond diocese:
Deputy Alternate to General Convention and secretary to the deputation (2012); Deputy Alternate to General Convention and co-secretary to the deputation (2009); tracked Title IV (disciplinary canons) revisions through General Convention 2009 and consulted with California Standing Committee on these revisions; secretary to the Episcopal Asian-American Ministry Council (2003-2006); regular contributor to Episcopal Café (episcopalcafe.com)

In my opinion the major issues facing the church are:
The Diocese of California is facing great challenge and opportunity in a time of diminishing financial resources and institutional transformation. These changes are calling us back to our roots, both to our central vocation as a people of the Gospel and our historical work as a diocese in mission to carry the Good News of Christ to the wider world. This calling is manifest in numerous ways: declaring God’s love and grace in Christ Jesus in an age of anxiety and uncertainty; leading the transformation of our church institutions to serve our mission; building new and renewing life-giving relationships within and beyond our congregations and ministries that transform the wider community; seeking justice and peace as well as providing leadership towards those goals in a confused and bewildered world; creating spiritual havens that are a resource to help our members and neighbors live lives of fulfilling, empowered service in Christ’s name; learning to live honestly and creatively with our disagreements and tensions, rather than easing into blame and division; relevantly addressing the wide variety of cultures and perspectives that inhabit our communities of mission

Why are you running for this position?
After having served in this diocese and the wider church for nearly a decade, I bring a wide variety of committee and organizational experience to this nomination. The Standing Committee serves a distinctive role in the body of our diocese, not only in its canonical charges, but also in its cooperative and consultative role with the bishop’s office and our other governing
Standing Committee (clergy)
One clergy position • Class of 2015

bodies. The primary ministry of the Standing Committee is rooted in cultivating flexible institutional structures geared towards the mission to which Christ calls us all, and in nurturing dynamic leadership to serve God’s people in a time of great transition. I believe ministry with the Standing Committee and the fine people who already serve on it will be challenging, rewarding, and fruitful. I offer my experience working within a wide variety of cultural and ecclesiastical bodies to the diocese for your discernment in this nomination. Above all, I express a deep and abiding love for our people and their diverse ministries, and a calling to serve in that love for Christ.

Nominated by Warren Wong

Jude Hill, SSF
Church of the Advent of Christ the King
/ San Francisco Deanery

Interests:
Jungian psychology and spirituality; spiritual growth and development; development of new forms of community life and their relationship to traditional monastic communities; liturgy; hobbies: music (flute/piano) and clock restoration/rebuilding.

Professional associations:
Member: Guild of Analytical Psychology & Spirituality; member of UK Council on Psychotherapy [Jungian Analyst College]; Fellow of the American Association of Pastoral Counselors. I have been a Franciscan brother for 33 years, 20 in the European Province and 13 in San Francisco.

Summary of activities within my congregation / diocese:
Preaching, teaching, retreat, spiritual direction, human growth and development; teaching spiritual formation for priestly ministry for diocesan candidates; confessor and spiritual director for clergy; assistant night minister with San Francisco Night Ministry; training officer and supervisor for Night Ministry; work with the homeless at The Episcopal Sanctuary.

Major activities beyond diocese:
Minister Provincial (Superior) of the American Province of The Society of Saint Francis; President, Conference of Anglican Religious Life in the Americas; spiritual direction and confessor for clergy in other dioceses; retreats, conferences, workshops in many dioceses in the United States.

In my opinion the major issues facing the church are:
A lack of direction that is grounded in the Gospels and the life of prayer. I believe that direction is found first by individuals on their own spiritual journey which leads them to a deeper sense of community and a desire to spread the Gospel by sharing their journey with others. I believe people need to be helped to discover this in themselves and how to teach others to go on this journey. I believe it is important we build a deeper sense of community in the Church today.

Why are you running for this position?
I believe I have some gifts and skills that could
be useful for the building up the Kingdom of God at this time and believe this is what God is calling me to do now.

Nominated by Michael Schreiber

**Mark Stanger**
Grace Cathedral / San Francisco
Deanery

**Interests:**
Biblical interpretation, worship, church growth, evangelism, spiritual development, interfaith cooperation, ecumenism, homiletics

**Summary of activities within my congregation / diocese:**
Past board member, Episcopal Charities; past instructor, School for Deacons; member, Diocesan Liturgical Commission; leader of congregational retreats

Major activities beyond diocese:
Trustee, San Francisco Interfaith Council; trustee, American Friends of the Episcopal Diocese of Jerusalem; guest lecturer and course director, St. George’s College, Jerusalem; published commentaries, Feasting on the Word; published sermon, Sermons That Work: Preaching As Pastoral Caring.

**In my opinion the major issues facing the church are:**
Keeping vital presence in the world while maximizing resources; witnessing to issues of social justice.

**Why are you running for this position?**
I desire to help the Diocese of California continue to be a strong and active voice and presence in Bay Area communities. I want to help the diocese use its resources in the most effective way to witness to a redeemed humanity in our larger culture.

Nominated by Jack Jensen
AnnaMarie Hoos
St. Gregory of Nyssa / San Francisco Deanery

Interests:
Singing, especially congregational singing, chanting, folk-music, sacred harp, Taizé, anything where people sing together. Social justice issues, especially fair trade, hunger, and our food-distribution systems. Liturgy, from the street to house-churches to cathedrals, especially “emerging church” models. Cooking and eating seasonally and locally. History, modern poetry, the enneagram, travel.

Professional associations:
Associate member of the Iona Community (an international, ecumenical community, based in Scotland, focused on peace, justice, and bringing together work and worship); member, Associated Parishes for Liturgy and Mission

Summary of activities within my congregation / diocese:
Congregational minister, vestry communications commissioner, vestry liaison to the parish profile team during transition from founding rector to current rector, EfM mentor, godly play teacher, deanery delegate. Work, Grace Cathedral (2009-present): print and website communicating for the cathedral congregation, raising up lay leaders and eucharistic ministers from the Sundays at 6 congregation, planning/leading music for that service, support and coordinate Dinner with Grace, workshop leader for Music that Makes Community. Congregant, Grace Cathedral (1998-2003): member, then convener of lay Benedictine group, education committee, EfM mentor, deanery delegate, planner/leader silent Benedictine advent retreats; co-leader Celtic spirituality retreat.

Major activities beyond diocese:
Prior to working at Grace Cathedral, I worked for 7 years with the American Red Cross in telecommunications, procurement, operations and facilities management, and support for local and national disaster response. I have volunteered as a crisis line counselor with the San Francisco Night Ministry for the past 8 years and have served on its board; I also trained with Sojourn Chaplaincy at SF General Hospital. I also work at a local farmer’s market; in my spare time I enjoy cooking, canning, pickling, infusing and preserving seasonal foods, then sharing them with others.

In my opinion the major issues facing the church are:
Changes in local demographics around existing parish congregations. Training, equipping, and supporting our clergy and lay leaders for a future which may look different than the models which worked in the 20th century. Being open to adjusting our structures as the needs of the local church change or become more diverse. Careful and accountable stewardship of our resources as we deal with the impact of the economy on parishes and the diocese. Admitting we can’t do everything ourselves -- and then building authentic relationships and partnerships with people different from us in order to do God’s work in the world. Holding a vision of the future which is hopeful rather than fearful. Living from a place of abundance rather than scarcity.
Standing Committee (lay)
One lay position • Class of 2015 & One lay position • remainder of Class of 2013

Why are you running for this position?
I was asked to consider running for this office; I have consulted with experienced colleagues and prayed about serving on the Standing Committee. I imagine that the work of the Standing Committee can be difficult, as it must deal with the times when the body of Christ faces broken relationships, limited resources, or simply the anxiety that comes with change. I also believe that the work of the Standing Committee can be full of vision and hope, as it works with individuals, parishes and the bishop to discern and shape our future as the people of God. If I am elected, I am prepared to take on this work in a spirit of listening for how, and where, the Holy Spirit is calling the church into new and full life.

Nominated by Paul Fromberg

Bruno Peguese
St. Cyprian’s / San Francisco Deanery

Interests:
Reading, golfing, camping, writing, and family

Professional associations:
Bureau of Investigative Services (PI) Notary Public; California Community Colleges

Summary of activities within my congregation / diocese:
Senior Warden; committee member of building and grounds; various other capacities involved in the revitalization of our church.

Major activities beyond diocese:
NOPNA Community Organization; transit-oriented-development workshops and activities.

In my opinion the major issues facing the church are:
The most urgent of issues is the deterioration of church congregations. I’m of the feeling it’s not just one thing that is causing the lapse in our church commitment, but a number of things that must be addressed almost simultaneously if we want to regain the Christian vision.

Why are you running for this position?
I believe it is important that we all get involved in the politics of the church-at-large. It’s healthy to do so, is informative and adds to our resources, both personal and corporate. My church, St Cyprian’s, wants to re-establish the relationship it once had for so many years within the diocese.

Nominated by Eric Metoyer

Greer Ryall
St. Timothy’s, Danville / Contra Costa Deanery

Interests:
reading, gardening, needle crafts, african drumming, singing

Summary of activities within my congregation / diocese:
CONGREGATION: formation/chair environmental ministry, member of shawl, justice & peace,
evangelism, and outreach ministries, LEM & LEV, rota scheduler for LEV, Jubilate choir, discernment group for diaconate candidate, confirmation mentor.

**DIOCESE:** liaison to the diocesan Contra Costa Action Network, liaison to Commission on the Environment, 5 yrs deanery delegate, 2 yrs deannery secretary, 3 yrs convention registration, Dept of World Missions, Companion Diocese of Curitiba, ECW

**Major activities beyond diocese:**
Global Episcopal Missions, Little Dresses for Africa

**In my opinion the major issues facing the church are:**
- Both the human and environmental consequences of overpopulation.
- Fragmentation of humankind exacerbated by dogmatic and intolerant religious and secular attitudes.
- Reluctance verging on apathy toward living our lives deeply involved with the person in the next pew, the families in our neighborhoods, the people in the surrounding community ......... THE WORLD.

**Why are you running for this position?**
I consistently find myself more involved at the diocesan level. This is the growth direction of my participation in the Church. The circumstances of my decision to apply for nomination were Holy Spirit driven. I follow the Spirit as I follow my nose, enthusiastically embracing what opportunities life sets in front of me. I want to live in to my potential and share my gifts in all the ways I can.

_Nominated by Mary Louise Gotthold_

Mary Vargas
Christ Church, Sei Ko Kai / San Francisco Deanery

**Interests:**
I am a life long learner. If I had time to have a second career, I would likely choose to be a cultural anthropologist. People are endlessly fascinating. For fun I enjoy cooking and entertaining, reading, hiking, tennis, camping, and family.

**Professional associations:**
Emily Post Trainers, Future Search Network, AI Consulting, Organization Development Network

**Summary of activities within my congregation / diocese:**
I currently serve as Senior Warden for my congregation. This is my third year as warden; they have been busy years and growth filled. I also serve as an alternate to the SF Deanery, and attend all meetings. I have found deanery to be a valuable place where discussion happens and new relationships are forged. I will be a delegate to diocesan convention in October, and I have served on the Standing Committee since May 2011 to fill a vacancy. I have learned a lot in a short time, and hope to continue to serve.

**Major activities beyond diocese:**
I work full time as an independent consultant. My work is centered organization development and strategic planning for a range of clients, from a small law firm to a growing non-profit focused on incubating entrepreneurs working toward seafood and ocean sustainability.
In addition, I am beginning a research project focused on healing conversations at the end of life, and their benefit to patients, families, and caregivers. Finally, I do homework daily with our niece and nephew in North Carolina via skype, the next best thing to having them sit at our kitchen table, for support!

**In my opinion the major issues facing the church are:**
Relevance and growth. As membership continues to decline, we have to ask ourselves, how can we demonstrate to others our relevance and support for them as our neighbors and friends in the world? I believe this is an easy question to ask, and perhaps one of the hardest to answer. To understand the answer, we have to be willing and able to listen and understand what others need and want, and be open to the possibility (and risk) of change that will likely come with it. Only then can we develop the resilience to grow.

**Why are you running for this position?**
I am running for the Standing Committee because I have begun to serve as a member, have learned a lot in a short time, and still have a fresh set of eyes and perspective to bring to the table. My background in organization development and strategic planning give me the skills necessary to be an objective voice while caring deeply about the future of the Diocese. I was raised in a very large church (in New Hampshire), am now a member of a very small church, and have an innately practical approach. I hope to be able to continue to serve.

_Nominated by Sue Thompson_
Debra Low-Skinner  
St. Bartholomew’s, Livermore / Southern Alameda Deanery  

Interests:  
Church growth, spirituality, Celtic spirituality, British history, reading, singing, travel, cats, alternative healing modalities, lighthouses, carousels, needlework

Professional associations:  

Summary of activities within my congregation / diocese:  
Currently serving as Interim Rector of St. Bartholomew’s, Livermore. Accordingly, providing pastoral care, preaching, liturgical leadership, parish administration, Christian formation instruction, financial management advice, and support/counsel to the Profile and Search Committee during the parish’s transition period. Active clergy member of the Southern Alameda Deanery and deanery representative on the diocesan Committee on Nominations.

Major activities beyond diocese:  
Throughout my ordained ministry, wherever I have served, I have been an active member of my local interfaith clergy association. Most recently I served for four years as President of the Garden City Clergy Fellowship on Long Island, NY. In this capacity, I coordinated: the annual clergy breakfast with the mayor and local town officials; the annual January interfaith study series open to the public; the annual Memorial Day interfaith worship service at the Episcopal Cathedral of the Incarnation attended by local military and VFW members; and the monthly sandwich lunch-making events for the local interfaith feeding program.

In my opinion the major issues facing the church are:  
Continuing to be relevant in the 21st century to Christians and to the un-churched of all ages, who face sometimes daunting socioeconomic and spiritual challenges in their everyday lives. Being more welcoming to diverse populations (including Latino and Asian persons) and raising up more Latino and Asian clergy. Being involved in the dialog between society and science/technology. Advocating and being more proactive in supporting the UN Millennium Development Goals, and also advocating for fair living wages for workers, universal health care, and more equitable educational opportunities.

Why are you running for this position?  
I see service at the diocesan level offers an opportunity to help shape the future mission and ministry of the Church beyond parish and deanery boundaries. Service on the Executive Council will give me insights on what the Diocese of California does and plans to do to support and promote parish ministries. Throughout my ordained ministry, I have been on the diocesan council of every diocese in which I have served: Long Island, Massachusetts, and El Camino Real. Most recently I served as co-chair of the bishop search committee of the Diocese of Long Island.

Nominated by Carol Purcell
Nominees

Executive Council (clergy)
Two positions; at least one position to be lay • Class of 2014

Christine McSpadden
Grace Cathedral / San Francisco Deanery

Interests:
Reading, writing, jogging, and doing the New York Times crossword puzzle (not all at the same time though).

Professional associations:
Gathering of Leaders Association, focusing on church growth and expanding the reach, effectiveness, ministry, health, and membership of the Episcopal Church. Board member, Forward Movement Publications.

Summary of activities within my congregation / diocese:
As Canon for Cathedral Life, I have oversight for Christian formation and education, stewardship, membership, discipleship, and growth within the cathedral congregation and in relationship with other parishes, services, and institutions in the diocese and beyond.

Major activities beyond diocese:
Parent Docent at my kids’ school, the French-American International School.

In my opinion the major issues facing the church are:
Bold leadership, and efforts to better equip, support, train, and form both clergy and lay leaders. Growth, honestly exploring barriers to growth and really working collaboratively across many traditional and perceived divides to further evangelism.

Why are you running for this position?
I have extensive experience and enthusiastic energy around church growth and the promotion of bold leadership. I hope to expand my work at the cathedral to dig-in more collaboratively with, and through, the Diocese of California.

Nominated by Dana Corsello

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

Interests:
Gardening, riding my motor scooter, cooking, reading for fun, leisure travel (especially by sea), water color painting, and sewing.

Professional associations:
American Red Cross, Rotary Club, National Wildlife Association

Summary of activities within my congregation / diocese:
I am the rector and as such am involved in most areas of our parish life. In the diocese I serve on the board of Episcopal Charities, the Assessment Review committee, Search Committee for MultiCultural officer, and as guest presenter for Fresh Start, mentor for newly ordained clergy, and alternate deputy for two sessions of General Convention.

Major activities beyond diocese:
General Convention House of Deputies coordinator and translator, National Latino Advisory
Committee, catechumenate presenter to House of Bishops, unofficial association for congregational development at “815”.

**In my opinion the major issues facing the church are:**
- No clear process to create more and better disciples of Jesus
- Losing our focus on the primary mission of the church in favor of dealing with the perpetually dissatisfied minority
- Becoming increasingly irrelevant to those outside the church who identify as “spiritual, but not religious”

**Why are you running for this position?**
I am passionate about Jesus and growing the church. I enjoy serving in a “team/group” setting because my imagination and creativity are stimulated by interacting with others. I want to do my part to help shape the future of our church. I want to offer my gifts and talents in whatever way would serve God and our diocese most effectively. My hope is that working together on Executive Council will afford that opportunity.

_Nominated by Mary Louise Gotthold_
Leslie Watson
All Souls, Berkeley / Alameda Deanery

Interests:
• Organizational development
• chamber music (string quartet)

• history – particularly British and Irish

Professional associations:
• Bay Area Organizational Development Network
• Bay Area Facilitators Guild (past member)
• Irish Historical and Literary Society

Summary of activities within my congregation / diocese:
All Souls, Berkeley:
• Lay and Visiting Eucharistic Minister
• lay liturgical assistant
• lector
• small group leader (lectio divina)
• occasional musician, usher, and greeter.

Diocese:
• representative to Alameda Deanery
• mission reviewer of Holy Trinity/La Santisima Trinidad
• facilitator and designer for vestry retreats and parish annual meetings
• student, School for Deacons

Major activities beyond diocese:
As an organizational development consultant specializing in change management, I have led and facilitated major reorganizations for private, educational, non-profit and religious organizations. My approach has been to work collaboratively with all levels of staff and leadership toward creating greater transparency and participation in decision-making while, at the same time, creating a more focused, efficient, and effective organization. I have also enjoyed working with leaders to design and facilitate strategic planning meetings and have coached and trained management in dealing with situations where they have much responsibility with little authority. (See www.willisllc.com)

In my opinion the major issues facing the church are:
I believe the fundamental question that summarizes the challenges and issues facing the church today, is “What is Church?” In Bakersfield, California, I joined the founding members of Grace Episcopal Mission following the Anglican split in the Diocese of San Joaquin. Meeting initially in homes, we learned first-hand that “church” was a state of mind and spirit that resided in the collective hearts of Christ’s followers, not in the buildings labeled, “church,” and not even in the creeds that defined denominations, since the split did not occur as a result of contention over these things, but rather over values as interpreted through scripture. So today, with church “buildings” housing fewer and fewer of their denominational followers, we are called upon to look deeply inside of ourselves to re-exam our fundamental calling as Christians in order to discover where “church” really resides. And with this discernment must also come a fresh look at roles within our Episcopal structure as they support new ideas of evangelism and worship. The challenge for the Church, then, is to discover what sustainable venues and/or structures can foster our expression of “church” in today’s environment.
Why are you running for this position?
I wish to use my experience to work collaboratively with the bishop, other members of the Executive Council, and the diocese to help the church respond to what I perceive to be an urgent call for a new expression of church, and to foster the best of area ministry, wilderness ministries, and all evolving expressions to bring the Word of Christ to our community. I believe that dialogue between parishes and deaneries within the diocese and among bishop, priests, deacons, and laity should continue, regarding notions of what should be brought forward as the best of tradition, and coupling that with an understanding of where we can sustainably (financially, ecologically, and culturally) improve our outreach within our community and the world. I am hoping that my organizational development background can help facilitate such deliberations, and that my financial background can help the diocese realistically evaluate opportunities for sustainability. Being a member of the Executive Council affords an ideal opportunity for me to help in this way and is why I am running for this position.

Nominated by Mary Louise Hintz
David Frangquist
St. Aidan’s / 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 2007-2011, Diocesan Council 2002-2004, Pacific Church News Advisory Board 2002-2005, presenter at Diocesan Ministry Conferences (vocations track), Convention Delegate, Vestry (3 times), Parish Treasurer, Congregation Vocations Committee, Senior Warden, Rector Search Committee, labyrinth builder, thespian, Mother Superior (St. Dymphna’s).

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

In my opinion the major issues facing the church 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 need to convey the importance of Christian community and corporate action to a society where religion has become private and personal for many people. We must mobilize the power of the Holy Spirit embodied in all our members. In this time of economic, environmental and political crisis, the world needs Christ more than ever.

Why are you running for this position?
I was first called to this work when the Rev. Channing Smith asked me to run after I had served as Secretary of Standing Committee and led the organization of the Special Convention that elected Bishop Marc. I have found the work to be interesting and rewarding. I believe there is 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 Kenneth Letsch and Cynthia Clifford
Robert McCaskill
St. Stephen’s, Belvedere / Marin Deanery

Interests:
Nonprofit organizations, travel, snow skiing, and 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:

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 are:
As the financial condition of many of our parish churches declines, we must continue to seek an appropriate balance between the financial needs of the diocese and those of its individual churches, and work to identify innovative ways that the diocese can give meaningful assistance to its churches in the areas of stewardship and growth.

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 many of our parish churches face. Having served as a member of the diocese’s 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 Roulhac Austin
Canon 9.01

Boundary Between Alameda and Contra Costa Deaneries

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

Canon IX, Section 9.01 is amended to state as follows:

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 west of Crockett and 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.

Explanation

This amendment would transfer St. Mark’s Episcopal Church in Crockett from the Alameda Deanery to the Contra Costa Deanery.

Submitted by the Alameda Deanery and the Contra Costa Deanery Questions may be directed to the Rev. Christian Anton Lehrer (clehrer@msn.com).

Report of the Committee on Canons

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

Submitted by the Committee on Canons.

As reported by the Committee on Canons (first revision 8/31/11)
Canon 5.03(d), Canon 8.02(d), and Canon 16.01(d)

Minutes Kept by Secretary, 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 V, Section 5.03(d) is amended to state as follows:

   (d) The Secretary shall cause minutes of the proceedings to be prepared, and, after they have been approved, recorded in a book written form, and shall preserve the journals and records, attest the public acts of Convention, and deliver to the incoming Secretary all books and papers relating to the Convention.

2. 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) Regular and Executive Sessions; Minutes. The Executive Council may in its discretion meet in executive session for discussion of particular subjects, but shall take all decisions in regular session. It shall cause minutes of its proceedings to be prepared reflecting all decisions taken and, where deemed relevant and appropriate by the Executive Council, the related discussions. After they have been approved, the minutes shall be recorded in written form, and shall be open to inspection at any reasonable time by the Bishop, any member of the Executive Council or the Standing Committee, and any member of the Convention for a purpose reasonably related to such person’s interest as a member of the Convention.

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

3. 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 may in its discretion meet in executive session for discussion of particular subjects, but shall take all decisions in regular session. It shall cause minutes of its proceedings to be prepared reflecting all decisions taken and, where deemed relevant and appropriate by the Standing Committee, the related
discussions. After they have been approved, the minutes shall be recorded in written form, and shall be open to inspection at any reasonable time by the Bishop, any member of the Standing Committee or the Executive Council, and any member of the Convention for a purpose reasonably related to such person’s interest as a member of the Convention.

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

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Explanation and Report of the Committee on Canons

The Committee on Canons submits this proposal as instructed by the 2010 Convention. At that Convention, the following amendments to the canons were proposed:

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

(d) 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.

2. Canon XVI, Section 16.01 is amended by inserting after the existing subsection (c) a new subsection (d), and renumbering 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.

The 2010 Convention adopted the following motion to recommit:

To recommit proposals for revisions to Canon VIII, section 8.02(d) and Canon 16.01(d) to the Committee on Canons for the purposes of:

1) Changing the archaism of “recorded in a book,” and
2) Allowing for executive sessions for discussion, and
3) Requiring decisions to be made in open meeting, and inclusion in the minutes.

The Committee on Canons has revised the proposal in accordance with these instructions and in order to comply with California Corporations Code §§ 9510–9514. In accordance with Canon 21.03, the Committee on Canons also reports an amendment to Canon 5.03(d) in order to make the Canons consistent in the event the proposed amendment should be adopted.

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

As reported by the Committee on Canons (first revision 8/31/11)
RESOLUTION 1
BOYCOTT OF AND DISINVESTMENT FROM ISRAELI SETTLEMENTS

Resolved, That the 162nd Convention of the Diocese of California urges Episcopalians of the Diocese of California to divest from all companies that enable the Israeli occupation of the West Bank and East Jerusalem and to boycott all products manufactured in Israeli settlements in the West Bank or East Jerusalem;

Resolved, That this convention urges Episcopalians of the Diocese of California, especially those who are members of the CalPERS, CalSTRS, and TIAA-CREF retirement systems, to support the ongoing grassroots efforts to get those organizations similarly to divest from companies that enable said occupation.


The Israeli settlements, which house more than half a million Israeli Jews on confiscated Palestinian land in those areas, are arguably immoral and clearly illegal. Article 49 of the Fourth Geneva Convention says: “The Occupying Power shall not deport or transfer parts of its own civilian population into the territory it occupies” and Article 85 of the First Protocol to said Convention further stipulates that any such deportations or transfers shall constitute “grave breaches” of said Protocol that “shall be regarded as war crimes.”

Israeli refusal simply to freeze the further construction of such settlements is the main obstacle to the resumption of efforts by the U.S. and the “Quartet” (UN, U.S., EU, Russia) to negotiate an end to the occupation and a so-called Two-State Solution comprising the sharing of the one Holy Land in two sovereign states – Israel and Palestine - mutually recognized and living side-by-side in peace, security, and economic prosperity. U.S. government offers to Israel of additional fighter jets and financial assistance and private efforts, including by the Episcopal Church, to change Israeli policy through “constructive engagement,” have had no effect on Israeli policy.

This has led other churches and our own Episcopal Peace Fellowship to conclude that the time has come to try new methods to persuade Israel to do what is right and just and in its own best interest. A limited, targeted divestment from all companies that enable the occupation and a boycott of all products manufactured in Israeli settlements in the West Bank or East Jerusalem would be a small first step. This resolution urges the people of our Diocese to take that small step and support parallel efforts by Jewish Voice for Peace and others to get TIAA-CREF, CalPERS, and CalSTRS to disinvest from companies that enable the occupation. Lists of such companies and of settlement products can be found at: http://www.neumc.org/pages/detail/375 and http://tinyurl.com/3ptc2gs. A fuller explanation of this resolution is on the DioCal website here: http://www.diocal.org/index.php?option=com_content&task=view&id=758.

Submitted by: The Rev. Vicki Gray, Delegate, Christ the Lord, Pinole (vgray54951@aol.com)
RESOLUTION 2
CAMPUS MINISTRIES

Resolved, that the Discipleship Ministries Working Group be authorized to participate in the creation of a joint commission with the Episcopal chaplaincies and their ecumenical partners to grow and sustain campus ministry throughout the diocese;

Resolved, that the commission coordinate with diocesan officers for development and fundraising through the oversight of the Discipleship Ministries Working Group to incorporate already existing and new fund-raising events and programs and to have a viable means of long term sustainability;

Resolved, that the Episcopalian component of the commission be made up of at least the president/chair or a designated representative thereof from each Episcopal campus ministry group within the Diocese of California plus any others appointed by the Bishop or Executive Council.

Explanation: Episcopal campus ministries in the Diocese of California have a long history of successful ecumenical partnerships. Currently the ELCA and the Episcopal Church have a combined campus ministry at Stanford, the campus ministry at San Francisco State is ecumenical working with the Episcopal Church in addition to the United Church of Christ, the Presbyterian Church, and the United Methodist Church, and the campus ministry at UC Berkeley is in exploratory stages of partnership with the ELCA.

It has been ten years since the ELCA and the Episcopal Church entered into full communion and common mission. Increasingly the policy of the Episcopal Church has been to coordinate its campus ministry efforts with the ELCA whenever feasible. In May 2011, the Synod Council for the Sierra Pacific Synod of the ELCA adopted a resolution creating a Synodical Board for Campus Ministry and authorized it “to create, expand, and deepen” their partnership with the Episcopal dioceses sharing territory with the Sierra Pacific Synod, specifically “toward the creation of a joint strategy to financially sustain and grow a Lutheran/Episcopal presence at colleges and universities.” This resolution serves to affirm that the Episcopal Diocese of California shares this goal with the ELCA, and welcomes its other ecumenical partners into collaboration as well.

While sharing this ministry yields numerous benefits to the programs, there has been little work directed towards the programs’ long-term financial sustainability. Long-term viability can best be achieved by coordinating these ministries and the development efforts associated with them.

Submitted by: the Rev. Rob Keim (rkeim11@gmail.com), President of the Stanford Canterbury Foundation, and the Rev. John Sutton (suttonj@comcast.net), President of the Cal Berkeley Canterbury Foundation
RESOLUTION 3
TRANSPARENCY IN BISHOP CONSENTS

Resolved, That the 162nd Convention of the Diocese of California submits the following resolution to the 77th General Convention in 2012:

Resolved, the House of _________ concurring, That Canon III.11.4(a) is hereby amended to read as follows:

Sec. 4.
(a) If the date of the election of a Bishop occurs more than one hundred and twenty days before the meeting of the General Convention, The Standing Committee of the Diocese for which the Bishop has been elected shall by its President, or by some person or persons specially appointed, immediately send to the Presiding Bishop and to the Standing Committees of the several Dioceses a certificate of the election by the Secretary of Convention of the Diocese, bearing a statement that evidence of the Bishop-elect's having been duly ordered Deacon and Priest as to the Bishop-elect's medical, psychological and psychiatric examination required in Sec. 3(b) of this Canon have been received and that a testimonial signed by a constitutional majority of the Convention must also be delivered in the following form:

We, whose names are hereunder written, fully sensible of how important it is that the Sacred Order and Office of a Bishop should not be unworthily conferred, and firmly persuaded that it is our duty to bear testimony on this solemn occasion without partiality, do, in the presence of Almighty God, testify that we know of no impediment on account of which the Reverend A.B. ought not to be ordained to that Holy Office. We do, moreover, jointly and severally declare that we believe the Reverend A.B. to have been duly and lawfully elected and to be of such sufficiency in learning, of such soundness in the Faith, and of such godly character as to be able to exercise the Office of a Bishop to the honor of God and the edifying of the Church, and to be a wholesome example to the flock of Christ.

(Date) _________ (Signed) _______________

The Presiding Bishop, without delay, shall notify every Bishop of this Church exercising jurisdiction of the Presiding Bishop's receipt of the certificates mentioned in this Section and request a statement of consent or withholding of consent. Each Standing Committee, in not more than one hundred and twenty days after the sending by the electing body of the certificate of the election, shall respond by sending the Standing Committee of the Diocese for which the Bishop is elected either the testimonial of consent in the form set out in paragraph (b) of this Section or written notice of its refusal to give consent. If a majority of the Standing Committees of all the Dioceses consents to the ordination of the Bishop elect, the Standing Committee of the Diocese for which the Bishop is elected shall then forward the evidence of the consent, with the other necessary documents described in Sec. 3(a) of this Canon, to the Presiding Bishop. No later than two days after the final date such responses are due, the Standing Committee of the Diocese for which the Bishop is elected shall forward to the Presiding Bishop all testimonials and written notices received from the various Standing Committees, whether a majority...
Resolutions
Transparency in Bishop Consents

consents or not; and if a majority of the Standing Committees of all the Dioceses consents to the ordination of the Bishop-elect, the Standing Committee shall also forward to the Presiding Bishop the other necessary documents described in Sec. 3(a) of this Canon. No later than thirty days after responses are due, the Presiding Bishop shall make public the action taken by each Bishop and Standing Committee in response to the notification of election. If the Presiding Bishop receives sufficient statements to indicate a majority of those Bishops consents and Standing Committees consent to the ordination, the Presiding Bishop shall, without delay, notify the Standing Committee of the Diocese for which the Bishop is elected and the Bishop-elect of the consent.

Explanation: Under the current practice, summaries of the Bishop Consents by Diocesan Bishops and Standing Committees are not published. The proposed amendment to the canons calls for publishing the votes by Diocesan Bishops and Standing Committees. The objective is to provide transparency in the decision-making process. This canonical change does not impact the Bishop Consent Process at General Convention.

Submitted by: Mr. Warren J. Wong, Delegate, St. James, San Francisco wjwstjames@aol.com
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 have been audited by the audit firm of Hood & Strong. A copy of the complete financial statements and the independent auditors’ report are available on the website of the Diocese.

In the pages following this letter I have included a summary presentation of the financial statements of the Diocese for the year ended December 31, 2010.

Financial Results for Calendar 2010

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 $2.6 million during 2010. This increase was primarily the result of (1) investment income and gains in the Endowment Fund, reversing some of the investment losses incurred in prior years, and (2) the transfer of approximately $1.6 million in funds from the Corporation Sole to the Diocesan Corporation (primarily relating to the sale of property in 2010).

The Operating Fund of the Diocese (which reflects the operating income and expenses of the Diocese) had a small surplus for the 2010 year (excluding a transfer of funds from the Corporation Sole relating to the sale of property in 2010). The primary sources of revenue for the Operating Fund are assessment income, gifts and the annual income distribution from the Endowment Fund.

The Endowment Fund of the Diocesan Corporation increased in value from $18.8 to $19.8 million during 2010, primarily as a result of gifts and investment gains.

2011 Forecast and 2012 Budget

The Operating Fund is expected to incur a small surplus in the current 2011 year, consistent with the approved 2011 operating budget.

The Bishop, the Program & Budget Committee and the Executive Council of the Diocese have recommended a reduction in the assessment formula beginning in 2012. The proposed formula reduces the top assessment rate on operating income from 20% to 17%. This change in the assessment rate will result in a reduction of total assessments of over $500,000.

The Program & Budget Committee and the Executive Council have recommended a 2012 Operating Fund budget that will result in a balanced budget for the year (with a small surplus of only $21,043). A copy of this proposed 2012 budget is included in the following pages. This budget reflects the Diocesan recommended salary increase of 2.4% for cost of living increases, and an expected increase of 5.5% to 8%, depending on the plan, 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.

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.

Special recognition is due to the members of this year’s Program & Budget Committee, which held meetings extending over a four-month period in order to arrive at an acceptable budget based on the proposed reduction in the assessment formula. Members of the committee included Roulhac Austin, Shelton Ensley, Gary Hunt, Peter Jensen, Jay Luther, Lauran Pifke, Dianne Smith, Jim Forsyth and Bob McCaskill.

Corporation Sole

As reported to Convention last year, all of the assets of the Corporation Sole except for its real estate holdings were transferred to the Diocesan Corporation in December 2009. A separate report on the financial position of the Corporation Sole follows this report.

Other Matters

Both the Diocese and its member churches continued to experience financial constraints over the past year as a result of the continuing economic downturn. 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
# Summary of the Financial Position
of the Diocesan Corporation

## Financial Position (Balance Sheet)

<table>
<thead>
<tr>
<th>Assets:</th>
<th>All Funds @ December 31</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td></td>
<td>1,959,819</td>
<td>1,859,768</td>
</tr>
<tr>
<td>Receivables, net</td>
<td></td>
<td>1,810,363</td>
<td>1,764,200</td>
</tr>
<tr>
<td>Investments</td>
<td></td>
<td>32,581,978</td>
<td>36,018,552</td>
</tr>
<tr>
<td>Notes receivable</td>
<td></td>
<td>2,110,030</td>
<td>3,107,795</td>
</tr>
<tr>
<td>Notes receivable held for investment</td>
<td></td>
<td>141,862</td>
<td>120,424</td>
</tr>
<tr>
<td>Equity interests in real property</td>
<td></td>
<td>1,481,110</td>
<td>1,231,449</td>
</tr>
<tr>
<td>Property &amp; equipment, net</td>
<td></td>
<td>4,311,778</td>
<td>4,239,334</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td></td>
<td><strong>44,396,940</strong></td>
<td><strong>48,341,522</strong></td>
</tr>
<tr>
<td>Liabilities:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable &amp; accrued expenses</td>
<td></td>
<td>812,184</td>
<td>842,604</td>
</tr>
<tr>
<td>Accounts payable, related party</td>
<td></td>
<td>59,701</td>
<td>203,237</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td></td>
<td>167,469</td>
<td>163,936</td>
</tr>
<tr>
<td>Line of credit</td>
<td></td>
<td>2,110,030</td>
<td>3,107,795</td>
</tr>
<tr>
<td>Funds held in trust for beneficiaries</td>
<td></td>
<td>14,969,516</td>
<td>15,132,564</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td></td>
<td><strong>18,118,900</strong></td>
<td><strong>19,450,136</strong></td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td></td>
<td><strong>26,278,040</strong></td>
<td><strong>28,891,386</strong></td>
</tr>
</tbody>
</table>

## Change for 2010

<table>
<thead>
<tr>
<th>Net Assets by Fund:</th>
<th>Change for 2010</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating &amp; Property Fund</td>
<td></td>
<td>5,501,673</td>
<td>3,947,123</td>
</tr>
<tr>
<td>Custodial &amp; Unexpended Income</td>
<td></td>
<td>469,302</td>
<td>451,926</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td></td>
<td>19,808,031</td>
<td>18,780,954</td>
</tr>
<tr>
<td>Deferred Gifts</td>
<td></td>
<td>3,112,380</td>
<td>3,098,037</td>
</tr>
<tr>
<td><strong>Total All Funds</strong></td>
<td></td>
<td><strong>28,891,386</strong></td>
<td><strong>26,278,040</strong></td>
</tr>
</tbody>
</table>

The 162nd Convention of The Diocese of California

Finance F-3
Summary of the Financial Position
of the Diocesan Corporation

Statement of Income and Expenses

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</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>3,578,977</td>
<td>3,247,823</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>1,390,432</td>
<td>2,533,870</td>
</tr>
<tr>
<td>Change in value</td>
<td>530,703</td>
<td>304,133</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>3,008,377</td>
<td>1,511,821</td>
</tr>
<tr>
<td>Total support and revenue</td>
<td>8,508,489</td>
<td>7,597,647</td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopate</td>
<td>531,534</td>
<td>602,546</td>
</tr>
<tr>
<td>Diocesan finance</td>
<td>562,416</td>
<td>450,368</td>
</tr>
<tr>
<td>Diocesan administration</td>
<td>735,808</td>
<td>850,719</td>
</tr>
<tr>
<td>Planned giving office</td>
<td>147,286</td>
<td>177,282</td>
</tr>
<tr>
<td>Congregational development</td>
<td>309,195</td>
<td>383,633</td>
</tr>
<tr>
<td>Ministry development</td>
<td>155,467</td>
<td>145,094</td>
</tr>
<tr>
<td>Youth &amp; young adult</td>
<td>100,106</td>
<td>123,412</td>
</tr>
<tr>
<td>Multicultural ministry</td>
<td>562,914</td>
<td>402,229</td>
</tr>
<tr>
<td>Communications</td>
<td>265,567</td>
<td>245,378</td>
</tr>
<tr>
<td>Support services - outside Diocese</td>
<td>800,960</td>
<td>770,402</td>
</tr>
<tr>
<td>Other ministry</td>
<td>150,640</td>
<td>148,373</td>
</tr>
<tr>
<td>Justice, peace and integrity</td>
<td>33,639</td>
<td>24,281</td>
</tr>
<tr>
<td>Payments to beneficiaries &amp; other disbursements</td>
<td>660,620</td>
<td>660,584</td>
</tr>
<tr>
<td>Total expenses</td>
<td>5,016,152</td>
<td>4,984,301</td>
</tr>
<tr>
<td><strong>Changes in Net Assets before Transfers &amp; Reclasses</strong></td>
<td>3,492,337</td>
<td>2,613,346</td>
</tr>
<tr>
<td>Transfer from Corporation Sole</td>
<td>3,633,971</td>
<td>0</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td>7,126,308</td>
<td>2,613,346</td>
</tr>
<tr>
<td><strong>Net Assets, beginning of year</strong></td>
<td>19,151,732</td>
<td>26,278,040</td>
</tr>
<tr>
<td><strong>Net Assets, end of year</strong></td>
<td>26,278,040</td>
<td>28,891,386</td>
</tr>
</tbody>
</table>
In May 2008 the Special Convention of the Diocese adopted governance revisions stipulating that the Corporation Sole be merged or otherwise incorporated into the Diocesan Corporation to the extent feasible by January 1, 2011. However, the Convention resolution also provided that in the event that such a merger or other incorporation would result in a loss of assets to the combined entity, the Corporation Sole shall continue to survive to the extent necessary to preserve its assets.

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

During 2010 the former church property of a closed mission was sold by the Corporation Sole for $1.7 million. The net proceeds of this sale (after related selling costs) were transferred to the Diocesan Corporation subsequent to the sale of the property.

The balance sheet of the Corporation Sole as of December 31, 2010 (shown in the following pages) reflects only the 33 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,
Robert McCaskill, Treasurer
### Financial Position (Balance Sheet)

<table>
<thead>
<tr>
<th>ASSETS:</th>
<th>As of December 31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2009</td>
</tr>
<tr>
<td>Property</td>
<td>15,496,681</td>
</tr>
<tr>
<td>Total Assets</td>
<td>15,496,681</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Liabilities</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL NET ASSETS**

<table>
<thead>
<tr>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>15,496,681</td>
<td>15,388,181</td>
</tr>
</tbody>
</table>

### Statement of Income and Expenses

<table>
<thead>
<tr>
<th>Support and Revenue:</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income</td>
<td>3,764</td>
<td>0</td>
</tr>
<tr>
<td>Unrealized gain (loss) on investments</td>
<td>25,969</td>
<td>0</td>
</tr>
<tr>
<td>Gain on sale of property</td>
<td>0</td>
<td>1,488,158</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>76,825</td>
<td>0</td>
</tr>
<tr>
<td>Total support and revenue</td>
<td>106,558</td>
<td>1,488,158</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses:</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other expenses</td>
<td>92,643</td>
<td>0</td>
</tr>
<tr>
<td>Total expenses</td>
<td>92,643</td>
<td>0</td>
</tr>
</tbody>
</table>

| Change in Net Assets from Operations | 13,915 | 0      |
| Transfer to Diocese of California   | -3,633,971 | -1,596,658 |

**Change in Total Net Assets**

| -3,620,056 | -108,500 |
## Properties Owned by the Corporation Sole (at cost)

### Missions:
<table>
<thead>
<tr>
<th>Mission</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antioch, St. George</td>
<td>146,565</td>
</tr>
<tr>
<td>Belmont, Good Shepherd</td>
<td>39,500</td>
</tr>
<tr>
<td>Bolinas, St. Aidan's</td>
<td>10,000</td>
</tr>
<tr>
<td>Brentwood, St. Alban's</td>
<td>16,000</td>
</tr>
<tr>
<td>Daly City, Holy Child and St. Martin</td>
<td>114,000</td>
</tr>
<tr>
<td>Half Moon Bay, Holy Family</td>
<td>578,479</td>
</tr>
<tr>
<td>Oakland, St. Cuthbert's</td>
<td>245,510</td>
</tr>
<tr>
<td>Pacifica, St. Edmund's</td>
<td>121,357</td>
</tr>
<tr>
<td>Pinole, Church of Christ the Lord</td>
<td>206,790</td>
</tr>
<tr>
<td>San Bruno, St. Andrew's</td>
<td>1,479,000</td>
</tr>
<tr>
<td>San Francisco, Christ Church</td>
<td>25,000</td>
</tr>
<tr>
<td>San Francisco, Holy Innocent</td>
<td>73,177</td>
</tr>
<tr>
<td>San Francisco, St. Cyprians</td>
<td>1,087,917</td>
</tr>
<tr>
<td>San Rafael, Redeemer</td>
<td>393,099</td>
</tr>
<tr>
<td>South San Francisco, St. Elizabeth's</td>
<td>82,640</td>
</tr>
</tbody>
</table>

**Total missions**: 4,619,034

### Parishes:
<table>
<thead>
<tr>
<th>Parish</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Castro Valley, Holy Cross</td>
<td>2,017,558</td>
</tr>
<tr>
<td>Clayton Valley, St. John's</td>
<td>214,029</td>
</tr>
<tr>
<td>Crockett, St. Mark's</td>
<td>26,500</td>
</tr>
<tr>
<td>Danville, St. Timothy's</td>
<td>962,325</td>
</tr>
<tr>
<td>Foster City, St. Ambrose</td>
<td>927,367</td>
</tr>
<tr>
<td>Fremont, St. Anne's</td>
<td>135,686</td>
</tr>
<tr>
<td>Livermore, St. Bartholomew's</td>
<td>179,170</td>
</tr>
<tr>
<td>Oakland, St. Augustine's</td>
<td>263,901</td>
</tr>
<tr>
<td>Pleasanton, St. Clare's</td>
<td>403,380</td>
</tr>
<tr>
<td>Ross, St. John's</td>
<td>124,858</td>
</tr>
<tr>
<td>San Francisco, St. Gregory's</td>
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**Total parishes**: 5,803,182

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**Total**: 15,388,181
## Proposed 2012 Operating Budget

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**REVENUE**

| Program and Budget Committee of the Episcopal Diocese of California 2012 Proposed Budget |

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**EXPENDITURES**

| Program and Budget Committee of the Episcopal Diocese of California 2012 Proposed Budget |

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**Total Budget:**

- **2011 Budget:** 4,001,771
- **2012 Proposed Budget:** 4,551,782
- **Difference:** 550,011
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### Proposed 2012 Operating Budget

**Episcopal Diocese of California**

**2012 Proposed Budget**

**Committee on Program and Budget**

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# 2012 Proposed Budget

## Program and Budget Committee

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### 2012 Proposed Budget

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Proposed 2012 Assessment Formula

Assessment Formula for 2012
1. 5% assessment on the first $63,392 of a parish or mission’s operating income for 2010 as defined on Line A of the 2010 parochial report
2. 17% assessment on all such income above $63,392 provided that,
3. No parish or mission shall have an increase over 2011’s initial assessment before appeals of more than 50% or $15,000, whichever is less.

Proposed 2012 Salary Resolution

Resolved: That effective January 1, 2012, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 2.4% as reflected in the 2012 Mandatory Minimum Salary Schedule. Further Resolved: That Years of Experience be defined by Credited Service with The Church Pension Fund.

2012 Mandatory Minimum Compensation Including Self Employment Tax

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<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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<tr>
<td>A</td>
<td>63,392</td>
<td>66,913</td>
<td>70,435</td>
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<tr>
<td>B</td>
<td>65,505</td>
<td>69,379</td>
<td>73,252</td>
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<tr>
<td>C</td>
<td>67,642</td>
<td>71,843</td>
<td>76,069</td>
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<tr>
<td>D</td>
<td>70,435</td>
<td>76,069</td>
<td>81,705</td>
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<tr>
<td>E</td>
<td>77,479</td>
<td>84,522</td>
<td>91,637</td>
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</table>

Resolved:
1. That the minimum transportation allowance be $0.555/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2012.
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 2.4% for 2012 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, 2011.

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

1. Number of pledging units:

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

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<td>$70,436 to $135,190</td>
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<td>$135,191 to $270,168</td>
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<tr>
<td>$270,169 to $540,764</td>
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<td>$540,765-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>21 - 30</td>
<td>C</td>
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<tr>
<td>31 - 40</td>
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<tr>
<td>41++</td>
<td>E</td>
</tr>
</tbody>
</table>

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.
# Clergy Minimum Compensation for 2012

## 2012 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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</thead>
<tbody>
<tr>
<td>A</td>
<td>63,392</td>
<td>66,913</td>
<td>70,435</td>
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<tr>
<td>B</td>
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<tr>
<td>E</td>
<td>77,479</td>
<td>84,522</td>
<td>91,637</td>
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## 2011 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
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<th>Experience 5-9 Years</th>
<th>Experience 10+ Years</th>
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## 2010 Mandatory Minimum Compensation Including Self Employment Tax

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Compensation Figures Include SET Supplement

Associates Are Compensated at 2 Classifications Below Rector

2012 Compensation Reflects 2.4% CPI Increase
2011 Compensation Reflects 1.1% CPI Increase
The Asian Commission invited members of the Diocese of California to the Asian Ministry Networking Day, at St. Ambrose, Foster City, last November. It was to help identify the needs, hopes, and challenges for our common ministry as we seek to reach out to people of Asian ancestry. Participants were asked to share stories of their positive and challenging experiences of ministry, their hopes for the development of ministry to and with people of Asian ancestry, and what is needed to achieve these hopes. The result of this event was to plan the Asian Commission Consultation in the summer of 2011.

On June 10 and 11, the first Asian Commission Consultation convened 65 participants at Christ Church, Alameda, with the promise to educate, equip, and empower not only individuals from Asian and Asian-American ministries, but also, and especially, those from non-Asian cultures interested in reaching out to the people of Asian ancestry in their communities. Presenting a new model of stewardship for Asian communities, the Rev. Dr. Fred Vergara, Asian American Ministries Officer for the Episcopal Church, gave a plenary calling on the five elements traditional to some Asian cultures: fire, wood, earth, metal and water. This model reflected on common Asian concepts, challenging participants to draw inspiration from within, instead of an imposed Eurocentric model. Workshop leaders gave presentations focusing on particular issues faced by Asians, Asian-American youth, and multi-ethnic congregations. In one workshop, the Rev. David Ota unpacked the differences between “multi-ethnic” and “multi-cultural” congregations while pointing out that each congregation is in itself “a culture.” Other workshops covered urban ministry in the changing neighborhood, multi-generational ministry, youth ministry, and how immigration impacts Asian communities.

The event was highlighted with Christian Tai Chi (led by Vergara), fine food, engaging entertainment, and informative field trips to cultural centers and church sites. Attendees commented that they had been educated, equipped and empowered for church ministries within their changing neighborhoods. Because of this, the Asian Commission plans to have similar events in the future.

Our annual activities: the retreat for ethnic vocation and spirituality in multicultural context took place at St. Dorothy’s Rest. This retreat of two days on February 4 – 5, hosted 20 participants. Members of the Asian Commission sent delegates to attend the annual Ethnic Convocation of the Episcopal Asian-American Ministry (EAM), an event of the national church. Last year we had our first successful Asian youth tent camping in June for three days and two nights at Kirby Cove, Marin County. We organized another camping event this year at St. Dorothy’s Rest, Camp Meeker, on June 15 – 17.

The Asian Commission funded seed money to Our Saviour, Oakland, a Chinese congregation, to start a children music group which includes singing and playing music instruments; subsidized Holy Child and St. Martin’s, a Filipino congregation, to organize a children music program; and subsidized Christ Church, Sei Ko Kai, a Japanese congregation, to organize a youth music program. These music programs help the children and youth to expand their horizons from Asian culture to the diversity of surrounding neighborhoods, and to encourage their communication with others through music performance.
Camp Ministries

• Allocation from Diocesan budget, $48,000

Department Overview
The Diocese of California supports two summer programs at diocesan facilities, St. Dorothy’s Rest and The Bishop’s Ranch, and two at outside facilities, Camp St. Francis and Camp St. Andrew’s. There are a total of twelve, weeklong camp sessions and two, two-night sessions.

Achievements
• Coordinated Diocesan Camp Sunday to promote summer camps around the Diocese
• Provided a camp experience to 800 adults, youth and children, representing over 40 parishes
• Provided over $55,000 in financial aid to make camps available to 254 people who would not otherwise be able to attend

Hospital Camps at St. Dorothy’s
St. Dorothy’s Rest provides an important ministry through their Hospital Camps to children living with cancer or organ transplants. This year 68 children were given the opportunity to enjoy camp with peers who have common experiences. Campers are provided this experience at no cost.

The Department of Camp Ministries currently does not provide support to this long running ministry. Funding for these camps comes from the St. Dorothy’s operating budget and donations.

Goals
• Increase awareness within the Diocese of the services provided by camps
• Find new ways to reach out to all communities within the Diocese
• Strengthen relationships with other Diocesan departments
• Explore ways to support Hospital Camps
The past year marks a time of expanded activity in our respective campus ministry programs highlighting the lively and creative work being done. Though our campus ministries are located in three specific university settings, SF State, Stanford and UC Berkeley, the make-up and impact of their communities includes and exceeds the campus to which our programs are attached. Additionally, strengthened networking opportunities afforded through creation of single diocesan oversight for young adult, campus and camp ministries points towards further growth of our diocesan outreach to young adults, as they claim mental and spiritual leadership and ownership of the work of the church.

**San Francisco State University:** the Ecumenical House (EcHouse) provides residential housing, creating intentional Christian community for students under the direction of the Rev. Carolyn Talmadge, assisted by the Rev. Deacon Nancy Pennekamp. EcHouse is supported by the Episcopal Church, PCUSA, the UMC and the UCC. Their mission is “to create and facilitate life-changing Christian ministries with students throughout San Francisco.” Though there are six students in residence the mission extends to SFSU, the Academy of Art University and City College of San Francisco. The ministry offers weekly dinner and Bible study, worship and meditation, game night and volunteer service in a local food bank. Each month the ministry prepares food for, and attends worship with, the Open Cathedral ministry, in addition to special events such as urban hiking and social gatherings. On campus they table weekly with outreach to the campus, participating in the veteran student group, pride committee and safe zone committee and coordinating with environmental groups. In the Episcopal Church EcHouse students participate in province VIII and Diocesan young adult and college gatherings.

**Stanford:** The campus ministry to Stanford University is under the direction of the Rev. Greg Schaefer representing the Episcopal and ELCA churches. The mission as stated is to make visible an active Christian presence on campus by providing welcoming Episcopal ministries of sacrament, pastoral care, prayer, liturgy, and nourishment. Each week the group, made up of undergraduate and graduate students, gathers for dinner and conversation. The students from all over the world enjoy a break from study and work and share fellowship and a broad range of perspectives. There is also a mid-week noonday Eucharist at the university chapel. The campus ministry is committed to social justice, hospitality to strangers, connection with other denominations and faith traditions and has a public presence in the student union and campus square. Students have taken up the struggle against restrictive measures being imposed on the homeless community. On campus students are trained under regulated criteria to offer support and care to one another.

**UC Berkeley:** The campus ministry is a combined Episcopal/ELCA ministry under the direction of the Rev. Jeff Johnson (ELCA) and Mr. Tom Poynor of the Episcopal Church meeting at University Chapel. The working statement of purpose for the chapel is: a Christian community of peace, hope, justice and welcome for all students. The chapel is an open worshiping community sponsored by the Episcopal/Anglican/Lutheran (ELCA) churches. Each week the chapel hosts Taco Thursday, a meal open to anyone followed by a creative and engaging candlelit Night Prayer and Communion. The community is made up of undergrad and graduate students, social justice volunteers, young adults from the community and seminarians. Twice a week the chapel opens “Café Romero”, a space of refuge for engagement with the student body and conversation around action and social justice, with free coffee. There are currently three students working to engage fellow students on campus through public narrative around the issues of the environment, Israel/Palestine, LGBT and immigration reform. Additionally there is an undergraduate artist in residence working on an installation piece for the chapel that explores the intersection of art, faith and justice. Each month the chapel hosts a Theology on Tap discussion at a local beer and pizza place and plans are underway to offer a monthly staff and faculty worship and social hour.

Campus ministry is not an issue of a particular campus, it is a vital concern of the future of the church. Please support our campus ministries with your prayers and financial donations. Though we are reaching out and engaging the future of the church, this future must always be understood as the very real church of the present. All the faithful are to be one in heart and mind sharing all (Acts 4:32). Take time at this convention to meet your campus ministries programs.
Ministering under the bishop's call of shared episcope, my particular responsibilities in the senior diocesan staff include:

• Congregational transitions and clergy deployment
• Oversight of 20 mission churches and their clergy
• Clergy life and professional development
• Congregational development and church growth
• Church discipline and conflict resolution

I also work closely with the Bishop and other senior staff on the variety of missional, strategic, personnel, financial and administrative issues that form part of the Bishop’s ministry in the diocese and beyond. I am also blessed to work with my extraordinarily talented assistant, Denise Obando, whose creative energy and work add immeasurably to the diocese’s ministry.

Among the results of our collaboration has been the ongoing work of Area Ministry, California’s innovative mission strategy of growth, baptismal ministry, and fresh expressions of the Church. Bringing new vitality to congregations while moving mission outward into our communities, Area Ministry is especially concerned with inviting young adults and other under-represented people of our multicultural communities into the church. This past year, we have continued the Mission Effectiveness Review process, to strengthen our congregational leadership and ministry, evaluate our church properties, and provide positive management information about the state of our mission; increased anti-racism training work; and promoted the mutual ministry review process throughout the diocese.

One of the most rewarding aspects of my ministry continues to be my work with clergy. Through an abiding commitment to being available and accessible, by introducing Fresh Start to the Diocese of California, by reforming and opening deployment practices, and by promoting clergy wellness and professional development, I have been an advocate for our priests and deacons amidst the changes and challenges of the 21st century church.

At the same time, I have been a champion of baptismal ministry, with a passion for recruiting, training and deploying lay leaders from the rich diversity of our diocese. I also serve as a coordinator for the Living Stones partnership for the ministry of all the baptized. Even though our mission context is one of the least church-going parts of the United States, my service among the clergy, people and congregations of the Diocese of California has convinced me that God is calling the Episcopal Church to creative, transformative ministries among our neighbors, and will prosper our faithfulness and risk-taking for the Gospel. It is a blessing to minister in California.

The Rev. Canon Michael Barlowe
Canon to the Ordinary
The Chancellor of the Episcopal Diocese of California serves as one of six officers of the Convention, and as an ex officio member of the Executive Council and the Department of Finance. Traditionally the Chancellor also serves as chair of the Committee on Canons and as parliamentarian of the Convention. To many these are the most visible roles of the Chancellor, but other functions occupy most of my time.

The Chancellor principally serves as outside general counsel to the diocese. Under California law, an attorney representing an organization (and particularly one so complex as this diocese) is required to “conform his or her representation to the concept that the client is the organization itself, acting through its highest authorized officer, employee, body, or constituent overseeing the particular engagement.” As such, while appointed by the Bishop, the Chancellor may provide legal advice as required not only to the Bishop (who is usually the highest authorized officer overseeing the Chancellor’s work), but to the Convention itself, the Executive Council, the Standing Committee, the senior Diocesan staff, and other constituents. The Chancellor also provides legal advice and services to mission churches that have no other legal representation, and on occasion to Grace Cathedral, to parishes, and to certain nonparochial church organizations when it does not conflict with the Chancellor’s diocesan role. The Chancellor’s role in advising all church constituents is limited to their official capacities as officers, directors, or employees authorized to act on behalf of the church.

The Chancellor’s work regularly includes legal advice concerning the temporal affairs of the diocese’s two corporate entities, “The Episcopal Church in the Diocese of California” (a nonprofit religious corporation commonly known as the “Diocesan Corporation”) and “The Episcopal Bishop of California, a Corporation Sole” (a special type of nonprofit religious corporation). Both entities exist as authorized by canon law and civil law to manage the diocese’s temporal affairs and to protect all church constituents from personal liability for church affairs. The Chancellor handles real estate matters throughout the diocese, conducts and coordinates litigation, supervises any other lawyers retained by the diocese or appointed by the diocese’s insurers for particular matters, advises on civil and canon law, reviews and negotiates various contractual relationships, and provides other legal advice as needed.

Work of special note during the past year has included supervising outside counsel defending a lawsuit against the diocese, monitoring third-party litigation that may affect the interests of the church, working in several matters to avoid potential litigation, supervising several real estate transactions, and helping organize training in the new Title IV disciplinary canons.

I am grateful to be able to rely regularly on the efforts and counsel of our longtime Vice Chancellor Sandy Boone. Sandy and I also communicate frequently with chancellors across the Episcopal Church to share the benefit of the insights and the many years of experience of more than 100 lawyers who serve the Episcopal Church as chancellors.

Separately from my work as Chancellor of the diocese, I have served since July 1, 2011 as a member of the Disciplinary Board for Bishops, the church court established under Title IV to consider disciplinary charges against any bishop. The Disciplinary Board for Bishops consists of ten bishops elected by the House of Bishops, along with four lay members and four clergy members elected by the House of Deputies (following initial appointments by the President of the House of Deputies). My initial term expires in 2012, but I have been nominated for election next summer by the House of Deputies to serve a full six-year term through 2018.

Christopher J. Hayes, Chancellor
The Commission on Ministry [COM] serves the Diocese of California in its canonical role as advisor to the Bishop in promoting the ministry of all the baptized within the diocese, giving particular guidance to those aspiring to be ordained as deacons and priests.

In the past year, the COM has accomplished the following:

- Revised, published, and implemented the diocesan Guidelines for Those Seeking Holy Orders; and posted Discernment Resources on the diocesan web page.
- Developed and conducted Day of Discovery and Time of Discovery programs for lay and ordained ministry; and held a retreat to develop leadership in the diocese for discernment programs in local parishes and area ministries.
- Interviewed and evaluated aspirants in preparation for the 2011 Vocations Conference.
- Interviewed and evaluated all aspirants, candidates, and ordinands, and made appropriate recommendations to the Bishop and Standing Committee.
- Continued to guide all postulants, candidates, and ordinands by COM liaisons.
- Arranged for required background checks, General Ordination Exams, and psychological testing.
- Organized retreats for ordinands prior to diocesan ordinations.
- Provided a spiritual formation group for those preparing for the priesthood.
- Worked with the Board of Examining Chaplains in providing alternative testing procedures when necessary.
- Reviewed requirements for clinical pastoral education for vocational deacons with Sojourn Chaplaincy at San Francisco General Hospital.
- Started to update Discerning your Call to Ministry and to prepare multicultural sensitivity materials.

In this next year, the COM plans to continue all of the above as part of the routine service we offer the diocese. We also hope to:

- Revise as necessary the new Guidelines, in congruence with the canons of the national Episcopal Church.
- Adapt the Day of Discovery and Time of Discovery programs to create training workshops on the parish, area ministry, and diocesan levels.
- Continue to improve communication and transparency in all our work.

The members of the COM are honored to serve the Diocese of California by strengthening the ministry of the laity and ordained clergy, in our diocese and throughout the national church. We thank all who assist us in our work, especially:

The Rt. Rev. Marc H. Andrus, Bishop
The Rev. Robyn Arnold, Vocations Officer
Cindy Abbott, Executive Assistant to the Bishop
The Rev. David Ota, President, Standing Committee
Sally Mancini, Past Chair, COM
The Rev. Hailey McKeefry Delmas, Assist. Chair, COM
Christopher Butler, Liaison of the Standing Committee to the COM

Respectfully submitted,
The Rev. Dr. Kenneth L. Schmidt, Chair, COM
Along with the things we maintain on a regular basis, the Communications Working Group has set three goals for 2011:

1. Build a network of congregational communications liaisons,
2. Update diocal.org while building a more robust news presence for Pacific Church News online, and
3. Take diocesan directories online.

We are pleased to report that the DioCal Congregational Communications Network is up and running and currently includes communications liaisons from over 40 congregations. We are working to include every congregation in the diocese in this network. On September 17, 2011, the DioCal Communicators gathered for a day of learning and networking at St. Mark’s, Berkeley. The event’s keynoter was Bay Citizen and New York Times journalist Scott James. These events will take place quarterly and will help communicators learn best practices for traditional and new media. If your congregation is not yet represented in the network, consider recruiting a liaison to help tell your stories of ministry to the greater diocese.

We are currently working with Funicular Media to achieve goals two and three and we look forward to launching new websites in early 2012. In the 2012 Budget before this convention, Pacific Church News will no longer receive funding as a print product. In these economic times, we simply cannot continue to pay the high cost of printing. We realize that many in our audience prefer print over electronic methods of delivery and, to that end, we will work closely with our congregational liaisons to help deliver content using media appropriate to our many audiences. We will also begin pushing the electronic envelope in 2012, producing the highest quality web content in The Episcopal Church. For more information on this, see the December issue of Pacific Church News.

DioBytes will continue as our weekly e-newsletter and will grow and improve in 2012. Currently, DioBytes has more than 1,600 subscribers, and delivers fresh content and announcements of interest to Episcopalians in the Diocese of California.

The Communications Working Group supports print, design, and electronic communications needs for the Bishop’s staff, and we will be responsible for producing monthly educational webinars to support the Congregational Vitality initiative.

DioCal’s social media strategy is off to a great beginning and we will work closely with our network of liaisons to improve our Twitter and Facebook reach in 2012. Currently, almost 700 people “Like” the Diocese of California on Facebook and we have close to 300 “Followers” on Twitter (@DioCal).

Please “Like” us, “Follow” us and subscribe to DioBytes. We also hope that you will join the DioCal Congregational Communicators Network so the entire diocese can hear the good news from your mission or parish.

Faithfully submitted,

Sean McConnell
Canon for Communications

Francesca Pera
Communications Associate
The Companion Diocese Committee (CDC) continues to develop relationships with our sisters and brothers in the Diocese of Curitiba, Brazil (DAC). In August, Co-chair Amber Sturgess resigned as an active member due to other commitments. With the approval of Bishop Marc, the CDC leadership has been reorganized into a coordinating committee with the following members: Mary Louise Gotthold, convener; Melissa Ridlon; Michael Tedrick; and Sam Dessordi Leite. The Committee met in person several times while Michael Tedrick, our missioner living in Curitiba, was in California and continues to meet regularly via Skype.

Since there is only one year remaining in our initial five-year formal relationship with DAC, the CDC decided that we now need to evaluate the things we have accomplished and explore with our companions what we can do in 2012 that would be most meaningful to the relationship going forward. A face to face meeting in Curitiba with the CDC coordinating committee and a few representatives of the DAC group will take place October 28–November 8, 2011.

We have several projects that are being worked on:
- The launch of Prayer Partners at this convention;
- Completion of the website
- Seeking out new members for CDC
- Seeking grants
- Organizing a Companion Diocese Sunday

We are also hoping to:
- Develop technology for future meetings
- Initiate companion Parishes
- Arrange young adult visits: DAC—Diocal & Diocal—DAC
- Follow up on the agreements from the Climate Justice Conference
- Share liturgy and music
- Host another shared retreat in daily life

We expect a primary focus of our work together in the coming months and years will be climate justice and challenges facing indigenous, landless, and homeless people in both countries. We also want to continue to find and explore ways to build relationships between groups and individuals in the two dioceses.

Please be sure to visit our table where you can find out about prayer partners, companion congregations, climate/environmental justice issues, and people and churches in Curitiba. You will also be able to buy items made by indigenous people. You should also be sure to visit the photo exhibit about the indigenous and landless people of Curitiba on display at Gallery 1055 in the Diocesan House during the convention.

CDC Coordinating Committee
At the 162nd Convention of The Diocese of California, the Deanery Task Force proposed and the Bishop accepted the establishment of a Deanery Coordinating Council (DCC) made of the presidents and vice presidents of the six deaneries. At the recommendation of the Deanery Task Force, the Bishop appointed Melissa Ridlon as the chair of the DCC for 2011.

While the DCC was charged with meeting at least quarterly, members agreed that bi-monthly meetings were more appropriate during the start-up period.

The DCC identified its principle objectives as:
- Bringing gifts and people together
- Making linkages and sharing, including sharing technology when possible
- Leveraging the power of individual voices on the Diocesan level
- Education and communication
- Bringing congregations together
- Coordinating efforts between and among deaneries
- Preparation for Convention: doing the advance work in deaneries so Convention can be the “summary”
- Collaboration in the political process
- Collaboration in community action/involvement
- Facilitating communications with the diocese, with other deaneries and with congregations

During its first year, the DCC has focused much of its effort in improving preparation for and participation in Convention 161. It worked closely with the Nominating Committee to make sure the nominations process was communicated and supported in the deaneries. It kept track of the Convention preparation time line to assure presentations were made in a timely manner in the deaneries. Members of the DCC participated in meetings of the Committee on the Dispatch of Business to improve communications about their work with deaneries.

As it moves into 2012, important goals of the DCC include:
- Initiating a formal report from each Deanery on its work in 2011 and goals for 2012 that will be sent to the Bishop and Executive Council in early 2012.
- Hosting a transitional meeting between retiring deanery presidents and vice presidents and incoming presidents and vice presidents for training and discussion of future plans.
- Continuing to raise awareness about deanery ministry and the importance of deanery participation in Diocesan ministry.
- Developing educational/training programs for deanery delegates that can hopefully be used in congregations as well.
- Continuing to support and facilitate planning and preparation for Diocesan Convention.

First, the Group requested from each institution/chartered organization, a copy of its By Laws and Articles of Incorporation. Second, the Group determined to break into groups of two, and personally interview the Executive Director and/or staff, asking the following questions:

1. Is there a structural relationship between the Diocese and your organization? i.e. by-laws, articles of incorporation, make-up of the Board of Directors
2. Is your organization registered as a non-profit with the California Secretary of State? Was it created by the Diocese? Or separately?
3. Is there a financial relationship between the Diocese and your organization?
   A. Do you use “Episcopal” and/or “Diocese” in your fundraising efforts?
   B. Do you use the Diocese tax I.D. number, or do you have your own?
   C. Are any of your organization’s assets (bank accounts, payroll, endowment) managed by the Diocese?
   D. Do you submit any financial report to the Diocese?
   E. Do you have an annual audit? Does that audit go to the Diocese?
4. Do you and/or your employees have health insurance? If so, what agency provides the coverage?
5. Does your organization have liability insurance? If so, what are the policy limits? What company provides the coverage?

6. Beyond the financial and structural details that we have discussed, describe your understanding of the relationship between the Diocese and your organization. How would you envision this relationship in the future?

The following entities were personally visited or contacted by one or two Group members:
Bay Area Seafarers Service
Bay School
Bishop’s Ranch
California Counseling Institute
Canterbury Foundations
Church Divinity School of the Pacific
Clausen House
Episcopal Charities
Episcopal Community Services
Episcopal Ministry to Convalescent Hospitals
Episcopal School for Deacons
Episcopal Senior Communities
Good Samaritan Family Resource Center
Oasis/California
Ohloff Recovery Programs
Sojourn-S.F. General Hospital Chaplaincy
St. Dorothy’s Rest

The results were compiled and released to the Chancellor and Rev. Canon Michael Barlowe.

Respectfully submitted,
Patrick Talbot Hall, Chair, Diocesan Institutions Working Group
Ministry Development

- Sponsored three “Equipping the Beloved Community” regional training events, serving 275+ learners and featuring the following—Stewardship, Godly Play, Eucharistic Minister and Visitor Training, Anti-racism Training, Music, Liturgy, and seasonal and topical Curriculum Review—and other training and equipping in response to needs are identified by the diocese, hosting parish, and deaneries.
- Sponsored and supported training for benchmark adult-formation programs such as EfM, LifeCycles, and “Healing Racism & Celebrating All God’s People,” acquired and disseminated new curriculum and teaching resources for adult catechesis and discipleship.
- In collaboration with the Bishop and our diocesan staff team: sponsored anti-racism training, conducted mutual ministry reviews, and led the Latino Ministry strategic planning process.

Resourcing Educators & Youth Ministers

- Convened and promoted the first-ever diocesan “Camp Sunday” initiative.
- Hosted Happening 28 which was attended by the largest number of youth participants in 10 years; also sponsored the first-ever diocesan confirmation retreat.
- Collaborated with the Episcopal Resource Center in Sunnyvale, including support for acquisitions and marketing, and hosting three public Open Houses featuring seasonally-appropriate teaching resources.
- Co-sponsorship of the Ecumenical Western Christian Educators Conference and provision of targeted funding for continuing education, conference fees, and scholarships for professional Christian educators.

Communications

- Conducted a comprehensive review of diocesan youth ministry resulting in the “Rooted in Relationship, Called to Collaboration” shared vision for ministry with young people.
- Distributed 12 online issues of “Grow Up in Every Way,” the monthly newsletter for ministry with young people in the Diocese of California.
- Produced the quarterly column “InFormation” for Pacific Church News, and guest-edited the September issue on a theme of “Reading the Bible in the Diocese of California.”

2012 GOALS AND ACTIVITIES

Ministry Development

- Hire, orient, and deploy “Associate for Discipleship Ministries” to attend to the communication, continuing education, and program needs related to lifelong Christian formation, especially with respect to young people.
- Strengthen and expand the “pipeline” of young ministers, ensuring that parish-based youth ministries, camps, campus ministries, and Episcopal Schools minister collaboratively in support of our young people; create new programmatic offerings that build bridges between institutions and leaders.
- Begin review and strategic planning with the three Bay Area Cursillo Secretariats, in order to ensure the health, relevance, and viability of renewal ministries within the continuum of Christian formation.

Communications

- Launch online delivery of ministry development resources through the Beloved Community Webinar format and build comprehensive Discipleship Ministries pages on the diocesan website.

RESPECTFULLY SUBMITTED:
Julia McCray-Goldsmith, Working Group Head for Discipleship Ministries
Ecumenical and Interreligious Affairs

We serve to represent the Bishop and Diocese in ecumenical and interfaith liturgical and educational meetings. Our task is to inform the Bishop of the plans and needs of our sister churches and religious communities. We work to support the Bishop, who is the Ecumenical Officer of the Diocese.

A number of activities highlighted our calendar in 2010 and 2011. On November 4, the Ecumenical Officers Committee met at the Cathedral of Christ the Light with the new Roman Catholic Bishop of Oakland to discuss the importance and challenges of interfaith and ecumenical efforts in the Bay Area.

On November 15-16, we gathered at the Bishop’s Ranch to hear Dr. Roderick Dugliss, a member of the Episcopal National Commission on Ecumenical and Interreligious Affairs and Dean of the School for Deacons in Berkeley: “100 Years after Edinburgh – A Personal Journey through an Ecumenical Landscape.”

On January 18, we began the Annual Week of Prayer for Christian Unity (18-25) with an observance and luncheon at the Cathedral of Christ the Light, Oakland. On February 21, the annual Paul Wattson Lectures at USF included dinner and a lecture by Cardinal Walter Kasper, President Emeritus of the Pontifical Council for the Promotion of Christian Unity, Rome. On March 8, I addressed the women of St. John’s, Ross, on the history of the Ecumenical Movement. On April 5, our meeting was at St. Patrick’s Seminary in Menlo Park. From May 9 – 12, we represented the Diocese at the National Workshop on Christian Unity and a meeting of the Episcopal Diocesan Ecumenical and Interreligious Officers in Pittsburgh, PA. It was reported that (1) We are now in full communion with the Moravian Church, (2) We have observed the tenth anniversary of our union with the ELCA, (3) We are in continuing dialogue with Roman Catholics in the US and in ARCIC III internationally, (4) Dialogue with the United Methodist Church concerning Reception and full communion continues and (5) We are in the second round of dialogue with the Presbyterian Church. The Episcopal Diocesan Ecumenical Officers reviewed the Faith and Order Paper “Baptism, Eucharist and Ministry.” On June 14, we met at the RC Chancery in San Francisco and on September 13 at the Chancery of the San Rosa Diocese.

The annual retreat of the Ecumenical Officers Committee will be held on October 31 – November 1 at the Jesuit Retreat Center in Los Altos. Dr. Kathleen Hurty, an internationally recognized Lutheran scholar, will conduct an interactive dialogue on the implications of Cardinal Kasper’s address (February 2011). We hope to develop a five year plan for the conduct of ecumenical activity in the Greater Bay Area.

We expect to participate in the work of next year’s Week of Prayer for Christian Unity, Paul Wattson Lectures, National Workshop on Christian Unity and Interfaith Millennium Development Goals Coalition.

The Rev. Sumner Walters
In 2011, Episcopal Charities began its strategy of convening regional Action Networks throughout the Diocese. Congregants and other members of the community come together in these Action Networks to find projects that address the root causes of poverty in their communities for Episcopal Charities’ funding and professional volunteer support. Through this process, the following agencies were chosen, to be supported for up to three years:

**Alameda**
*WriterCoach Connection* focuses attention on the importance of writing and provides community support for writing to the public schools. The program trains volunteers to coach secondary school students in writing.

**Contra Costa**
*Youth Homes* helps severely neglected and abused foster children and adolescents recover from trauma. Their Organic Garden and Job Readiness Program teaches the basics of organic gardening and helps participants develop essential employments skills.

*Options Recovery Services* helps break the cycle of crime, broken families and homelessness causes by addiction. Their programs are built around intensive case management moving addicts and alcoholics from substance abuse into employment, housing and a meaningful life.

**Marin**
*Experience Corps* offers adults 55 and older the opportunity to develop caring relationships with elementary and middle school students during and after school. These adults tutor one-on-one or in small groups, provide classroom assistance and help out in after school programs.

**The Peninsula**
*Los Ayudantes* is a vibrant community of local educators, professionals and activists who work closely with teachers and administrators in the Redwood City public schools to provide English language tutoring and culture literacy mentoring to Latino youth, ages 9 through 13.

**San Francisco**
*Produce to the People* is dedicated to aiding the food security and health of its community through garden and food education, the creation of green jobs for youth and the growth, harvest and distribution of organic backyard and community grown produce.

*Episcopal Community Services’ Skills Center* offers day and evening classes in literacy, basic education and GED preparation to homeless and low income adults in San Francisco. The Skills Center also partners with Jewish Vocational Services to teach basic computer skills classes.

Episcopal Charities also provided another year of funding and volunteer support to agencies chosen by the earlier version of its Action Networks in 2010. These agencies are Good Samaritan Family Resource Center, Family Service Agency of San Francisco, Street Level Health Project, Healthy Oakland’s Wellness Center and Boys Hope Girls Hope. Finally, Episcopal Charities provided funding to the St. Luke’s campus of Sutter West, Grace Cathedral’s Jail Ministry, Eldergivers, Ohlhoff Recovery Programs and Soujourn Chaplaincy.

We have begun our second year of regional Action Networks and look forward to reporting on their decisions at the next convention. We wish to thank our Action Network members as well as those who provided volunteer support to projects chosen by the Action Networks.
Esteemed Clergy and Lay Leaders:

Greetings from the Executive Council (E.C.) of the Diocese of California. Our 27 members work to assure that your assessment dollars support your ministry priorities. In doing our secular work of managing the Diocesan budget between conventions, E.C. came to fully understand that our diocese, like the entire Episcopal Church, has been in persistent decline for 15 years; we’re losing an average of 21 Episcopalians in the diocese every month. Bishop Marc shared his deep concern about this with us and his desire to change it. The E.C. felt it was part of our role as fiscal stewards and your representatives to provide a path for the necessary and exciting work of reversing the decline and reviving our congregations. The Church Growth Program, developed by lay leader Joe Jennings, empowers us in the pews and pulpits to work together to revitalize ourselves and grow our parishes. It is unstructured by design, allowing for the people of the diocese to share our experiences and experiment together to develop concrete plans for engaging others in the mission of Jesus Christ in this diocese. This is groundbreaking work, so we’ll have to live with ambiguity as we discover what our congregations need and how we can help our leadership to provide it. The Church Growth Program is E.C.’s adjunct to the work that the Bishop, his capable staff, and the Standing Committee are doing to ensure the vitality of our congregations, particularly those that are fragile. Like Bishop Marc, we believe that while financial concerns cannot be ignored, the most important part of any growth and vitality plan is providing the means to follow the way of our Lord, Jesus Christ. We are Jesus’ hands and feet working in the world. We believe Jesus and the Holy Spirit will work in us to renew and refresh our faith if we share and document projects and existing programs that your congregations are passionate about, projects and programs that work. Please join Bishop Marc and your E.C. as we embark on this new frontier by visiting Church Growth at www.churchgrowthprogram.com.

The Executive Council has also been busy with the regular work of managing diocesan business. We made it a priority to take the two-day Anti-racism training together in July, which encouraged us to develop a mindfulness that helps us assure that our policies and processes treat everyone equally. We oversaw the significant work of revisiting the diocesan assessment formula, supported the recent, successful Haitian Music School project, and developed the 2012 narrative budget, which you will vote on today. Collaborating with the Bishop, we were able to close the deficit and balance the budget without anyone being laid off but with consolidation of several staff positions and programs. I want to specifically acknowledge Treasurer Bob McCaskill’s leadership and the debt of deep gratitude we owe to Jim Forsyth, who has faithfully overseen our finances for the past 15 years. Thankfully, Jim will remain with us part-time to train his successor and work on special projects for the Bishop.

We are most grateful for the work of our Bishop, our colleagues on the Bishop’s staff, and the Standing Committee. It is our great joy to join with them and with you in renewing our commitment to serve God and one another through the work of this diocese.

With gratitude,
Roulhac Austin, Chair, E.C.
J. Peter Jensen, Vice Chair
Deb White, Secretary
## Gift Planning — By the Numbers

### Most Recent 12-Month Period

<table>
<thead>
<tr>
<th><strong>REVENUE:</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New Gifts</strong></td>
<td></td>
</tr>
<tr>
<td>A. Deferred Gifts</td>
<td>Irrevocable Trusts $694,037</td>
</tr>
<tr>
<td></td>
<td>Gift Annuities $116,665</td>
</tr>
<tr>
<td></td>
<td>(29) Expectancies (est. value) $1,450,000</td>
</tr>
<tr>
<td><strong>Total New Gifts in Pipeline</strong></td>
<td>$2,260,702</td>
</tr>
<tr>
<td><strong>Irrevocable Life Income Gifts for Future Distribution</strong></td>
<td>$19,243,000</td>
</tr>
<tr>
<td>B. Current Gifts</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Capital Gifts $300,000</td>
</tr>
<tr>
<td></td>
<td>New Endowments $100,000</td>
</tr>
<tr>
<td></td>
<td>$400,000</td>
</tr>
<tr>
<td>C. Matured Trusts and Annuities</td>
<td>$618,954</td>
</tr>
<tr>
<td>D. Matured Bequests</td>
<td>$1,545,000</td>
</tr>
<tr>
<td><strong>Total Dollars Distributed</strong></td>
<td>$2,563,954</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE = New Gifts+Distributed Gifts</strong></td>
<td>$4,824,656</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>EXPENSE:</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Cost</strong></td>
<td>$214,724</td>
</tr>
<tr>
<td>Less Trustee Fees</td>
<td>$90,000</td>
</tr>
<tr>
<td><strong>Net Cost of Program</strong></td>
<td>$124,724</td>
</tr>
<tr>
<td>Less Endowment Income</td>
<td>$47,622</td>
</tr>
<tr>
<td><strong>RETURN ON INVESTMENT (Revenue/Net Cost):</strong></td>
<td>6257%</td>
</tr>
</tbody>
</table>

Results continue to demonstrate that a proactive gift planning program is by far the most effective way to fund mission long-term. **Remember the church in your will!**

Respectfully submitted, The Rev. Richard L. Schaper, CFP, Gift Planning Officer
interns

In the fall of 2010 the Diocese of California launched a new young adult venture in partnership with the Episcopal Service Corps (ESC) and with a partial grant from Trinity Church, Wall Street — the Diocesan Interns. We began the year with three interns working in the Diocesan office and for Episcopal Community Services. A health related incident reduced the community to two but these two pioneers continued dili- gently living out a rule of life including simple living, praying the daily office and opening their home in weekly events of Eucharist and hospitality. The interns assisted in setting up new programs for Episcopal Community Services and enhanced already existing offerings. Additionally the interns participated in weekly formation in scripture and theology, meeting with a spiritual director and participation in one of our diocesan parishes. The first year of the program concluded in August of 2011. One intern remained in the diocese and was hired full time by Episcopal Community Services. The other intern went to Kentucky to follow a call to become a school teacher.

In September of this year the next group of interns arrived. The Rev. Robyn Arnold transitioned from program director of the interns during this time and Tom Poynor began direction of the program. The group of interns for 2011-2012 are: Dawn Bailey an alumna UCSB and of the Episcopal Service Corps program in New York City and is also originally from the Diocese of California, Grace Babcock who recently graduated from Moravian College in PA and is from Baltimore Maryland, Jon Hoose of Rochester New York and an alumnus of SUNY — Genesseo and Erik Stallman who is known to many in the diocese for his years of creative work at St. Dorothy’s Rest and youth ministry work at St. Claire’s in Pleasanton.

Episcopal Community Services continued their support of the program with two placements for the current program year and sharing one of the placements with the work and ministry of St. Claire’s in Pleasanton. One intern is working with the campus ministry in Berkeley and helps coordinate action groups, young adult outreach and service projects. The final intern is placed with the SHARE foundation, a justice and advocacy non-profit working in El Salvador and centered around the life and witness of Archbishop Oscar Romero. The interns live in the house owned by the diocese next door to Good Shepherd Parish in west Berkeley. The new group began their year with a retreat to St. Dorothy’s Rest and formulated a rule of life which includes the daily office, weekly events of hospitality, participation in a parish, offering hospitality in young adult ministry contexts including the campus ministry group, formation studies and meeting with a spiritual director. The group has already held one house dinner, prepared a larger dinner for young adults in Berkeley and facilitated a theology on tap styled gathering. Merging campus ministry and the Episcopal Service Corps interns is a pioneer- ing effort representing the ability to adapt and find creative solutions for which the Diocese of California is well-known.

Over the course of the coming year it is expected that the group will work with clergy and in their formation session to get a clear sense of what it means to be a leader in the church either lay or ordained and how service is part of living out the imperative of the baptismal covenant. Additionally the program is intended to be a part of creating a greater nexus of revitalizing young adult ministry in the diocese and helping secure future growth for the church. By living

continued on the next page
out a pattern of intentional community in a con-
text similar to principles upheld by traditional
monastic communities and “neo-monastic” com-
munities the interns model a way of life offering
a viable alternative to the practice of consump-
tion and isolation offered to many young adults
starting out in the world. In addition to partici-
pation in the young adult community and cam-
pus ministry community the interns share some
experiences with the Lutheran Volunteer Corps
thus enriching formation efforts and providing
a broad base of relationships. Finally over the
coming year there will be two additional retreats
for the interns as well as optional participation
in other retreats aimed at young adults.

Going forward the intent is to create an ethos of
faith, formation and service within the diocese of
California with an increase four to a maximum
of eight interns in the next two years. While
maintaining the current sites there is an express
intent of expanding to other ministry sites in a
broader geographic range within the diocese as
currently the sites are either in Berkeley or the
SoMa region of San Francisco. Although cur-
cently funded through the diocese and the grant
from Trinity Wall Street the program will need
a new source of funding for when the Trinity
Grant expires. With the continued emphasis on
supporting this program through the diocesan
budget and the support of donor generosity the
DioCal Interns program will be one more beacon
to which others in the church turn when looking
to see how the Diocese of California leads the
church into the future.

Tom Poynor

During calendar year 2011, the Latino
Commission did the following:

• overnight planning session with 20
  participants

• purchased 50 air mattresses to make a
  low-cost Cursillo weekend possible

• co-operated in the conduct of the second
  Spanish language Cursillo in the Diocese of
  California

• prepared, and recommended to the Bishop, a
  program for enhancing cultural sensitivity on
  the part of the Diocese of California’s students
  at the Church Divinity School of the Pacific;
  this was done with the advice and support of
  the Multi-cultural Roundtable

• Continued to conduct the affairs of the
  Academia Teologica Latina

As a result of the planning session, and previ-
ously developed materials, it is possible to group
the future work of the Commission in the fol-
lowing categories:

• Education for leadership

• Evangelism

• Cursillo

• Stewardship

• Celebration of common events
Music for Haiti

For 25 years the Rev. Stephen R. Davenport III, a priest in the Diocese of Washington and a personal friend of Bishop Marc and Sheila Andrus, has developed a close relationship with the Episcopal Holy Trinity Music School in Port-au-Prince, Haiti. The choir and chamber ensemble from the school have toured the United States eight times, and Stephen has visited Haiti and the school on numerous occasions.

Along with many other buildings in Haiti, Holy Trinity Music School was destroyed in the devastating earthquake of January 12, 2010. Since then, amidst the rubble, music classes and performances have been held in temporary structures, even as much of the island’s infrastructure remained in a state of collapse. The profound power of these young students’ music to communicate a message of hope to the Haitian people led Stephen to begin searching for partners in the United States who could respond to the need for rebuilding and renewal.

In April 2011 in San Francisco, Bishop Marc convened a meeting with the Rev. Stephen Davenport, the Rev. David Cesar (the Director of Holy Trinity Music School), and various members and staff of the Diocese of California, in order to begin a relationship with the Diocese of Haiti that would include raising awareness of, and funds for, the rebuilding of the music school. This relationship has several potential components:

- A tour by Les Petits Chanteurs and the chamber ensemble from Holy Trinity Music School, raising money and building relationships to the project around the diocese (Fall 2011)
- A documentary film by Owsley Brown showcasing the work of Holy Trinity Music School before and after the earthquake (Summer 2012)
- A second tour by Les Petits Chanteurs and the chamber ensemble, including performances with local children’s choirs and a gala concert at Grace Cathedral (Fall 2013)
- Developing architectural plans and working to rebuild Holy Trinity Music School and the performing arts center in Port-au-Prince (ongoing)
- Studying the example of quality music education offered by the church in Haiti with a view to inspiring new programs for children’s musical education within our own diocese (ongoing)

At the time of writing this report, the Fall 2011 tour was about to take place. Five parishes and two schools in our diocese would host concerts, and provide hospitality and home-stays for 41 Haitian teachers and students: St. Paul’s School, Oakland; St. Paul’s, Walnut Creek; St. Stephen’s, Belvedere (in association with Church of Our Saviour, Mill Valley); St. Luke’s, San Francisco; Christ Church, Portola Valley; St. Matthew’s Episcopal Day School, San Mateo; and St. Paul’s, Burlingame. The visitors would also spend one night at Bishop’s Ranch. Thank you so much to all the clergy, parish staff, and volunteers who offered such a warm welcome!

Much of the practical work of the tour would not have been possible without the tireless work of the Rev. Richard Schaper, who headed a committee that raised over $40,000 in advance of the tour, Sean McConnell, who headed our publicity efforts, and others in DioHouse. We are also immeasurably grateful to the numerous volunteers from across the diocese who staffed our various planning committees for the tour.

We look forward to watching our relationship with the Diocese of Haiti, and with Holy Trinity Music School, grow in the coming years, and invite your participation and support.

Matthew Burt and Monique Moore, Co-Chairs
The year 2011 has been one of many activities for PJH. In response to the Resolution passed at Diocesan Convention 2010, a series of forums were held to discuss the issue of what steps to take in supporting peace efforts in Israel/Palestine. The Forums were held in the Alameda, Contra Costa and San Francisco deaneries. One forum featured a video, the second one was a report from a recent trip to Israel, and the last featured a guest speaker from the Episcopal Church’s Responsible Investment Committee. A lot of information was shared with our participants.

**Conclusion:**
While some of the Commission members and some persons at the Forums were sympathetic in regards to divestment, the PJH did not come to a consensus on how to proceed. Therefore, we have no recommendation from the Commission for future action.

The PJH commission continues to work towards abolition of the Death Penalty in California. This is an especially important issue since San Quentin is in one of our Deaneries. Our role is to work on educating our congregations on the position of the Episcopal Church on the death penalty and secondly, to encourage and urge everyone to vote for legislation that calls for a replacing the death penalty life without parole. Stop by our table at the Diocesan Convention for more information on how you can support this effort.

We continue to support groups in our diocese that address poverty and economic justice issues. Our members are active in a wide range of activities ranging from prayer vigils to end the war, feeding day laborers, and working for just immigration policies. We meet in the East Bay usually on the first Tuesday of most month. For more information please contact the co-chairs, Sheila C. Sims and The Rev. Kate Salinaro at scsims99@aol.com or deaconk1@comcast.net for further information.
There were at least 700 African-American slaves in California during the mid-19th Century. This shocking and disturbing fact is one of the many dismaying details of racial discrimination and enforced labor in California that our preliminary research has uncovered this year as we have continued to follow our mission. 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.

Since our formation in April 2010, the dedicated volunteer members of the RRTF have together:

- Held screenings of the film Traces of the Trade around the Diocese to encourage awareness of, and conversation about this issue.
- Made exhaustive progress in researching secondary sources, including:
  - Rev. John Rawlinson’s 500+ page biography of Bishop William Ingraham Kip
  - The 150th Anniversary history book of the Diocese
  - Many other reports and records
- Contacted other dioceses (e.g., New York, Los Angeles) to compare outcomes of their research

And over the next year, we hope to:

- Continue our Traces of the Trade screenings
- Hire a professional researcher to find and study primary sources to further our research.
- Prepare our final report and
- Plan and hold our Day of Repentance

We have not yet found a “smoking gun” pointing to the economic benefit of slavery to the Diocese of California—and we may not. But we have found disturbing evidence of forgotten racism and enforced labor throughout our state’s history. There is much work for the people of God to do to ensure that all persons are free and equal in our state, our nation, and our world. We fervently continue in our efforts to that effect.

We are thankful for the support of the Diocese in continuing this important work in building our Beloved Community. We extend thanks in particular to Executive Council for allocating funding for our research and planning, and to the Afro-Anglican Commission for providing financial support.

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-chairs Eric Metoyer (415.595.1533) and Scott Pomerenk (415.673.8051)
The School for Deacons is a distinctive institution of theological education and formation for servant ministry and leadership for deacons. Our mission is forming deacons and our primary focus is preparing deacons to serve in the Diocese of California. The form and content of the program, its clarity about diakonia in and for the 21st church and world and its standards of excellence mean, however, that other dioceses nearby and far continue to look to the school as normative formation for their deacons. This academic year [just begin, 2011-12] we have students from four dioceses. In the wider church, our experience in diaconal formation is regularly consulted.

The school, continues to work closely with the Center for Anglican Leadership and Life [CALL] at CDSP and the Association for Episcopal Deacons [AED] (formerly NAAD) to create and offer online courses and intensive multicultural immersion to meet the ongoing learning needs of deacons. In June, the fourth student of The School for Deacons participated in CDSP’s ‘Panama Project,’ another cross cultural learning immersion experience.

Because of changes in ordination processes, and the unique life path of each aspirant, the past year saw only three recent graduates ordained, two for the Diocese of California and one for the Diocese of Atlanta. Before this calendar year is out we expect six or more new deacons will join them. There is a steady stream of students in the process coming behind them.

This fall we welcomed a diverse class of seven students. We also currently have seven students enrolled part-time or auditing courses. Some of this group will become full time students in the future. In addition, several dioceses of The Episcopal Church and the Anglican Church of Canada have enrolled students in the dean’s online course, “The Diaconate.” The board of trustees of the school thanked five members for their years of service and welcomed three new trustees, including a student selected by his peers to serve a one-year term on the board.

Perhaps the most exciting recent development is taking the first concrete steps toward a variety of learning and formation experiences and activities to be fully shared between the students of The School for Deacons and students of the Church Divinity School of the Pacific [CDSP]. For all the years The School for Deacons has been housed on the CDSP campus we have been able to say it was the only place in The Episcopal Church where priests and deacons were being prepared in the same place. We now take a huge step forward to becoming the only place in The Episcopal Church where priests and deacons will be formed together for effective, collaborative and energized missional ministry in the church for God’s people. Look for stories and reports on this pioneering effort (for which we must also thank Bishop Andrus whose steady advocacy for this move has moved us off the dime and into action!)

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

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

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

Respectfully submitted: Roderick B. Dugliss, Ph.D., Dean

Goals for 2011-12

• Successfully launch the beginnings of shared formation between The School for Deacons and CDSP
• Attract more and younger students for the Class of 2015 (and we already have a head start).
• Place more students in field education experiences that feature justice work and advocacy
• Plan the placement of the first joint School for Deacons/CDSP field education team
• Retain our strong faculty
• Meet our fund-raising goals in a weak and confused economy
• Recruit new board members to fill an unusually large number of vacancies

Officers
The Rt. Rev. Marc H. Andrus, Board Chair
The Ven. Dorothy K. Jones, Board President
Mr. John Cumming, Board Vice President
The Rev. Kathleen Crowe, Board Secretary
Ms. Joanna Shreve, Treasurer

Dr. Roderick B. Dugliss, Dean
The Rev. Rebecca Morehouse, Administrator
For the past year the Standing Committee has striven to work with the Bishop in a collaborative way to fulfill its canonical responsibilities. One way this is lived out is the regular meeting of the Officers of the Standing Committee and Bishop to prepare the monthly agenda. Communication is regularly shared between the Standing Committee and the Bishop. We perceive the working relationship to be respectful and productive.

As counsel of advice to the Bishop, the Standing Committee has sought to encourage the Bishop to communicate his intentions more broadly, to consider using a process whereby parties with whom he collaborates has time to consider their decisions, and to include people involved to be part of the decision-making process.

The Standing Committee spoke with the Chancellor regarding his role in Diocesan Convention and communicated directly with him its concern that when the Chancellor chairs the Committee on Canons, and serves as the parliamentarian, it creates an apparent conflict of interest. He has agreed to have another member to make the report.

The Standing Committee is concerned that currently as the canons read, the Chancellor is the Bishop’s Chancellor, as the Bishop is the head of the Diocese of California. However, during times of disagreement between the Bishop and other bodies of the diocese, such as the Standing Committee or Executive Council, this creates an awkward situation. Since this is not a time of disagreement, it is a good opportunity to look at the canon in question, Canon 5.06.

The Standing Committee has worked with the Bishop to address his concern regarding congregations in decline, especially parish congregations that no longer fit the requirements of a parish according to the canons. Together the Bishop and Standing Committee agreed to inform the diocese’s congregational leadership of the process that the Bishop will use to work with declining congregations, and especially those parishes which may be considered for conversion to mission status. This has resulted in the Congregational Vitality Webinar on September 13th.

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The Standing Committee has also clarified the process for how the Bishop proposes to work with the Executive Council and Mission congregations when property of a mission congregation is proposed to be sold. Although the canons are clear that the proceeds of the sale of the property of mission congregations is the responsibility of the Executive Council, the concerns of the mission should also be considered before a decision is made. This was also addressed during part of the webinar on September 13th. The Standing Committee created a flow chart so both processes can be easily understood.

The Standing Committee has met with congregations to review contracts longer than one year and to offer advice and its consent with the Bishop. The collaborative approach has seemed to be helpful in the review of contracts. The Chancellor has been especially helpful in reviewing contracts in some rather sticky situations, and he is to be commended for his fine work.

The Standing Committee has worked with its subcommittee on the Bishop’s Compensation and Housing in addressing the needs of the Bishop’s residence, shoring up the foundation, as well as considering options for a more suitable home with more room for entertaining in a neighborhood still conveniently close to the Diocesan Office and Grace Cathedral. It has also only begun the work of looking at the Bishop’s Letter of Agreement to conduct a ministry review. The Standing Committee has appointed its Committee on Diocesan Institutions. They will be making a report separately.

The Standing Committee met with Postulants for Holy Orders seeking candidacy as recommended by the Commission on Ministry.

The Standing Committee has considered and voted to confirm the elections of bishops and to approve of the call for holding an election for bishop in different dioceses.

The Standing Committee has maintained liaison relationships with the Executive Council, the Commission on Ministry and the Board of Trustees of Grace Cathedral.

Once again, I would like to report that the Standing Committee is working collaboratively and productively with the Bishop, his staff and members of the diocese.

Members of the Standing Committee are Dr. Ronald Johnson, Vice President (Grace Cathedral, 2011) and the Rev. Nina Pickerrell (Grace Cathedral, 2011); Ms. Peggy Greene (St. Paul, Walnut Creek, 2012) and the Rev. Bruce Smith, Secretary Pro-Tem (Resurrection, Pleasant Hill, 2012); Mary Vargas (Christ, Sei Ko Kai, 2011) completing the year for Mr. Bob Birss, Secretary (Epiphany, 2013) who resigned during the year and the Rev. David Ota (St. Ambrose, Foster City, 2013); Mr. Chris Butler (All Saints, S.F., 2014) and the Rev. Sue Thompson (St. Edmund, Pacifica 2014). We are cognizant that it is a privilege and honor to serve the Bishop and the entire diocese in this capacity and give thanks to God for the opportunity.

Written by David Y. Ota, President of the Standing Committee, 2010-2011
Global Mission continues to expand in the Diocese of California. The Department of World Mission (DOWM) offers support and encouragement for missionaries coming into our Diocese as well as those going out for long and short term pilgrimages. We also give hospitality and support to International Students attending CDSP.

We meet four times a year and stay in touch by email. This year we combined some of our meetings and programs with other committees: The Companion Diocese Committee (CDC); the Peace, Justice, and Hunger Commission. We receive updates from CDC at all of our meetings. Our programs are mostly presentations from our grant recipients. We awarded Grants in September.

We are a Global Episcopal Mission Network (GEMN) Diocese and pay annual Dues. We also assist members to attend the “Everyone Everywhere” Conference (every third year) by taking care of the registration Fees. Our funding comes from a small line item in the Diocesan Budget and a “Birthday Offering” Custodial fund set aside for Global Mission.

**We have made recent Grants to the following groups & individuals.**

1. **Honduras Project of St. Paul’s Walnut Creek** — All funds are used for the mission project-building materials, food, Sunday School Supplies.

2. **Friends of Ruwenzori** which supports the operating budget of Kitojo Integrated Development Association, a registered NGO in Western Uganda. The Grant was for sewing machines for KIDA’s vocational program.

3. **Ascension Parish, Cascavel** — in western Curitiba Brazil. The Grant will assist the Rev. Carlos Gabas in his ministry to the Indigenous & Landless peoples in that region.

4. **Assistance for a summer mission trip to Panama.**


Members of the World Mission Committee