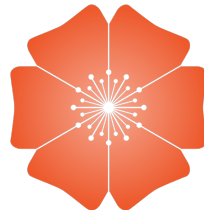


The Episcopal Church in the Diocese of California

What does the assessment pay for?

Christopher J. Hayes
Partner, Ragghianti Freitas LLP
Chancellor, Episcopal Church in the Diocese of California

March 13, 2023



THE DIOCESE OF
CALIFORNIA

THE EPISCOPAL CHURCH IN THE BAY AREA

Overview

What does the Assessment pay for?



How can you take part in the Diocese's budget process?



Photos: Adobe Stock Images



What the Assessment Pays for

- **How does the assessment relate to who we are as a church?**
 - Doctrine and Ecclesiology
 - Why do we have a Diocese?
 - Oversight and Accountability
 - Why do we need it?
 - Diocesan Support for Congregational Ministry
 - What does the Diocese provide that isn't provided locally?



Doctrine and Ecclesiology

The Diocese of California

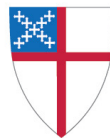


THE DIOCESE OF
CALIFORNIA

THE EPISCOPAL CHURCH
IN THE BAY AREA

The Episcopal Church

THE
Episcopal
CHURCH



The Anglican Communion



Doctrine and Ecclesiology



Canterbury Cathedral

Photo: Adobe Stock Images

- **All levels of The Episcopal Church—congregations, dioceses, and churchwide—are funded primarily by congregational giving**



Doctrine and Ecclesiology

- The fullest expression of the Church is the People of God gathered with their Clergy and Bishop—the *Diocese*



Photo: Episcopal Diocese of California



Doctrine and Ecclesiology



Photo: Episcopal Diocese of California

- **Congregations' financial support for diocesan and churchwide mission reflects our doctrine and ecclesiology**
 - Church's full existence is expressed in three orders of ordained ministry—deacons, priests, and bishops—and all the baptized
 - The Diocese trains and ordains clergy for local ministry



Doctrine and Ecclesiology

- **Congregations' financial support for diocesan and churchwide mission reflects our doctrine and ecclesiology**
 - Parochial assessment also funds The Episcopal Church (and the Anglican Communion)



Photo: The Episcopal Church



Doctrine and Ecclesiology

- **Congregations' financial support for diocesan and churchwide mission reflects our doctrine and ecclesiology**
 - Service beyond the immediate community
 - Carrying out common mission and policies



Photo: Adobe Stock Images



Oversight and Accountability

- Support for financial accountability



Photo: Adobe Stock Images



Oversight and Accountability

- **Support for legal accountability**
 - Basic guidance for all congregations
 - More support for mission congregations



Photo: Adobe Stock Images



Oversight and Accountability

- **Title IV process for clergy discipline**
 - Fairness for accused cleric and injured person
 - Congregation is protected by having accountability process occur outside the congregation
 - Other congregations are protected
 - Diocese bears most of the expense



Still from "Rumpole and the Age of Miracles" (1988)



Diocesan Support for Congregational Ministry

Services that the Bishop's senior staff provides and oversees



Photo: Caren Miles, The Episcopal Diocese of California



Diocesan Support for Congregational Ministry

Canon to the Ordinary



Photo: The Episcopal Diocese of California

Rev. Cn. Debra Low-Skinner

- **Mission congregations**
- **Congregational vitality**
- **Multicultural & AAPI issues**
- **Conflict resolution and crisis management**



Diocesan Support for Congregational Ministry

Transition Ministry

- **Helping congregations and new clergy find each other**
- **Maintaining clergy reports**
 - Canonical residence
 - Church Pension Fund

Canon Denise Obando



Photo: Adobe Stock Images



Diocesan Support for Congregational Ministry

Faith Formation



Photo: Adobe Stock Images

Cn. Amy Cook & Caren Miles

- **Mandated training programs**
 - Anti-racism
 - Safe Church
 - Eucharistic visitors & ministers
- **Clergy retreat**
- **Vestry training days**
- **Bishop's Ranch & St. Dorothy's Rest**
- **Chaplaincies at Cal, Stanford, and SFSU**
- **Youth events**
- **Vital & Thriving**



Diocesan Support for Congregational Ministry

Finance

- Consulting on Operations
- Payroll & Benefits
- Employment & Personnel
- Other Finance—endowments, trusts

Rev. Cn. Michele Racusin & Sarah Crawford



Photo: Adobe Stock Images



Diocesan Support for Congregational Ministry

Stewardship



Photo: Adobe Stock Images

Cn. Davey Gerhard

- **Congregational Giving**
 - Webinars
 - Consultations
 - Preaching
 - Teaching
- **Planned Giving & Estate Planning**
 - Legacy societies
 - Working with donors
 - Trusts, annuities, and endowments



Diocesan Support for Congregational Ministry

Communication

- **Consulting for congregations**
 - Media relations
 - Crisis communications
 - Writing & communications coaching
 - Graphic design & website layout
 - Hosting webinars
 - Disaster preparedness and response
- **Diocesan work**
 - Three weekly newsletters
 - Social media feeds
 - Diocesan website
 - Diocesan Convention

Cn. Stephanie Martin Taylor & Ellie Simpson



Photo: Adobe Stock Images



Assessment Formula as Part of the Budget Process

■ Fundamental requirements for Assessment Formula

- Assessment revenue must pay in full for Diocese's operating budget (Canon 18.02)
- Basis: total annual operating income from parochial report (Canon 18.02(b))
 - Income adjusted for mission congregations (Canon 18.02(b)(i))
 - Income adjusted for Grace Cathedral (Canon 18.02(b)(ii))
 - Income adjusted for parishes or missions that create new program staff positions (Canon 18.02(b)(iii))
- Finance Committee must recommend schedule of percentages for at least two levels of total operating income



Assessment Formula as Part of the Budget Process

■ Process requirements for Assessment Formula

- Proposed changes due to Finance Committee by April 1 (Canon 18.02(e))
- Finance Committee must “consider the potential effect of the proposed amendment on the Diocesan Operating Fund and the operations of the Diocese, and report its conclusions to the Diocesan Convention, prior to any vote on the proposed amendment” (Canon 18.02(e))
 - Convention will debate and vote on budget for Diocesan Operating Fund first
 - Once the Diocesan Operating Fund has been fixed, the Convention votes to approve an assessment formula that pays in full for the operating budget

