

Executive Council Minutes
Tuesday, November 16, 2021
4:30 PM – 6:30 PM
ZOOM

Attendance: Present Absent

Officers:

The Rt. Rev. Dr. Marc Handley Andrus Bishop and President **P**
Richard Patenaude Chair, Class of 2021 **P**
The Rev. Jon Owens Vice Chair, Class of 2022 **P**
Mees Tielens Secretary, Class of 2021 **P**

Class of 2021:

Bruce Morrow P
Eleanor Prugh P
Don Miller P
The Rev. Merry Chan Ong A

Class of 2022:

Marj Leeds A
Birgit Eschmann P
Tom Matthews P
Anna Haight P
The Rev. Kirstin Spalding P

Class of 2023:

Aidan Jobe-Sea P
Jeanette Dinwiddie Moore P
The Rev. Lindy Bunch P
The Rev. Krista Fregoso A
Sherry Lund P
Elaine Vallecillo-Miller P

Bishop's Appointees:

Edgar Woo P
Bruno Peguese P
Ana Maria Vaquero A

Ex-officio members:

The Rev. Richard Edward Helmer Secretary of the Convention **P**
Lane Ringlee Treasurer of the Diocese **P**

Diocesan Staff:

The Rev. Canon Debbie Low-Skinner Canon to the Ordinary **P**
The Rev. Michele Racusin CFO **P**

Other attendees:

Christopher Hayes, Esq. Chancellor of the Diocese **P**
The Ven. Carolyn Bolton Standing Committee Liaison **P**

4:34 Opening prayer**4:35 Consent agenda**

- Meeting agenda
- Minutes of Meeting of October 19, 2021

Eleanor Prugh moves to approve the minutes. The motion passes.

4:36 Bishop's Time

Bishop Marc discusses a proposal to earmark the funds that came back into the Endowment Fund after the sale of Emeritus Bishop Swing's house as funds for clergy housing. Anticipating some churches will be forced to close in the coming years, funds from the sale of those properties could go into this fund, and/or help fund the endowment that will provide a salary+program budget for the Canon for Social Justice (along with funds remaining in Expanding Horizons). The Diocese should also discern the case for a reparations fund, following the example of the Diocese of Virginia. The Executive Council discusses the possible uses of such an endowment fund, including the importance of affordable clergy housing for the sustainability of the Diocese. The Bishop clarifies that substantial resources are going towards helping congregations thrive and this proposal would target congregations that are unavoidably going to close.

5:07 Chancellor's Time

Tom Matthews moves Executive Council enter executive session. Executive session begins at 5:08 pm and ends at 5:31 pm when Birgit Eschmann moves Executive Council exit executive session.

5:32 Secretary of Convention's Time

The Council discusses the most recent Diocesan Convention; Brother Richard Edward Helmer invites further feedback at any time.

The Diocese currently has three task forces in operation (disability and Deaf access, prevention and reporting of sexual harassment, and affirming trans and non-binary identities; all were created by resolutions at Convention), as well as a Liturgical Commission and the Healing the racial divide committee. Task-forces are generally time-limited bodies and resolutions creating task forces must include an end date. Brother Richard Edward Helmer discusses the difficulty in staffing so many task forces and committees at once and the role that Executive Council can play.

6:05 Break**6:15 Financial Report**

Lane Ringlee presents the financial report to the Council.

Action items

- **Housing Allowance**

Tom Matthews moves to approve the housing allowance resolution that was disseminated to the council before the meeting. The motion passes with Edgar Woo abstaining.

- **Jubilee Farm**

Jubilee Farm has requested an allocation of \$80,000 out of Expanding Horizons. The Finance Committee recommends approval. Birgit Eschmann moves to approve the allocation of \$80,000 to Jubilee Farm. The Council discusses the funding model for Jubilee Farm and Bluebird Village, and requests a presentation about the project at the upcoming retreat. With no further discussion, the motion passes with Edgar Woo abstaining.

~~5:55~~ — Break

6:10 Reports (as needed)

- **St. Dorothy's Rest**

Aidan Jobe-Sea gives a brief report on St. Dorothy's Rest.

- **Standing Committee**

Executive Council welcomes Carolyn Bolton to the Council as the Standing Committee liaison.

- **Bishop's Leadership Task Force**

No report was given from the Leadership Task Force.

6:25 Action Items

- **2022 Executive Council Officers**

The following people have been nominated as the 2022 officers:

Chair: Rev. Jon Owens

Vice-chair: Sherry Lund

Secretary: Marj Leeds

Birgit Eschmann moves to approve the slate of officers for the 2022 Executive Council. The motion passes with Edgar Woo abstaining.

- **Assessment Appeals requests**

- Request to Change 2021 Guidelines
 - Good Shepherd, Belmont
 - Holy Family, Half Moon Bay
 - St. Anne's, Fremont
 - St. Cuthbert's, Oakland
 - All Saints, San Francisco
 - Trinity/St. Peter's, San Francisco
 - Transfiguration, San Mateo
 - All Saints, San Leandro

Bruce Morrow presents the assessment appeal requests, with additional information provided by Canon Debbie Low-Skinner. The Council discusses the state of the Resurrection Fund, the process of assessment relief and the congregations involved, and the financial consequences of the still ongoing pandemic. Richard Edward Helmer moves that Executive Council proceeds with assessment relief at the 75% level as recommended by the Assessment Relief Committee. A portion of the assessment relief will be funded by the Church Pension Fund, excepting St. Cuthbert's. The congregations will receive credits against assessment fees and the Pension Fund will, effectively, not bill them for the next few months to pay for pension obligations. The motion passes with Kirsten Spalding abstaining.

6:55 Wrap-Up

- **Deanery reports**

Members from each deanery discuss their recent work.

- **Talking points**

- Assessment appeals granted
- Jubilee Farm is allocated requested funding
- Executive Council is considering the task forces at work in the Diocese


7:09 Closing Prayer

Next Meetings:

December 14, 2021 @ 4pm, followed by a joint meeting with the Standing Committee @6pm

Wed-Fri January 19-21, 2022 - Retreat @ Bishop's Ranch

Respectfully submitted,



Mees Tielens
Secretary of Executive Council

Housing Allowance Resolution for 2022

WHEREAS The Rt. Rev. Marc Handley Andrus is employed as a minister of the Gospel by the Episcopal Diocese of California, which although providing a residence for him does not provide the full cost of maintaining and furnishing such a residence, Executive Council resolves that of the total annual compensation of approximately \$212,000 to be paid to The Rt. Rev. Marc Handley Andrus during the year 2022, \$10,000 is to be designated a housing allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

WHEREAS The Rev. Canon Debbie Low-Skinner is employed as a minister of the Gospel by the Episcopal Diocese of California which does not provide a residence for her, Executive Council resolves that of the total annual compensation of \$146,000 to be paid to the Reverend Canon Debbie Low-Skinner during the year 2022, \$22,600 is deemed housing allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

WHEREAS The Rev. Christopher Chase is employed as a minister of the Gospel by the Episcopal Diocese of California which does not provide a residence for him, Executive Council resolves that of the total annual compensation of \$147,000 to be paid to the Reverend Christopher Chase during the year 2022, \$59,000 is deemed housing allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

WHEREAS The Rev. Deacon Gary England is employed as a minister of the Gospel by the Episcopal Diocese of California which does not provide a residence for him, Executive Council resolves that of the total annual compensation of \$18,800 to be paid to the Reverend Deacon Gary England during the year 2022, \$18,800 is deemed housing allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

WHEREAS The Rev. Rebecca Edwards is employed as a minister of the Gospel by the Episcopal Diocese of California which does not provide a residence for her, Executive Council resolves that of the total annual compensation of \$137,000 to be paid to the Reverend Rebecca Edwards during the year 2022, \$36,480 is deemed housing allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

WHEREAS The Rev. Michele Racusin is employed as a minister of the Gospel by the Episcopal Diocese of California which does not provide a residence for her, Executive Council resolves that of the total compensation of approximately \$142,000 to be paid to The Rev. Michele Racusin during the year 2022, \$80,000 is to be designated a housing allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

The Executive Council further resolves that the amount designated as housing allowance for each of the ministers of the Gospel named above shall apply to calendar year 2022 and all future years during which each of the above ministers are employed by The Episcopal Diocese of California, unless amended by the Executive Council.