

**Executive Council Minutes**  
**Tuesday, May 16, 2023**  
**4:30 PM – 6:30 PM**  
**via ZOOM**

Attendance: Present Absent Excused

*Officers:*

**The Rt. Rev. Dr. Marc Handley Andrus** Bishop and President P

**Sherry Lund** Chair, Class of 2023 (Convention) P

**The Rev. Kirsten Spalding**, Vice Chair, Class of 2025 (Convention) P

**Peter Fairfield**, Secretary, Class of 2024 (Convention) P

<i>Class of 2023</i>	<i>Class of 2024</i>
<b>The Rev. Krista Fregoso</b> (Contra Costa) P	<b>Bruce Morrow</b> (Alameda) P
<b>Steven Depont-Kalani</b> (San Francisco) P	<b>The Rev. David Erickson</b> (Convention) P
<b>Aidan Jobe Sea</b> (Peninsula) P	<b>Bill Burrell</b> (Marin) P
<b>Elaine-Vallecillo Miller</b> (Southern Alameda) P	<b>Michael Diamond</b> (Peninsula) P
<b>Jeanette Dinwiddie-Moore</b> (Convention) P	<b>Mary Frances Leopold</b> (Southern Alameda) P
<i>Class of 2025</i>	<i>Bishop's Appointees</i>
<b>Vance Frost</b> (Marin) P	<b>Leigh Flesher</b> (2025) P
<b>Carolyn George</b> (Convention) E	<b>Bruno Peguese</b> (2024) P
<b>The Rev. John Kirkley</b> (San Francisco) P	<b>Edgar Woo</b> (2024) A
<b>The Rev. Will Scott</b> (Alameda) P	
<b>Jim Wiant</b> (Contra Costa) P	

*Ex-officio members:*

**The Rev. Brother Richard Edward Helmer** Secretary of the Convention A

**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

**Canon Davey Gerhard** Canon for Stewardship and Development P

**The Rev. Gary England** Vice Chancellor A

**Canon Amy Cook** Canon for Faith Formation P

**Stephanie Martin Taylor** Working Head Group for Communications P

**Canon James Forsyth** A

*Other attendees:*

**Canon Christopher Hayes, Esq.** Chancellor of the Diocese P

**The Ven. Carolyn Bolton**, Standing Committee P

4:32 Chair Sherry Lund called the meeting to order. The meeting went to break out rooms in groups of two for prayers.

4:37 Chair Lund spoke of her experience with the Vital and Thriving program at her parish of Christ Church, Portola Valley and Woodside. The interview process has led to powerful contemplation and listening. She described the Time Line exercise as being wonderful. People attended who have not been seen in years. There was deep reflection, discussion, and truth-telling. She felt that we are seeing the passing of “Old Church” that was the traditional worship of the pre-Covid era on Sundays and are witnessing the birth of “New Church” that will bring us to more powerful community-building, collaboration with other surrounding parishes, and worship in many new forms.

4:43 Chair Lund removed the April minutes from the consent calendar for late additions that were submitted. Jeanette Dinwiddie-Moore moved to approve the amended minutes and the remainder of the consent items. The motion was seconded and approved unanimously.

4:48 The Rev. Michelle Racusin described the system of parochial reports mandated by canon to collect data on membership, attendance, eucharists and other services, and financial data such as pledges, investments, bequests and other revenue. She noted that with 70 out of 71 reports submitted this year, net operating income had increased over \$1.1 million. While 29 reports showed a decrease in income, 41 reported an increase. Of those reporting a decrease in income, 19 reported an increase in endowment. 40 reports in total showed an increase in endowment totaling almost \$2.4 million. 71% of congregations made capital improvements totaling almost \$4.4 million. Total cash on hand totals almost \$21 million and investments almost \$86.5 million. Plate and pledge income have rebounded from the pandemic downturn and now exceed pre-pandemic amounts. The bishop remarked that we are still learning how to absorb this new qualitative information as we look at where we want ministry to happen. Leigh Flesher pointed out that a tremendous amount of time and effort went into completing the qualitative questions at the parish level. Based on member interest, Chair Lund asked for volunteers to form a committee to study this data. The purpose is to identify learnings that would guide Executive Council decision-making as a body. Leigh Flesher, the Rev. John Kirkley and the Rev. Canon Debbie Low-Skinner offered their services. Chair Lund thanked them and the Rev. Michelle Racusin for her work in collecting and presenting this information.

5:10 Treasurer Lane Ringlee began a discussion on the research done concerning the assessment formula. A peer group of 19 comparable dioceses has been studied resulting in a wealth of data. Rev. Will Scott asked how this data will be shared with the diocese and Lane described a planned webinar to be hosted by himself, the Rev. Michelle Racusin and Canon Christopher Hayes in June to which the diocese as a whole will be invited. Rev. Scott suggested that a host voice from outside the diocese might add perspective. Canon Hayes reminded the group that a report will be made to the convention. The Rev. Racusin remarked that, going forward, it would be helpful to get a deeper understanding of the objections to the current formula. The bishop reminded the meeting that our diocese offers services such as payroll and fundraising support that most other dioceses do not offer and that these services may not be appreciated for their true value.

5:38 Chair Lund called for a break.

5:46 Treasurer Lane Ringlee began a discussion of the budget for the new bishop search, which has been proposed at \$245,000 and reminded the meeting that no more on each line item or on the total can be spent without the proper approval. Several members requested that the budget detail be sent out ASAP. Lane remarked that the latest revision of the budget is now closer to what has been set aside over the last seventeen years to meet this expected expense. Chancellor Hayes reminded the group that the budget must cover the “nuts and bolts” of the election process. Should the current budget not result in an election, the cost of a redo would be prohibitive. Bishop Marc expressed concern that this budget will not be sufficient to cover convention costs and that the actual costs would fall back on the Diocese. Secretary Fairfield moved that the matter be referred back to the responsible committee. The motion was seconded and approved unanimously. Chair Lund said she would follow up with the Search Chairs to let them know that we need more detail on the electing Convention costs in order to approve a budget; that they should not count on more than \$210k for that at this point, and to not overspend line items. She would also communicate with Warren Wong and the Search Chairs that fund-raising is not in the purview of the Executive Council.

6:02 A discussion of the new bishop compensation package led to a motion by Bruno Peguese that the meeting go into executive session. The motion was seconded and approved unanimously.

6:50 Steven Depont-Kalani moved that the meeting leave executive session. The motion was seconded and approved unanimously.

6:51 Bishop Marc moved that the meeting return to executive session so that Chancellor Hayes might discuss legal matters. The motion was seconded and approved unanimously.

6:54 Bill Burrell moved that the meeting leave executive session. The motion was seconded and approved unanimously.

6:55 Bishop Marc reminded the meeting that he is on sabbatical leave but will continue to attend meetings online. He had a happy visitation at Trinity, Menlo Park for the installation of their new rector. He asked for prayers for the Rev. Ian Stanford of St. Peter’s, Redwood City. He reminded the meeting of the upcoming ordination and the general confirmation services at the cathedral. The following regional deans have been appointed:

Alameda Deanery—The Very Rev. Bruce O’Neill  
Contra Costa Deanery—The Very Rev. Dr. Deborah White  
Marin Deanery—The Very Rev. Kirsten Spalding  
Peninsula Deanery—The Very Rev. Rebecca Goldberg  
San Francisco Deanery—The Very Rev. Eric Metoyer  
Southern Alameda Deanery—The Very Rev. Jeff Dodge

The Presiding Bishop has appointed him as Chair of a church Task Force on Imagining a Church Grounded in Social Justice as Christian Ministry. Sarah Lawton, from our Diocese, is a member as well.

Bishop Marc will be attending only part of the next United Nations climate summit as the schedule conflicts with the election of the new bishop of California in December.

7:02 Chair Lund closed the meeting.

Respectfully submitted,

Peter Fairfield, Secretary