



# 174th Convention of the Episcopal Diocese of California

*Friday & Saturday, October 27 & 28, 2023*

## Day of Convention Booklet

This document lists nominees, canon changes, and resolutions to be voted on at the 174th Convention of the Episcopal Diocese of California.

**All materials — including this booklet — are available at**  
[www.diocalconvention.org](http://www.diocalconvention.org)

The Episcopal Diocese of California | 1055 Taylor Street | San Francisco, CA 94108

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Program, Video Reports, and the Convention website at: [diocalconvention.org](https://diocalconvention.org)  
 2023 Written Reports to Convention are available online at: [diocalconvention.org/2023-reports-to-convention/](https://diocalconvention.org/2023-reports-to-convention/)

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# Agenda: October 27 and 28

*Adopted to propose to the Convention  
by the Committee on Dispatch of Business on October 11th,  
2023*

## Friday, October 27 - Meeting Online

5:00 PM Convention Orientation Q & A  
5:30 PM Initial Report from the Committee on  
Nominations  
5:40 PM Break  
5:50 PM Presentations and Q&A on Resolutions  
6:35 PM Interim Report from the Task Force on Young  
Adult Ministry  
6:45 PM Interim Report from the Task Force on Truth  
Telling, Reckoning, and Reconciliation  
6:55 PM Presentation and Q&A regarding the Bishop's  
Election in December  
7:30 PM Close

## Saturday, October 28 - Meeting In Person at Grace Cathedral

7:45 AM Open for Registration, VPoll Sign-in, and  
Quorum Poll  
8:45 AM Welcome & Orientation  
9:00 AM Call to Order, Land Acknowledgement,  
Welcome  
9:05 AM Morning Prayer  
The Rt. Rev. Dr. Marc Handley Andrus -  
Bishop's Address  
9:45 AM Organization of Convention Committee on  
Credentials Report, Quorum  
9:55 AM Report of the Committee on Canons  
10:05 AM Report of the Committee on Dispatch of  
Business Consent Calendar  
10:15 AM Introduction of Nominees from the Committee  
on Nominations  
10:25 AM First Ballot & BREAK  
10:35 AM Ballot Closes  
10:40 AM Reconvene

10:40 AM Bishop's Consent to the Election of a  
Bishop Coadjutor  
10:45 AM Report from the Standing Committee  
10:55 AM Action on Special Rules for the Electing  
Convention  
11:10 AM Report of the Committee on Resolutions  
11:20 AM Action on Resolution # 4 - Adding Howard  
Thurman to the Church Calendar  
11:40 AM Report on First Ballot  
11:45 AM New Clergy and Calls  
11:55 AM Secretary's Announcements  
12:00 PM Gathering and Lunch on Plaza  
1:00 PM Gathering, Mid-day Liturgy  
1:10 PM Episcopal Community Services Presentation  
1:20 PM Report from the Executive Council  
1:30 PM Second Ballot  
1:40 PM Ballot Closes  
1:40 PM Action on Constitutional and Canonical  
Amendments  
2:00 PM Action on Resolution #3 - Legislative Themes for  
the 81st General Convention  
2:20 PM Secretary's Presentation on Churchwide  
Constitutional Matters  
2:30 PM Action on Resolution #1 - Migration with  
Dignity  
2:50 PM BREAK  
3:00 PM Canon to the Ordinary's Report  
3:10 PM Action on Resolution #2 - Addressing  
Gun Violence to Safeguard our Youth  
3:30 PM Report from the Task Force on Clergy Housing  
3:40 PM Action on Financial Resolutions and 2024  
Budget  
4:00 PM Trans & Non-Binary Task Force Report  
4:10 PM Report on Second Ballot  
4:15 PM Additional Resolutions (if any)  
4:35 PM Announcements and Closing Prayers &  
Episcopal Blessing. Adjourn.



# 2023 Elected Officers and Committees of Convention

## **Eighth Bishop of the Episcopal Diocese of California, President of the Convention**

The Rt. Rev. Dr. Marc Handley Andrus

## **Standing Committee**

Warren Wong - President

The Rev. Mauricio Wilson - Vice President

Jane Stratford - Secretary

## **Class of 2023**

Gretchen Lintner

The Rev. Todd Bryant

## **Class of 2024**

Robyn Amos

The Rev. Mauricio Wilson

## **Class of 2025**

Sean McConnell

The Rev. Carolyn Bolton

## **Class of 2026**

Warren Wong

Jane Stratford

## **Secretary of the Convention**

The Rev. Br. Richard Edward Helmer BSG

## **Treasurer of the Diocese**

Lane Ringlee

## **Committee on Nominations**

Patrick Andersen, San Francisco

Bill Burrell, Marin

The Rev. Jim Dahlin, Alameda

Susan Hill, San Francisco

Sr. Dana Augustine Kramer-Rolls, Marin (Vice Chair)

Donald Miller, Alameda

The Rev. Stephen Siptroth, Contra Costa (Chair)

The Rev. Br. Richard Helmer, ex officio

Secretary of the Convention

Carolyn George, ex officio from Executive Council

The Rev. Jane Stratford, ex officio from Standing Committee

1 Vacancy from Contra Costa

2 Vacancies from Southern Alameda

2 Vacancies from the Peninsula



# Executive Council

## **Bishop and President**

The Rt. Rev. Dr. Marc Handley Andrus

Sherry Lund, Chair

The Rev. Kirsten Spalding, Vice Chair

Peter Fairfield, Secretary

## **Class of 2023**

Steven Depoint-Kalani (San Francisco)

Jeanette Dinwiddie Moore (Convention)

The Rev. Krista Fregoso (Contra Costa)

Aidan Jobe-Sea (Peninsula)

Sherry Lund (Convention)

Elaine Vallecillo-Miller (Southern Alameda)

## **Class of 2024**

Bill Burrell (Marin)

Michael Diamond (Peninsula)

The Rev. David Erickson (Convention)

Peter Fairfield (Convention)

Mary Frances Leopold (Southern Alameda)

Bruce Morrow (Alameda)

## **Class of 2025**

Vance Frost (Marin)

Carolyn George (Convention)

The Rev. John Kirkley (San Francisco)

The Rev. Will Scott (Alameda)

The Rev. Kirsten Spalding (Convention)

Jim Wiant (Contra Costa)

## **Bishop's Appointees**

Leigh Flesher (2025)

Bruno Peguese (2024)

## **Ex officio Members**

The Rev. Br. Richard Edward Helmer,

Secretary of the Convention

Lane Ringlee,

Treasurer of the Diocese



# 2023 Appointed Officers and Committees of the Diocese and Convention

## Chancellor & Parliamentarian

Canon Christopher Hayes

## Committee on Dispatch of Business

Elizabeth Simpson-Falck, Chair

Richard Edward Helmer, Secretary of the Convention

Matthew Burt

David Frangquist,

Consulting, Secretary Emeritus

Emily Hopkins

Anna Rossi

Debra Low-Skinner, Canon to the Ordinary

Pamela Stevens

Stephanie Martin-Taylor, Canon for Communications

Caren Miles

Donald Miller,

Consulting from the Bishop Search & Transition committee

Mike Scrutton,

Consulting from the Bishop Search & Transition committee

## Committee on Credentials

Richard Edward Helmer, Chair

Secretary of the Convention

Caren Miles

Denise Obando

## Committee on Resolutions

Dave Frangquist, Chair

Jay Luther, Chair Emeritus, consulting

EJ Hilliard

The Rev. Pam Jester

The Rev. Darren Miner

Brenda Paulin

Lisa Perry

The Rev. Stephanie Green

## Committee on Elections

Matthew Burt, Chair

The Rev. Krista Fregoso

Tonantzin Martinez Borgfeldt

## Committee on Canons

Margalynne Armstrong

The Rev. Paul Burrows

The Rev. Gary England

Michael O. Glass

Canon Christopher Hayes, Chair

The Very Rev. Eric Metoyer

## Diocesan Staff

Christina Alvarez, Executive Director,

Episcopal Impact Fund

Amy Cook, Canon for Formation

Sarah Crawford, Payroll and Benefits Coordinator

Matt Duke, Executive Assistant to the Bishop

Davey Gerhard, Canon for Stewardship

Shari Gonzales, Associate for Finance & Operations

Kieran King, Director of Communications and Brand,

Episcopal Impact Fund

Debra Low-Skinner, Canon to the Ordinary

Stephanie Martin Taylor, Canon for Communications

Hailey McKeefry Delmas, Archdeacon

Caren Miles, Associate for Faith Formation

Denise Obando, Canon for Transition Ministries

Nina Pickerrell, Archdeacon

Michele Racusin, Canon for Diocesan Finance

Max Remele, Accountant

Jim Forsyth, CFO Emeritus

Elizabeth Simpson-Falck, Communications Associate

Travis Stevens, Vocations Officer

Michael Stroup, Archivist



# 2023 Appointed Officers and Committees of the Diocese and Convention

## Commission on Ministry\*

### Co-Chairs

Margaret Dyer-Chamberlain  
Beth Phillips

### Class of 2023

L Ms. Jeri Robinson

### Class of 2024

L Ms. Barbra Ruffin-Boston  
L Cn. Davey Gerhard  
P The Rev. Dr. Cameron Partridge

### Class of 2025

P The Rev. Liz Milner  
D The Ven. Cn. Nina Pickerrell

### Class of 2026

P The Rev. Robert Kossler  
L Ms. Brenda Nelson  
D The Rev. Jennifer Nelson (second term)

\*appointed by the Bishop with consent of the Convention

## Committee on Program and Budget

Bill Burrell  
Steven Dupont-Kalani  
Debbie Hawkins  
Aiden Jobe See  
Bruce Morrow  
Jim McConnell  
Arthur Perkins  
Lane Ringlee, Chair, Treasurer of the Diocese  
Elaine Vallecillo-Miller  
Jim Wiant

## Finance Committee

Brad Barber  
Canon Jim Forsyth, ex officio  
The Rev. Debbie Hawkins  
Canon Christopher Hayes, ex officio (Chancellor)  
The Rev. Chip Larrimore  
Bob McCaskill  
Jim McConnell  
Arthur Perkins  
The Rev. Canon Michele Racusin, ex officio (CFO)  
Lane Ringlee, ex officio (Treasurer)

## Committee on Governance

The Rev. Pamela J. Jester, Chair  
The Rev. David Erickson  
Sherry Lund  
Don Miller  
Bruno Peguese  
Adrian Williams



# Rules of Order

## Last amended by the 172nd Convention in 2021

### Before Convention

#### Section 1 — Procedure for Resolutions

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 canonically resident cleric, any elected lay delegate or alternate, or by any congregation, deanery or other recognized diocesan organization. In questions concerning eligibility of any submitter, the Committee may rely on a determination by the Secretary.

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 When a task force or other temporary committee established by the Convention submits a report requesting action by the Convention, the proposed action shall be included in the report's recommendations in the form of a resolution, and that resolution shall be submitted to the Committee on Resolutions for its review according to these rules. The Committee on Resolutions shall not be required to review the content of the report other than the proposed resolution.

1.3 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

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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

1.4 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.

1.5 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;
- e) resolutions placed in the Consent Calendar by the Committee on Dispatch of Business.

1.6 For purposes of Rule 1.5, a resolution or set of resolutions proposing both a resolution for General Convention and a substantially similar resolution governing or urging conduct or policy at the diocesan level may be regarded as a single resolution.





# Rules of Order

1.7 When, in the opinion of the Committee on Resolutions, the presentation of a resolution to Convention would be improved by the Committee's division of the resolution into two or more resolutions, the several resolutions resulting from such division may be regarded as a single resolution for purposes of Rule 1.5.

1.8 Rule 1.6 or 1.7 shall be applicable only if the Committee on Resolutions, with the consent of the Committee on Dispatch of Business, proposes a special order providing that debate on the set of resolutions shall be limited to the time normally allotted to a single resolution. The special order shall also provide that the question on the set of resolutions shall be decided by a single vote, unless the Convention votes to divide the question.

1.9 Any resolution proposing the creation of a task force or other temporary committee shall not be in order unless it includes a provision identifying the Convention at which the task force or committee is scheduled to make its final report and at which it shall be discharged according to Rule 4.17.

1.10 Any proposed resolution that does not meet the foregoing criteria may be considered by the Convention only upon the affirmative vote of two-thirds (2/3rds) of those present and voting in Convention. If the Convention agrees to consider a resolution, it shall be referred by the Chair to the Committee on Resolutions or other appropriate Committee of Convention.

1.11 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.

1.12 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.

1.13 All Committees of Convention may hold meetings

by conference telephone call, teleconferencing or videoconferencing as an alternative to in-person meetings, provided that during any meeting all participants are capable of hearing each other at all times. All Committee members shall be provided with information necessary to join the meeting. Reasonable notice of meetings shall be given by written notice, telephone, fax, email, or other electronic means.

## 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 Chair of Convention elected or appointed pursuant to the provisions of the Canons.

2.3 The Bishop's Address, if not read during divine worship. Table discussions may follow the address.

2.4 Report of the Committee on Credentials. 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. The seating of clerics or delegates in question shall be decided by the Convention upon the recommendation of the Committee on Credentials.

2.5 Report of the Committee on Dispatch of Business. The Committee on Dispatch of Business may propose a Special Order establishing a Consent Calendar consisting of routine and noncontroversial matters. The adoption of the Consent Calendar shall be by unanimous consent; and if any member objects to an item, it shall be removed from the Consent Calendar and considered at a time determined by the Chair. All items in the Consent Calendar shall have been published for consideration of the members of Convention at least two weeks before the Convention, using the normal methods for publishing Convention materials, which may



# Rules of Order

include electronic posting or distribution. Matters placed in the Consent Calendar may include, but are not limited to

- a) The Convention Agenda,
- b) Any Special Orders governing reports or debate,
- c) Bishop's appointments requiring the consent of the Convention,
- d) Technical amendments to the Canons to correct errors or comply with federal, state or canon law,
- e) Resolutions deemed noncontroversial.

2.6 The appointment by the President of the Chancellor, any other appointed offices required by the Canons, 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 Resolutions.

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, followed by the first ballot.

2.9 Other business. After consultation with the President, the Committee on Dispatch of Business shall arrange the remaining business of the Convention in an order that best serves the theme and focus of that Convention. Provision shall be made for

- a) Report of the Committee on Canons.
- b) Report of the Treasurer of the Diocese, including the report of the audit of the Treasurer's Books.
- c) Report of the Executive Council.
- d) Presentation of the Program and Budget of the Diocese for the coming year.
- e) Reports of Special Committees appointed at previous conventions or by the President.
- f) Action on resolutions reported by the Committee on Resolutions.
- g) Report of the Standing Committee.
- h) Reports of such other officers, boards and committees of Convention as requested by the President

or ordered by the Convention.

- i) Additional ballots as needed.
- j) Prayer.

## **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 Diocesan Committees 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

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# Rules of Order

therefor, shall be acted upon by the Convention until duly seconded and submitted in writing. No amendment or substitute shall be finally adopted until the same be read to the house.

4.2 When a question is before the Convention, no motion, except as hereinafter provided, shall be received, but to lay on the table, to move the previous question, to limit debate, to postpone to a certain time, to commit, to amend or to postpone indefinitely, which motions shall have precedence in the order named.

4.3 All amendments shall be considered in the order in which they are received. When a proposed amendment is under consideration, a motion to amend the same may be made; no further amendment to such second amendment shall be in order.

4.4 A motion to lay on the table shall always be decided without debate.

4.5 A motion to adjourn shall always be in order, when no member is speaking.

4.6 The person who has made a motion or moved a resolution may withdraw the same, without the consent of the seconder, at any time before the decision or amendment, in which case it shall not be entered upon the minutes..

4.7 If a question under debate contains several distinct propositions, the same shall be divided, at the request of any member, and a vote taken separately on each division thereof.

4.8 The votes shall be taken by ayes and nays. On any single question each member of Convention shall have one vote. No vote shall be taken by Orders unless so prescribed by the Constitution and Canons.

4.9 Any member whose character or motives may have been attacked or questioned in debate shall have the right to speak to a question of personal privilege.

4.10 A question that has been decided shall not be reconsidered during the same session except when  
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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 In all Special Rules governing debate of any motion before the Convention, if any member of Convention requires non-simultaneous translation, the allotted time for the member to speak to the motion shall be doubled to allow time to hear the translation, and the total time for debate shall be increased accordingly.

4.16 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.

4.17 Any task force or temporary committee scheduled to make its final report at a particular Convention shall be discharged automatically and cease to exist at the adjournment of that Convention, whether having reported or not, unless the Convention votes to extend it to a later Convention. An extension shall be in order only if it sets a new schedule for the final report.

4.18 In circumstances not covered by these Rules, the rules



# Rules of Order

contained in the current edition of *Robert's Rules of Order, Newly Revised* shall apply.

## **Section 5 - Nominations**

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

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

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

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

## **Section 6 - Voting**

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

6.2 When one or more vacancies for unexpired terms are to be filled by election, all nominees for the same office, whether for a full term or for a vacancy, shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled, including vacancies; except that when the number of nominees does not exceed the number of positions to be filled, each Member of Convention shall be allowed to cast only as many votes for that office as there are full terms 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 as there are regular positions to be filled, not including alternates. The regular positions shall be filled first, as specified in the Canons of the Diocese, and the alternates shall be filled second, in order of precedence. Among the alternates, the order of precedence shall be determined by the total number of votes received in both lay and clergy orders combined.

6.4 On any ballot after the first ballot, each Member of Convention shall be allowed to cast as many votes for each office as allowed on the first ballot, reduced by the number of positions filled on previous ballots.

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.

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# Rules of Order

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.

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 order and shall endorse on the outside of each envelope the following:

- a) whether they were ballots of the Clerical or Lay Order;
- b) the number of counted ballots inside, and if the vote did not result in an election;
- c) whether it is the first or other ballot for the office;
- d) 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.





# Consent Calendar & Special Orders

## Special Order #1: Consent Calendar for the 174th Convention of the Diocese of California

*Adopted by the Committee on Dispatch of Business on October 11th, 2023*

**The Committee on Dispatch of Business moves the unanimous adoption of the following Consent Calendar as the first item of business following the Report of the Committee on Dispatch of Business:**

1. The Consent Calendar shall consist of the adoption of the following:

- a) The Agenda of the 174th Convention of the Diocese of California, as published
- b) Special Order #2, Report of the Committee on Resolutions
- c) Special Order #3, Report of the Committee on Canons
- d) Special Order #4, Budget & Financial Resolutions
- e) Special Order #5, Reconsideration
- f) [Resolution C: Correct References to the Canons of The Episcopal Church](#)
- g) [Resolution E: Ratifying and Approving Acts of the Convention Meeting Remotely](#)

2. Provided that, if any member requests that any of the above matters be removed from the Consent Calendar, the President shall order that matter removed and placed in the Agenda at a suitable time.

3. And provided that, after the President has announced the adoption of this Special Order, any such requests for removal of matters from the Consent Calendar shall be out of order.

## Special Order #2: Committee on Resolutions

*The 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 Convention 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 Convention.

4. When the Committee reports, in accordance with Rule 1.4, three minutes shall be provided for presentation of each resolution.

5. Debate on each resolution shall be limited to fifteen minutes\*, during which time no speaker shall be allowed more than two minutes\*, unless the Convention 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 all members that any amendments to resolutions or additional resolutions of any kind must be submitted in writing to the Secretary of the Convention or by email to [secretary@diocal.org](mailto:secretary@diocal.org) before action can be taken on them (Rule 4.1).

## Special Order #3: Committee on Canons

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



# Special Orders

1. Five minutes shall be provided for presentation of the Report and questions of clarification.
2. 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\*.
3. The Convention, 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.

## **Special Order #4: Budget & Financial Resolutions**

*The Committee on Dispatch of Business moves that consideration of the budget and other financial resolutions be governed by the following Special Order:*

1. At the time appointed in the agenda, a single motion shall be considered for the adoption of
  - a. The Proposed Budget,
  - b. The Proposed Assessment Formula, and
  - c. The Proposed Salary Resolution.
2. Debate on the budget & financial resolutions shall not exceed five minutes\*.
3. Debate on any amendments from the floor, during the consideration of the budget & financial resolutions shall be limited to five minutes each. No speaker shall be allowed more than two minutes\*.
4. 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 the time period, a vote will be taken on all pending motions, pertaining to that period, unless the Convention by 2/3 majority, resolves to extend debate.

## **Special Order #5: Reconsideration**

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*The Committee on Dispatch of Business moves that Reconsideration of a Question be governed by the following Special Order:*

1. When the motion to Reconsider is debatable, debate on the motion to Reconsider shall be limited to five minutes\*, during which time no speaker shall be allowed more than one minute\*, unless the Convention by 2/3 majority resolves to extend the time.
2. When the motion to Reconsider has been carried, the question being reconsidered shall be taken up immediately, or at another time determined by the Chair, subject to appeal.
3. When the motion to Reconsider has been carried, and it is applied to a resolution originally governed by Special Order #2, debate shall be limited to ten minutes\*, during which time no speaker shall be allowed more than two minutes\* unless the Convention by 2/3 majority resolves to extend the time.
4. 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.

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\* Time for debate is extended accordingly in all Special Rules when a speaker requires non-simultaneous translation, per [Rule 4.15](#) of the [Rules of Order](#): *In all Special Rules governing debate of any motion before the Convention, if any member of Convention requires non-simultaneous translation, the allotted time for the member to speak to the motion shall be doubled to allow time to hear the translation, and the total time for debate shall be increased accordingly.*



## Resolution to Amend the Constitution: Lay members of Executive Council and Standing Committee as Delegates of Convention

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

### Amend Article VI Sec. 6.4

Resolved, That Article VI of the Constitution of the Diocese of California be amended as follows:

(deletions in ~~bold strikethrough text~~ and insertions in *bold italic text*):

Sec. 6.4. The delegates and alternates, who ~~shall~~ *must* be members of The Episcopal Church as defined by its Canons, shall be elected annually by the Cathedral congregation and by each parish and mission congregation in union with the Convention in accordance with the Canons of the Diocese. Each such delegate and alternate ~~shall~~ *must* be a member of the congregation from which elected. *Additionally, all duly elected and appointed lay members of the Standing Committee and the Executive Council will be delegates until the adjournment of every Convention held during their terms.*

#### Explanation:

This constitutional amendment will be presented to the Convention in 2023 for a first reading and vote. If adopted, it will only come into effect following a second reading and adoption at the regular meeting of Convention in 2024.

Article VI.4 is also clarified by replacing several of the ambiguous “shall” verbs with the more precise “must”.

#### FAQ’s:

##### Q: Why make this change?

A: The bigger question is why have we not made this change? Today, lay Convention reps to the Executive Council and the Standing Committee are excluded from voting in Convention unless they have taken the extra step to be elected in any given year as Convention delegates by their congregations. Members of Executive Council and Standing Committee are arguably particularly well-informed on Diocesan issues and serve for, respectively, three and four-year terms. They are elected to

those positions specifically by Convention delegates. In some cases, lay Convention reps are senior officers in the Executive Council and the Standing Committee, but are still not allowed to vote at Convention, while clergy Convention reps are allowed to vote in all cases. The proposed change creates fairness and parity in voting between lay and clergy serving in senior leadership positions. Other Dioceses have made this update, particularly those who have newer canons. One example in California is the Diocese of El Camino Real.

##### Q: Will lay members of the Standing Committee and the Executive Council count as part of their congregational delegation?

A: No. Unless otherwise elected as delegates to represent their congregations, lay members of the Executive Council and the Standing Committee would represent their respective governance bodies as delegates. Their congregations will remain eligible to send an elected delegation whose size is determined under Section 6.6 of the Constitution.

##### Q: Why does it read, “through the adjournment of every Convention held during their terms”?

A: To make clear that lay Standing Committee members terming out at the election of their successors during Convention continue serving as delegates until that Convention adjourns. Executive Council members’ terms, under the current canons, begin in January of the year following their election. To be more specific, this change is being sought because of long-term fairness and to fully utilize expertise in Convention. The maximum number of lay votes added would be no more than six and as few as three and the change wouldn’t be effective until the 2024 Convention.

##### Q: Will adopting this change affect the voting delegates for the bishop’s election this December?

A: No. Convention must adopt this constitutional amendment with a majority vote at two conventions in order for it to come into effect, so the earliest it could become effective would be during the next regular meeting of the Convention in the autumn of 2024.

#### Submitted by:

Sherry Lund, Chair of Executive Council  
The Rev. Br. Richard Edward Helmer, Secretary of the Convention

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## Resolution to Amend the Canons: Require Anti-Racism Training Certification for Clergy and Delegates to Convention

*As authorized by Canon 21.03, the Committee on Canons has changed the proposed amendment for internal consistency. In all other respects, the Committee on Canons finds the amendment suitable in form for adoption.*

### Amend Canons II & III

***Resolved***, That, effective January 1, 2024, the following new sections be added to Canons II and III following sections 2.02 and 3.02, and the existing and following sections be renumbered accordingly:

(Added language is in ***bold italic text***)

#### Canon II. Clerical Members of Convention.

***Sec. 2.03. Anti-Racism Training and Certification.***  
***At least 30 days before the first day of the Convention, clerical Members must complete Anti-Racism and Racial Reconciliation coursework managed and utilized for diocesan training programs by the Bishop's Office. Training certification will be valid for 36 months from the coursework's completion date.***

#### Canon III. Lay Delegates to Convention.

***Sec. 3.03. Anti-Racism Training and Certification.***  
***At least 30 days before the first day of the Convention, Delegates and alternates must complete Anti-Racism and Racial Reconciliation coursework managed and utilized for diocesan training programs by the Bishop's Office. Training certification will be valid for 36 months from the coursework's completion date.***

#### Explanation:

In 2020, I wrote Resolution C009 to the 80th General

Convention in Baltimore which passed and enacted in the House of Deputies. If approved, this requirement would become effective for the 175th Convention of the Diocese of California in 2024. Although many of us have participated in the Sacred Ground series and other anti-racism programs, Church Next's Becoming Beloved Community is the diocesan training curriculum that we are currently proposing.

This spring, the Rocky Mountain PBS station released a documentary titled "This is {Not} Who We Are" regarding the issues of Institutional Racism" in Boulder, Colorado, a community that prides itself on being Progressive. Likewise, we in the San Francisco Bay Area are not immune to the problem of systemic racism and need to continue with our own efforts to combat it at every level of the Church.

#### Submitted by:

Warren Wong, Delegate, St. James', San Francisco



## Resolution to Amend the Canons: Correct References to Episcopal Church Canons

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

**Resolved**, that Canon XI, Section 11.26 of the Canons of the Diocese of California be amended to state as follows:

(remove ~~strikethrough text~~, add *italic bold text*)

### Sec. 11.26. Election of the Rector.

The election of a rector shall require an affirmative vote of two-thirds of the lay members of the vestry. No commitment shall be made by the vestry to anyone under consideration as a prospective rector, nor shall any formal call be issued, until the name of the Cleric under consideration as rector has been made known to the Bishop. If the Bishop has not responded within 30 days, or such additional time as has been agreed upon, from the date of notice to the Bishop, the vestry may proceed with the commitment and call. In case the Bishop objects to the choice of the vestry, a second meeting of the vestry shall be held and the person first proposed can be elected only by a unanimous vote of the whole vestry. If the vote is not unanimous, the same procedure shall be repeated for the election of another candidate. The call shall be in the form of an agreement, which shall be signed by the wardens and, when accepted, signed by the new rector. The agreement shall, subject to ~~the provisions of Title III, Canons 9.7 and 9.13; Canons III.9.8 and III.9.15 of the Canons~~ of The Episcopal Church and of this Canon XI, Sections 11.32 and 11.33, provide for life tenure. The signed agreement shall be sent to the Bishop who, when satisfied that the person chosen is a duly qualified Cleric and has accepted the office, shall approve the call and acceptance by causing copies of the agreement to be countersigned personally or by a designated representative and returned to the new rector and to the parish. The Bishop shall then notify the Secretary of the Convention, who shall record the appointment and announce it at the next Annual Convention.

**Further resolved**, that Canon XI, Section 11.31 of the Canons of the Diocese of California be amended to state as follows:

### Sec. 11.31. Reconciliation of Disagreements Affecting a Pastoral Relationship.

Where the need therefor appears, a reconciliation of the pastoral relationship, as provided in ~~Title III, Canon 9.12; Canon III.9.14~~ of the Canons of The Episcopal Church, may be sought in accordance with the following procedure.

- (a) Appeal to *Bishop*. In the event of differences between a rector and vestry an appeal may be made to the Bishop for pastoral ministrations to reconcile those differences. The appeal may be made by the rector, a majority of the whole vestry, or jointly. The appeal shall state in writing that there are differences between rector and vestry and shall invite the Bishop's pastoral ministrations.
- (b) Appeal by Rector. If made by the rector, a signed copy of the appeal shall be mailed or delivered to each member of the vestry.
- (c) Appeal by Vestry. If made by the vestry, alone or jointly with the rector, the appeal shall state whether it emanates from a regular or special meeting of the vestry. Those voting in favor of the appeal shall sign it.
- (d) Special Meetings. Notwithstanding any provision in the bylaws of the parish to the contrary, a special meeting of the vestry to consider the making of an appeal under this Canon may be convened by the rector, a warden, or at least one-quarter of the lay members of the vestry. A special meeting not convened by the rector or a warden shall consider no other business. The convenor(s) of the special meeting shall, at least ten days before the meeting, mail or deliver to each member of the vestry and to the rector a signed written notice of the purpose, time, date, and place of the meeting. A certificate of compliance with this requirement, signed by the convenor(s), shall accompany the appeal.
- (e) Nothing in this Section 11.31 shall preclude the application of ~~Title III, Canon 9.6(c)(2)~~ *Canon III.9.7.c.2* of the Canons of The Episcopal Church.

**Further resolved**, that the definitions of "Bishop Coadjutor" and "Bishop Suffragan" in the Appendix of Certain Defined Terms be amended to state as follows:

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## Resolution to Amend the Canons: Correct References to Episcopal Church Canons

“Bishop Coadjutor” has the meaning set forth in ~~Title III, Canon 11.10(a)~~; *Canon III.11.9.a* of the Canons of The Episcopal Church.

“Bishop Suffragan” has the meaning set forth in ~~Title III, Canon 11.10(b)~~ *Canon III.11.9.b* of the Canons of The Episcopal Church.

### Explanation

The proposed amendments are technical, correcting several existing cross-references in the Canons of the Diocese to Canons of The Episcopal Church. Citations now follow the format used by the General Convention Office in the current edition of the Constitution & Canons of The Episcopal Church.

### Submitted by:

Christopher Hayes, Chancellor of the Diocese and Canon to the Bishop.



## Special Rules for the Electing Convention of the Ninth Bishop of California

*Final form adopted by the Standing Committee at its October 12th meeting for presentation to the 174th Convention.*

**Resolved**, that the Convention adopt the following Special Rules for the Electing Convention of the Ninth Bishop of the Diocese:

**1. Location, Time, and Business of the Special Convention.**

A Special Convention of the Diocese of California will convene at Grace Cathedral on December 2nd, 2023, at 9:00 AM PST to elect the Ninth Bishop of California as Bishop Coadjutor. No other business will be in order.

**2. Officers of the Special Convention.** The officers of the Special Convention will be the officers of the Convention elected at the Annual Convention of the Diocese of California on October 27-28, 2023.

**3. In Person Only.** In accordance with the Constitution and Canons of the Diocese of California, only members of the Convention attending in person will be eligible to vote in the Special Convention. There will be no provision for proxy or remote voting.

**4. Lay Delegates eligible to vote at the Special Convention.**

Lay delegates eligible to vote at the Special Convention and their alternates will be those duly elected according to the Constitution and Canons of the Diocese of California and the bylaws of the electing congregations. Unless changes are duly reported between the Annual and Special Conventions, delegates and alternates for the Annual Convention will be the same delegates and alternates for the Special Convention. Any congregation, Vestry, or Bishop's Committee electing new delegates or alternates between the Annual and Special Conventions must report the names of their new delegates and alternates to the Secretary of the Convention no later than 30 days prior to the Special Convention, November 2, 2023. Up to and during the Special Convention, clerics in charge of congregations may replace any absent delegate with a duly elected alternate by submitting the change via email to the Secretary of the Convention. If there is no cleric in charge of a congregation, a warden, secretary, or clerk of the congregation may petition the Bishop, up to and

during the Special Convention, to replace any absent delegate with a duly elected alternate by submitting the petition via email to the Secretary of the Convention. The Committee on Credentials must certify the replacement before any alternate is registered, seated, and eligible to vote as a delegate.

**5. Clergy eligible to vote at the Special Convention.**

Clergy eligible to vote at the Special Convention will be determined according to the Constitution and Canons of the Diocese of California. No more than 60 and no less than 30 calendar days before the Special Convention, November 2, 2023, the Bishop will provide to the Secretary of the Convention and to the Standing Committee the list of clergy eligible to vote.

**6. Quorum.** A quorum for the Special Convention to elect a bishop requires a majority of all clergy eligible to vote and at least two-thirds of all congregations represented by at least one lay delegate. The Committee on Credentials will certify the presence of a quorum at the opening of the Special Convention.

**7. Nominations.** Nominations for election as Bishop Coadjutor will be made by the Diocese's Bishop Search and Transition Committee, which will nominate the candidates identified by the search process and approved by the Standing Committee. The Standing Committee will nominate any candidates identified by the petition process who are qualified under the standards established by the Bishop Search and Transition Committee and approved by the Standing Committee. Nominations will then be closed. Nominations from the floor will not be in order.

**8. Ballot Preparation.** The Standing Committee will prepare the ballot, combining nominees submitted by the Diocese's Search and Transition Committee and nominees by petition presented together as the slate of nominees as of October 27, 2023. The order of names on the ballot will be determined by lot without distinguishing between search committee nominees and petition nominees.

**9. Election Requirements.** Each vote will be taken by orders, clergy and lay, and an election will require a majority of those present and voting in each order.

**10. Voting Process.** The election of the bishop will be conducted by electronic ballot and will conform to the Constitution and Canons of the Diocese of California.





## Ratifying and Approving Acts of the Convention Meeting Remotely

*Reviewed and accepted for form by the Secretary. The Committee on the Dispatch of Business has placed this resolution on the Consent Calendar.*

**Resolved**, that all acts of the 171st Convention of this Diocese on October 17, 2020, all acts of the 172nd Convention of this Diocese on October 22–23, 2021, and all acts of the 173rd Convention of this Diocese on October 28–29, 2022, which convened by remote video because of the Covid-19 pandemic and as required by public health orders restricting in-person gatherings, are hereby ratified and approved; and

**Resolved**, that all actions taken in reliance on the acts of the 171st, 172nd, and 173rd Conventions of this Diocese by the Officers of the Convention, by the Episcopal Bishop of California, a Corporation Sole, by the directors and officers of The Episcopal Church in the Diocese of California, by the Executive Council, by the Standing Committee, by any other body or officer of this Diocese, or by the Cathedral or any Parish or Mission under the authority of this Convention, are hereby ratified and approved.

### Explanation

During the first part of the Covid-19 pandemic in 2020, public health orders restricting in-person gatherings made it impossible for the Convention to convene in person. In 2020, the Convention met remotely to comply with the public health order. It also adopted Canon 1.02, which authorizes the Convention to meet by remote means during declared public emergencies, as well as special rules to govern such meetings. The Convention again met remotely in 2021 and 2022, while the gubernatorially declared public emergency for Covid-19 remained in effect.

This resolution removes any question about the validity of the acts of the Convention taken while it met remotely, including any question about whether the Convention could convene remotely to adopt the canon and rules authorizing remote meetings. This resolution also ratifies and approves the actions taken

by church constituents in reliance on the acts of the Convention while meeting remotely.

### Submitted by:

Christopher Hayes, Chancellor of the Diocese and Canon to the Bishop.





# Treasurer's Report to Convention

## Treasurer's Report to Convention

The Diocese of California, with input and oversight from the Executive Council and its Finance Committee, has focused on ensuring the financial affairs of the Diocese support the mission of the Diocese while maintaining long-term financial viability. As a part of this responsibility, the Finance Committee undertook a review of the Diocese Assessment Formula following significant discussion at the 2022 Convention. The results of this study and our recommendations were presented in a Diocese webinar in September in addition to presentations on the proposed 2024 Budget and resources provided by the Diocese to congregations, missions and retreat centers. We recommended to continue with the current Assessment Formula, focus on building the endowment using proceeds from property sales to reduce our dependence upon Assessment revenue, and continue to monitor our formula as we balance Assessment revenues, endowment income and our budget.

We understand the challenges many congregations are experiencing as we proceed thru the lasting impact of the pandemic and its related effects on membership and ASA. As a consequence, we have developed a 2024 budget for the Diocese that is flat relative to 2023 that recognizes our financial limitations and places priorities on resources to assist congregations. That being said, most congregations have remained current in reimbursements to the Diocese for payroll and benefits and payments under the Diocesan line of credit program for capital improvements.

The Finance Committee, the Committee on Program & Budget, and Executive Council, have worked with Diocesan staff to develop a conservative budget for approval for 2024 calendar year. We understand the need to continue to focus our efforts to budget conservatively and ensure a solid financial footing to support our mission. Over the course of this past year, the Finance Committee has provided advice and guidance to the Bishop, the Executive Council and Diocese organizations on matters relating to property, fixed assets and financial resources within the Diocese.

The audit report for the most recent fiscal year reflects the external review conducted annually by the accounting firm of Windes (note: we changed audit firms this year

to reduce costs and improve service levels). A copy of our audited financial statements and the independent auditors' report are made available on the website of the Diocese. The 2022 audit has not been released by our auditors, but we do not anticipate any material changes to the results described below.

## Financial Results for Calendar Year 2022

The financial books and records of the Diocesan Corporation are composed of five segregated funds:

1. the Operating Fund
2. the Custodial Fund
3. the Endowment Fund
4. the Deferred Gifts Fund
5. the Expanding Horizons Campaign Fund (a fund first established in 2016)

The Diocesan Corporation experienced a decline in total net assets of approximately \$3.7 million during 2022, most of which came from declines in the asset values of our endowment and remainder trusts. It is important to note that U.S. stock and bond market returns were significantly negative in 2022.

The operating fund of the Diocese reported a 2022 surplus on an accrual basis of \$461,000.. The primary sources of revenue for the operating fund are parish and mission assessments, gifts, fee income, and the annual income distribution from the Endowment Fund.

The Diocesan endowment funds are managed by the Domestic and Foreign Missionary Society of the Protestant Episcopal Church ("DFMS"), which manages the endowment fund of The Episcopal Church with which the diocesan endowment is co-invested. The endowment funds were transferred to DFMS in 2016.

The Diocese provides two important resources to Diocese churches and organizations within the Diocese:

1. It provides financial support for organizations seeking assistance for capital improvements

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# Treasurer's Report to Convention

through a Diocese line of credit. The Diocese incurs the debt on behalf of congregations and ministries, and the Diocese remains compliant with related financial covenants. As of the close of 2022, the Diocese had outstanding loans to various parishes, missions and Diocesan organizations of approximately \$1.425 million.

2. The Diocese continues to provide both payroll and personnel benefits services to churches and

## 2023 Forecast and 2024 Budget

The operating fund is currently expected to generally break-even for the 2023 year.

The Program & Budget Committee, Finance Committee, and Executive Council are recommending for your approval a 2024 operating fund budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2024 budget is included in the Convention materials. The 2024 budget approved earlier this year assumed a cost of living increase for salaries of 2.9% in contrast to the increase in 2023 of 6.8%, consistent with the Consumer Price Index prepared by the Bureau of Labor Statistics representing the San Francisco Bay Area and in keeping with prior years' practice. The actual percentage increase of 5.3% as of June 30 is submitted to Convention for approval as the recommended COLA for 2024 salaries.

## Financial Policies and Procedures

The Finance Committee of the Executive Council holds monthly meetings to review the financial affairs of the Diocese. Its monthly discussions include a review of the year-to-date operating financials, the aging of receivables from the parishes and missions, and the line of credit loan available to parishes and other Diocesan institutions. In addition, our meetings include discussions of financial policies and related policy developments or amendments to ensure the Diocese follows excellent financial governance practices. 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 initially evaluates the recommended operating budget for the coming year, which is then reviewed by the Finance Committee and the Executive Council. Subsequently, the budget is reviewed by deaneries before submission to Diocesan Convention. Members of this year's Program and Budget Committee in addition to myself were Bill Burrell, Debbie Hawkins, Steven Dupont-Kalani, Aiden Jobe See, Bruce Morrow, Jim McConnell, Arthur Perkins, Elaine Vallecillo-Miller, and Jim Wiant.
- 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. The members of the Audit Committee in addition to myself are Brad Barber and Bob McCaskill. In 2023, as noted earlier, the Audit Committee approved a change in audit firms to reduce costs and improve service levels.

## Corporation Sole

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. The only activity in the Corporation Sole was the sale of St. Cuthbert's property.

## Closing

Our Diocese, its institutions and our congregations continue to face membership, attendance and financial challenges following the pandemic, and the ongoing need to build our Beloved Community. Our committees governing financial aspects of our Diocese are mindful of our responsibilities to ensure financial

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# Treasurer's Report to Convention

resources are available, fixed assets are protected to support the Diocese mission and our practices follow excellent governance guidelines.

I wish to express my thanks to Rev. Michele Racusin, Sarah Crawford, Jim Forsyth, and all the staff at Diocesan House for their hard work and assistance over the past year. In addition, I'd like to thank the members of the Finance Committee, Audit Committee and Committee on Program & Budget for their dedicated service.

Blessings,

Lane T. Ringlee, Treasurer October 2, 2023



# Summary of the Financial Position of the Diocesan Corporation

## The Episcopal Church in the Diocese of California

### Statement of Financial Position

	2022	2021
<b>Assets</b>		
Cash and cash equivalents	\$ 14,475,062	\$ 10,342,493
Receivables, net	5,619,034	7,766,396
Investments	36,553,062	48,074,871
Notes receivable	1,425,274	1,794,118
Notes receivable held for investment, net	136,352	195,409
Equity interests in real property	203,949	203,949
Property and equipment, net	4,029,082	4,147,322
<b>Total assets</b>	<b>\$ 62,441,815</b>	<b>\$ 72,524,558</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities:</b>		
Accounts payable and accrued expenses	\$ 1,956,695	\$ 2,944,351
Deferred revenue	4,990	11,002
Line of credit	1,425,274	1,794,118
Funds held in trusts for beneficiaries	8,431,011	11,409,312
<b>Total liabilities</b>	<b>\$ 11,817,970</b>	<b>\$ 16,158,783</b>
<b>Net Assets:</b>		
Without Donor Restrictions	8,692,100	8,230,951
With Donor Restrictions:		
Restricted for Time or Purpose	24,858,775	31,453,216
Restricted in Perpetuity	17,072,970	16,681,608
<b>Total With Donor Restrictions</b>	<b>41,931,745</b>	<b>48,134,824</b>
<b>Total net assets</b>	<b>\$ 50,623,845</b>	<b>\$ 56,365,775</b>
<b>Total liabilities and net assets</b>	<b>\$ 62,441,815</b>	<b>\$ 72,524,558</b>

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# Summary of the Financial Position of the Diocesan Corporation

## The Episcopal Church in the Diocese of California

### Statement of Activities

	2022	2021
<b>Support and Revenue:</b>		
Parish and mission assessments	\$ 3,406,560	\$ 3,466,340
Gifts, Fees, and other income	4,892,934	3,630,955
Change in value of charitable remainder trusts	(901,639)	358,324
Investment income, net	(6,343,328)	2,983,686
<b>Total support and revenue</b>	<b>\$ 1,054,527</b>	<b>\$ 10,439,305</b>
<b>Expenses:</b>		
Program Expenses	\$ 2,960,674	\$ 2,908,405
General and Administrative	1,823,997	1,578,749
Fundraising	244,350	220,132
<b>Total expenses</b>	<b>\$ 5,029,021</b>	<b>\$ 4,707,286</b>
<b>Changes in Net Assets Before Transfers &amp; Reclasses</b>	<b>\$ (3,974,494)</b>	<b>\$ 5,732,019</b>
Payments and Transfers	(1,767,436)	(1,942,928)
<b>Change in Net Assets</b>	<b>\$ (5,741,930)</b>	<b>\$ 3,789,091</b>
<b>Net Assets, beginning of year</b>	<b>56,365,775</b>	<b>52,576,684</b>
<b>Net Assets, end of year</b>	<b>\$ 50,623,845</b>	<b>\$ 56,365,775</b>



# YTD Actual vs. Budget

Sources of Funds for Ministry	Actual	Budget	Variance	
	June 2023	June 2023	Dollars	Percent
Assessments	\$ 1,768,647	\$ 1,800,000	\$ (31,353)	-2%
Less: Reserve		\$ (22,500)	\$ 22,500	-100%
	\$ 1,768,647	\$ 1,777,500	\$ (8,853)	0%
Fee Income				
Endowment	\$ 220,024	\$ 172,500	\$ 47,524	28%
Expanding Horizons		\$ 37,500	\$ (37,500)	-100%
Bishop's Discretionary - Christy Fund	\$ 62,500	\$ 62,500	\$	0%
Planned Giving Fees	\$ 27,498	\$ 27,500	\$ (2)	0%
Endowment Administration Fees	\$ 37,190	\$ 35,000	\$ 2,190	6%
Benefit Administration Fees	\$ 104,660	\$ 97,500	\$ 7,160	7%
Payroll Services Fees	\$ 33,376	\$ 35,000	\$ (1,624)	-5%
Event Fees	\$ 6,789	\$ 1,000	\$ 5,789	579%
	\$ 492,037	\$ 468,500	\$ 23,537	5%
Interest Income		\$ 1,000	\$ (1,000)	-100%
<b>Total Sources of Funds for Ministry</b>	\$ 2,260,684	\$ 2,247,000	\$ 13,684	1%
<b>Funds Used for Ministry</b>				
<b>Episcopate Ministry</b>				
Salary and Benefits (2.5 FTE)	\$ 217,266	\$ 259,659	\$ (42,393)	-16%
Archdeacon Ministry	\$ 9,318	\$ 8,500	\$ 818	10%
School for Deacons	\$ 17,500	\$ 17,500	\$	0%
Commission on Ministry	\$ 346	\$ 8,000	\$ (7,654)	-96%
Executive Council	\$ 13,126	\$ 8,500	\$ 4,626	54%
Deaneries & Regional Deans	\$ 15,000	\$ 16,500	\$ (1,500)	-9%
Clergy Conference	\$ 4,600	\$ 4,500	\$ 100	2%
Standing Committee	\$ 322	\$ 2,000	\$ (1,678)	-84%
Ordination Process Support	\$ 1,122	\$ 2,000	\$ (878)	-44%
Ecumenical & Interreligious Affairs	\$ -	\$ 2,000	\$ (2,000)	-100%
Accruals for Future Ministries/Events				
Bishop election fund	\$ 5,000	\$ 5,000	\$ -	0%
Travel--General Convention	\$ 12,500	\$ 12,500	\$ -	0%
Travel--House of Bishops	\$ 2,700	\$ 2,000	\$ 700	35%
Travel--Lambeth	\$ 1,000	\$ 1,000	\$ -	0%
Bishop's Travel & Entertainment	\$ 13,947	\$ 5,000	\$ 8,947	179%
Diocesan Events & Hospitality	\$ 10,048	\$ 10,000	\$ 48	0%
Episcopal Residence R&M	\$ 3,972	\$ 15,000	\$ (11,028)	-74%
<b>Total Episcopate Ministry</b>	\$ 327,767	\$ 379,659	\$ (51,892)	-14%
<b>Congregational Ministry</b>				
Salary and Benefits (2.0 FTE)	\$ 177,918	\$ 205,349	\$ (27,431)	-13%
Mission Support	\$ 96,793	\$ 160,000	\$ (63,207)	-40%
Program Support				
Fresher Start		\$ 2,500	\$ (2,500)	-100%
Living Stones		\$ 1,250	\$ (1,250)	-100%
Congregational Development	\$ 1,519	\$ 9,500	\$ (7,981)	-84%
Clergy Wellness	\$ 2,000	\$ 1,000	\$ 1,000	100%
Transitions and ministry evaluation		\$ 1,000	\$ (1,000)	-100%
Advertising		\$ 250	\$ (250)	-100%
Travel	\$ 1,298	\$ 1,500	\$ (202)	-13%
<b>Total Congregational Ministry</b>	\$ 279,528	\$ 382,349	\$ (102,822)	-27%
<b>Life Long Faith Formation</b>				
Salary and Benefits (2.0 FTE)	\$ 135,084	\$ 135,679	\$ (595)	0%
Program Support				
Beloved Community training	\$ 2,117	\$ 2,500	\$ (383)	-15%
Christian formation/Diocese-wide training events		\$ 2,500	\$ (2,500)	-100%
Anti-racism training and program		\$ 4,500	\$ (4,500)	-100%
Episcopal Resource Center support		\$ 1,100	\$ (1,100)	-100%
Education for Ministry (EFM)	\$ 460	\$ 1,500	\$ (1,040)	-69%

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# YTD Actual vs. Budget

Adult curriculum development		\$ 2,000	\$ (2,000)	-100%
Young Adult Ministry	\$ 14,742	\$ 12,500	\$ 2,242	18%
Specialized formation scholarships	\$ 4,440	\$ 1,000	\$ 3,440	344%
Diocesan youth events	\$ 9,750	\$ 7,250	\$ 2,500	34%
Youth communications/curriculum	\$ 169	\$ 2,500	\$ (2,331)	-93%
Whole & Healthy Church		\$ 2,500	\$ (2,500)	-100%
Accrual for Episcopal Youth Events		\$ 1,000	\$ (1,000)	-100%
Travel	\$ 1,416	\$ 1,500	\$ (84)	-6%
<b>Total Life Long Faith Formation</b>	<b>\$ 168,178</b>	<b>\$ 178,029</b>	<b>\$ (9,851)</b>	<b>-6%</b>
<b>Camps and Campus Ministry</b>				
Program Support				
Stipend - Campus Chaplains	\$ 41,500	\$ 41,500	\$ -	0%
Camp Ministry	\$ 48,000	\$ 24,000	\$ 24,000	100%
St Dorothy Rest Camp Support	\$ 3,000	\$ 1,500	\$ 1,500	100%
<b>Total Camp and Campus Ministry</b>	<b>\$ 92,500</b>	<b>\$ 67,000</b>	<b>\$ 25,500</b>	<b>38%</b>
<b>Communications Ministry</b>				
Salary and Benefits (2 FTE)	\$ 123,987	\$ 125,587	\$ (1,600)	-1%
Program Support				
Diocesan Convention	\$ 1,653	\$ 16,000	\$ (14,347)	-90%
Communications program expense	\$ 5,720	\$ 8,000	\$ (2,280)	-29%
Website and other technology expense	\$ 3,967	\$ 5,000	\$ (1,033)	-21%
Travel	\$ 1,553	\$ 3,000	\$ (1,447)	-48%
<b>Total Communications Ministry</b>	<b>\$ 136,880</b>	<b>\$ 157,587</b>	<b>\$ (20,707)</b>	<b>-13%</b>
<b>Support to the Wider Church</b>				
The Episcopal Church	\$ 320,214	\$ 307,500	\$ 12,714	4%
Province VIII	\$ 12,000	\$ 6,000	\$ 6,000	100%
<b>Total Support to the Wider Church</b>	<b>\$ 332,214</b>	<b>\$ 313,500</b>	<b>\$ 18,714</b>	<b>6%</b>
<b>Multicultural Commissions Ministry</b>				
Program Support				
Afro-Anglican Commission	\$ -	\$ 3,250	\$ (3,250)	-100%
Asian Commission	\$ -	\$ 5,000	\$ (5,000)	-100%
Latino Ministry	\$ -	\$ 2,500	\$ (2,500)	-100%
Indigenous Ministries	\$ -	\$ 1,000	\$ (1,000)	-100%
<b>Total Multicultural Commissions Ministry</b>	<b>\$ -</b>	<b>\$ 11,750</b>	<b>\$ (11,750)</b>	<b>-100%</b>
<b>Justice, Peace, and Integrity of Creation Ministry</b>				
Program Support				
Peace, Justice, & Hunger Commission	\$ -	\$ 500	\$ (500)	-100%
Disaster Ministries		\$ 250	\$ (250)	-100%
Police Chaplaincy-Marin	\$ 2,500	\$ 1,250	\$ 1,250	100%
Sojourn Chaplaincy at SF General	\$ 20,000	\$ 10,000	\$ 10,000	100%
Global Companions Commission	\$ 500	\$ 1,250	\$ (750)	-60%
<b>Total Justice, Peace, and Integrity of Creation Ministry</b>	<b>\$ 23,000</b>	<b>\$ 13,250</b>	<b>\$ 9,750</b>	<b>74%</b>
<b>Planned Giving and Stewardship Ministries</b>				
Salary and (1.5 FTE)	\$ 107,273	\$ 112,541	\$ (5,268)	-5%
Program Support				
Stewardship and ministry development - TENS	\$ 897	\$ 1,250	\$ (353)	-28%
Design and Publications		\$ 1,750	\$ (1,750)	-100%
Coffee Hour Presentations		\$ 500	\$ (500)	-100%
Bishop Society (donors to legacy programs reception/pr)		\$ 2,500	\$ (2,500)	-100%
Convention Breakfast		\$ 1,000	\$ (1,000)	-100%
Professional Journals		\$ 200	\$ (200)	-100%
Local Travel	\$ 136	\$ 1,680	\$ (1,544)	-92%
Travel - Conferences	\$ -	\$ 1,500	\$ (1,500)	-100%
<b>Total Giving and Stewardship Ministries</b>	<b>\$ 108,306</b>	<b>\$ 122,921</b>	<b>\$ (14,614)</b>	<b>-12%</b>
<b>Finance Office Ministry</b>				
Salary and Benefits (3.25 FTE)	\$ 253,543	\$ 269,583	\$ (16,040)	-6%

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# YTD Actual vs. Budget

Program Support				
Financial Statement Audit	\$ 24,300	\$ 32,500	\$ (8,200)	-25%
Bank Fees	\$ 940	\$ 10,000	\$ (9,060)	-91%
Payroll Fees	\$ 95,790	\$ 62,500	\$ 33,290	53%
Continuing Ed and License Renewal	\$ 776	\$ 2,500	\$ (1,724)	-69%
Travel	\$ 928	\$ 3,000	\$ (2,072)	-69%
<b>Total Treasurer Office Ministry</b>	<b>\$ 376,277</b>	<b>\$ 380,083</b>	<b>\$ (3,806)</b>	<b>-1%</b>
<b>Administrative Ministry</b>				
Salary and Benefits (.25 FTE)	\$ 2,944	\$ 2,584	\$ 361	14%
Program Support				
Medical premiums retired clergy & lay	\$ 9,024	\$ 10,000	\$ (976)	-10%
Diocesan House maintenance	\$ 14,318	\$ 16,000	\$ (1,682)	-11%
Chancellor's retainer & other legal	\$ 59,908	\$ 51,350	\$ 8,558	17%
Computer equipment	\$ -	\$ 4,000	\$ (4,000)	-100%
IT support	\$ 47,110	\$ 35,000	\$ 12,110	35%
Computer software & subscriptions	\$ 18,335	\$ 18,500	\$ (165)	-1%
Property & liability insurance	\$ 42,674	\$ 47,500	\$ (4,826)	-10%
Outside services	\$ 4,086	\$ 10,000	\$ (5,914)	-59%
Postage & delivery	\$ 3,310	\$ 5,000	\$ (1,690)	-34%
Printing & reproduction	\$ 177	\$ 2,500	\$ (2,323)	-93%
Hearst Avenue Good Shepherd Berkeley	\$ -	\$ 7,500	\$ (7,500)	-100%
Real Estate Expense-Brentwood Vacant Land Farm Min	\$ -	\$ 8,500	\$ (8,500)	-100%
Office supplies	\$ 846	\$ 5,000	\$ (4,154)	-83%
Telephone	\$ 3,521	\$ 6,000	\$ (2,479)	-41%
Utilities	\$ 4,089	\$ 6,000	\$ (1,911)	-32%
	<u>\$ 210,342</u>	<u>\$ 235,434</u>	<u>\$ (25,092)</u>	<u>-11%</u>
			\$ -	
<b>Total Funds Used for Ministry</b>	<b>\$ 2,054,992</b>	<b>\$ 2,241,562</b>	<b>\$ (186,569)</b>	<b>-8%</b>
	\$ 205,692	\$ 5,438	\$ 200,253	3682%

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# Report on the Corporation Sole

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 if 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 the assets and liabilities of the Corporation Sole could be transferred to the Diocesan Corporation without significant costs **except for the real property holdings**. 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 the assets of the Corporation Sole other than its real estate properties were transferred to the Diocesan Corporation.

The balance sheet of the Corporation Sole as of December 31, 2022 (shown in the following pages) reflects the 31 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,

Lane T. Ringlee, Treasurer, Treasurer

August 15, 2023



# Summary of the Financial Position of the Corporation Sole

## The Episcopal Bishop of California (A Corporation Sole)

### Statement of Financial Position

	2022	2021
<b>Assets</b>		
Property and equipment, net	19,279,605	19,525,115
<b>Total assets</b>	<b>\$ 19,279,605</b>	<b>\$ 19,525,115</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>	\$ -	\$ -
<b>Net Assets</b>	<b>\$ 19,279,605</b>	<b>\$ 19,525,115</b>

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# 2024 Proposed Diocesan Budget

	Actual 6/30/2023	Approved Budget 2023	Draft Budget 2024 2.90%
<b>Sources of Funds for Ministry</b>			
Assessments	\$ 1,768,647	\$ 3,600,000	\$ 3,600,000
Less: Reserve		\$ (45,000)	\$ (45,000)
	<u>\$ 1,768,647</u>	<u>\$ 3,555,000</u>	<u>\$ 3,555,000</u>
<b>Fee Income</b>			
Endowment	\$ 220,024	\$ 345,000	\$ 354,000
Expanding Horizons Canon		\$ -	\$ 150,000
Expanding Horizons Bishop CoAdj overlap		\$ -	\$ 140,000
Expanding Horizons		\$ 75,000	\$ 18,000
Bishop's Discretionary - Christy Fund	\$ 62,500	\$ 125,000	\$ 125,000
Planned Giving Fees	\$ 27,498	\$ 55,000	\$ 55,000
Endowment Administration Fees	\$ 37,190	\$ 70,000	\$ 75,000
Benefit Administration Fees	\$ 104,660	\$ 195,000	\$ 195,000
Payroll Services Fees	\$ 33,376	\$ 70,000	\$ 70,000
Event Fees	\$ 6,789	\$ 2,000	\$ 2,000
	<u>\$ 492,037</u>	<u>\$ 937,000</u>	<u>\$ 1,184,000</u>
Interest Income		\$ 2,000	\$ 2,000
<b>Total Sources of Funds for Ministry</b>	<u>\$ 2,260,684</u>	<u>\$ 4,494,000</u>	<u>\$ 4,741,000</u>
<b>Funds Used for Ministry</b>			
<b>Episcopate Ministry</b>			
Salary and Benefits (2.5 FTE)	\$ 217,266	\$ 519,319	\$ 501,047
Expanding Horizons Bishop CoAdj overlap			\$ 140,000
Archdeacon Ministry	\$ 9,318	\$ 17,000	\$ 17,000
School for Deacons	\$ 17,500	\$ 35,000	\$ 35,000
Commission on Ministry	\$ 346	\$ 16,000	\$ 16,000
Executive Council	\$ 13,126	\$ 17,000	\$ 17,000
Deaneries & Regional Deans	\$ 15,000	\$ 33,000	\$ 33,000
Clergy Conference	\$ 4,600	\$ 9,000	\$ 9,000
Standing Committee	\$ 322	\$ 4,000	\$ 4,000
Ordination Process Support	\$ 1,122	\$ 4,000	\$ 4,000
Ecumenical & Interreligious Affairs	\$ -	\$ 4,000	\$ 4,000
Accruals for Future Ministries/Events			
Bishop election fund	\$ 5,000	\$ 10,000	\$ 10,290
Travel--General Convention	\$ 12,500	\$ 25,000	\$ 25,725
Travel--House of Bishops	\$ 2,700	\$ 4,000	\$ 4,116
Travel--Lambeth	\$ 1,000	\$ 2,000	\$ 2,058
Bishop's Travel & Entertainment	\$ 13,947	\$ 10,000	\$ 16,000
Diocesan Events & Hospitality	\$ 10,048	\$ 20,000	\$ 20,000
Episcopal Residence R&M	\$ 3,972	\$ 30,000	\$ 34,000
<b>Total Episcopate Ministry</b>	<u>\$ 327,767</u>	<u>\$ 759,319</u>	<u>\$ 892,236</u>
<b>Congregational Ministry</b>			
Salary and Benefits (2.0 FTE)	\$ 177,918	\$ 410,699	\$ 339,545
Mission Support	\$ 96,793	\$ 320,000	\$ 320,000
Program Support			
Fresher Start		\$ 5,000	\$ 500
Living Stones		\$ 2,500	\$ -
Congregational Development	\$ 1,519	\$ 19,000	\$ 19,000
Clergy Wellness	\$ 2,000	\$ 2,000	\$ 500
Transitions and ministry evaluation		\$ 2,000	\$ 2,000
Advertising		\$ 500	\$ 1,000
Travel	\$ 1,298	\$ 3,000	\$ 3,000
<b>Total Congregational Ministry</b>	<u>\$ 279,528</u>	<u>\$ 764,699</u>	<u>\$ 685,545</u>
<b>Racial Social Environmental Justice</b>			
Three year commitment through EH			\$ 150,000
<b>Life Long Faith Formation</b>			
Salary and Benefits (2.0 FTE)	\$ 135,084	\$ 271,357	\$ 278,872
Program Support			
Beloved Community training	\$ 2,117	\$ 5,000	\$ 5,000

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# Proposed 2024 Diocesan Budget

Christian formation/Diocese-wide training events		\$ 5,000	\$ 5,000
Anti-racism training and program		\$ 9,000	\$ 9,000
Episcopal Resource Center support		\$ 2,200	\$ 2,200
Education for Ministry (EFM)	\$ 460	\$ 3,000	\$ 3,000
Adult curriculum development		\$ 4,000	\$ 4,000
Young Adult Ministry	\$ 14,742	\$ 25,000	\$ 25,000
Specialized formation scholarships	\$ 4,440	\$ 2,000	\$ 5,000
Diocesan youth events	\$ 9,750	\$ 14,500	\$ 14,000
Youth communications/curriculum	\$ 169	\$ 5,000	\$ 5,000
Whole & Healthy Church		\$ 5,000	\$ 2,500
Accrual for Episcopal Youth Events		\$ 2,000	\$ 2,000
Travel	\$ 1,416	\$ 3,000	\$ 6,000
<b>Total Life Long Faith Formation</b>		<b>\$ 168,178</b>	<b>\$ 356,057</b>
			<b>\$ 366,572</b>
<b>Camps and Campus Ministry</b>			
Program Support			
Stipend - Campus Chaplains	\$ 41,500	\$ 83,000	\$ 83,000
Camp Ministry	\$ 48,000	\$ 48,000	\$ 48,000
St Dorothy Rest Camp Support	\$ 3,000	\$ 3,000	\$ 3,000
<b>Total Camp and Campus Ministry</b>		<b>\$ 92,500</b>	<b>\$ 134,000</b>
			<b>\$ 134,000</b>
<b>Communications Ministry</b>			
Salary and Benefits (2 FTE)	\$ 123,987	\$ 251,174	\$ 252,289
Program Support			
Diocesan Convention	\$ 1,653	\$ 32,000	\$ 32,000
Communications program expense	\$ 5,720	\$ 16,000	\$ 16,000
Website and other technology expense	\$ 3,967	\$ 10,000	\$ 10,000
Travel	\$ 1,553	\$ 6,000	\$ 12,000
<b>Total Communications Ministry</b>		<b>\$ 136,880</b>	<b>\$ 315,174</b>
			<b>\$ 322,289</b>
<b>Support to the Wider Church</b>			
The Episcopal Church	\$ 320,214	\$ 615,000	\$ 610,000
Province VIII	\$ 12,000	\$ 12,000	\$ 12,000
<b>Total Support to the Wider Church</b>		<b>\$ 332,214</b>	<b>\$ 627,000</b>
			<b>\$ 622,000</b>
<b>Multicultural Commissions Ministry</b>			
Program Support			
Afro-Anglican Commission	\$ -	\$ 6,500	\$ 6,500
Asian Commission	\$ -	\$ 10,000	\$ 10,000
Latino Ministry	\$ -	\$ 5,000	\$ 5,000
Indigenous Ministries	\$ -	\$ 2,000	\$ 2,000
<b>Total Multicultural Commissions Ministry</b>		<b>\$ -</b>	<b>\$ 23,500</b>
			<b>\$ 23,500</b>
<b>Justice, Peace, and Integrity of Creation Ministry</b>			
Program Support			
Peace, Justice, & Hunger Commission	\$ -	\$ 1,000	\$ 1,000
Disaster Ministries		\$ 500	\$ 1,000
Police Chaplaincy-Marin	\$ 2,500	\$ 2,500	\$ 2,500
Sojourn Chaplaincy at SF General	\$ 20,000	\$ 20,000	\$ 20,000
Global Companions Commission	\$ 500	\$ 2,500	\$ 2,500
<b>Total Justice, Peace, and Integrity of Creation Ministry</b>		<b>\$ 23,000</b>	<b>\$ 26,500</b>
			<b>\$ 27,000</b>
<b>Planned Giving and Stewardship Ministries</b>			
Salary and (1.5 FTE)	\$ 107,273	\$ 225,082	\$ 226,520
Program Support			
Stewardship and ministry development - TENS	\$ 897	\$ 2,500	\$ 2,500
Design and Publications		\$ 3,500	\$ 3,500
Coffee Hour Presentations		\$ 1,000	\$ 1,000
Bishop Society (donors to legacy programs reception/pr)		\$ 5,000	\$ 5,000
Convention Breakfast		\$ 2,000	\$ 2,000
Professional Journals		\$ 400	\$ 400
Local Travel	\$ 136	\$ 3,360	\$ 3,360
Travel - Conferences	\$ -	\$ 3,000	\$ 3,000
<b>Total Giving and Stewardship Ministries</b>		<b>\$ 108,306</b>	<b>\$ 245,842</b>
			<b>\$ 247,280</b>
<b>Finance Office Ministry</b>			

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# Proposed 2024 Diocesan Budget

Salary and Benefits (3.25 FTE)	\$ 253,543	\$ 539,166	\$ 550,457
Program Support			
Financial Statement Audit	\$ 24,300	\$ 65,000	\$ 40,000
Bank Fees	\$ 940	\$ 20,000	\$ 20,000
Payroll Fees	\$ 95,790	\$ 125,000	\$ 125,000
Continuing Ed and License Renewal	\$ 776	\$ 5,000	\$ 5,000
Travel	\$ 928	\$ 6,000	\$ 12,000
<b>Total Treasurer Office Ministry</b>	<b>\$ 376,277</b>	<b>\$ 760,166</b>	<b>\$ 752,457</b>
<b>Administrative Ministry</b>			
Salary and Benefits (.25 FTE)	\$ 2,944	\$ 5,167	\$ 5,167
Program Support			
Medical premiums retired clergy & lay	\$ 9,024	\$ 20,000	\$ 20,000
Diocesan House maintenance	\$ 14,318	\$ 32,000	\$ 35,000
Chancellor's retainer & other legal	\$ 59,908	\$ 102,700	\$ 112,000
Computer equipment	\$ -	\$ 8,000	\$ 12,000
IT support	\$ 47,110	\$ 70,000	\$ 80,000
Computer software & subscriptions	\$ 18,335	\$ 37,000	\$ 37,000
Property & liability insurance	\$ 42,674	\$ 95,000	\$ 110,000
Outside services	\$ 4,086	\$ 20,000	\$ 20,000
Postage & delivery	\$ 3,310	\$ 10,000	\$ 10,000
Printing & reproduction	\$ 177	\$ 5,000	\$ 5,000
Hearst Avenue Good Shepherd Berkeley	\$ -	\$ 15,000	\$ 15,000
Real Estate Expense-Brentwood Vacant Land Farm Min	\$ -	\$ 17,000	\$ 17,000
Office supplies	\$ 846	\$ 10,000	\$ 12,000
Telephone	\$ 3,521	\$ 12,000	\$ 12,000
Utilities	\$ 4,089	\$ 12,000	\$ 12,000
	<b>\$ 210,342</b>	<b>\$ 470,867</b>	<b>\$ 514,167</b>
<b>Total Funds Used for Ministry</b>	<b>\$ 2,054,992</b>	<b>\$ 4,483,123</b>	<b>\$ 4,737,047</b>
	<b>\$ 205,692</b>	<b>\$ 10,877</b>	<b>\$ 3,953</b>

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# 2024 Proposed Assessment Formula

5.0% assessment on the first \$92,345 of a parish or mission's operating income for 2022 as defined on Line A of the 2022 parochial report. 17.0% assessment on all such income above \$92,345, provided that:

No parish or mission shall have an increase over 2023 initial assessment (before appeals) of more than 50% or \$24,710, whichever is less.

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# 2024 Proposed Salary Resolution and Mandatory Minimum Compensation

**Resolved,** That effective January 1, 2024, 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 2.9% as reflected in the 2024 Mandatory Minimum Salary Schedule shown below.

**Resolved,** That Years of Experience be defined as Credited Service with The Church Pension Fund.

## 2024 Mandatory Minimum Compensation Including Self Employment Tax

Congregation Classification	0 to 4 Years Experience	5 to 9 Years Experience	10+ Years Experience
A	\$ 92,345	\$ 97,473	\$ 102,602
B	\$ 95,421	\$ 101,066	\$ 106,706
C	\$ 98,534	\$ 104,654	\$ 110,811
D	\$ 105,886	\$ 114,357	\$ 122,829
E	\$ 112,866	\$ 123,123	\$ 133,488

**Resolved,**

1. That any deviation below these minimums may be permitted by the Bishop for serious cause, with the Bishop using the Executive Council as a council of advice.
2. When a rectory is provided, cash compensation may be 23% below the minimum figures to parallel Church Pension Fund's requirement that cash compensation be grossed up by 30% for pension assessment purposes when housing is provided.
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 schedule above.
4. The Convention strongly urges all churches, whenever possible, to increase the clergy and lay staff compensation by 2.9% for 2024 to accommodate for inflation.
5. That the minimum transportation allowance be \$0.655/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2024.
6. That associate clergy minimums are based on the cleric's years of service at two grade levels below actual congregation classification.
7. That, in accordance with the Sabbatical Leave Policy passed by the 2021 Convention, congregations with Intentional Interims remit 5.8% (or 3/52) of the Interim's total salary and benefits, including health benefits and pension, to the Diocesan Interim Sabbatical Leave Fund.



# 2024 Congregational Grade Structure

## Congregational Grade Structure 2024

Number of Pledging Units		Points
0 -	100	3
101 -	200	6
201 -	300	9
301 -	400	12
401 -	Above	20

  

Average Weekly Attendance at Sunday Services		Points
0 -	100	3
101 -	200	6
201 -	300	9
301 -	500	12
501 -	Above	20

  

Normal Operating Income (Line A of Parochial Report)		Points
\$ -	\$ 102,603	4
\$ 102,604	\$ 196,934	8
\$ 196,935	\$ 393,556	12
\$ 393,557	\$ 787,738	16
\$ 787,739	Above	20

  

Add the points from each of the categories to determine congregational salary grade.		Salary Grade
0 -	10	A
11 -	20	B
21 -	30	C
31 -	40	D
41 -	Above	E

Schedule adjusted to reflect cost of living increases since passage of salary standards resolution 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 to 2004, and shall become mandatory for 2005 and later years.

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# 2023 Clergy Compensation Report

The following clergy compensation report is published by the Episcopal Diocese of California pursuant to Diocesan Canon 13.05, in the Diocese's capacity as the ecclesiastical governing body.

Canon 13.05 was adopted by the 2018 Convention and reads as follows:

Each Annual Convention of the Diocese of California shall receive a Report on Clergy Compensation, listing for each congregation:

- The average Sunday attendance,
- Normal Operating Income,
- The years of ordained experience of each stipendiary cleric,
- and total pension-assessable compensation of each stipendiary cleric for the previous year.

The Report shall indicate whether each stipendiary cleric works

- part-time and is not eligible for medical benefits,
- part-time and is eligible for medical benefits,
- or full-time.

It shall indicate whether housing is provided or not.

Congregations and clergy shall not be identified by name or city in the Report.

Readers of the report should bear the following in mind:

- Congregational data is as reported in the 2022 parochial reports filed in spring 2023.
- Net Operating Income does not include mission subsidies provided by the Diocese.
- Clergy data is as reported by **CPG** at August 15, 2023. Date of last salary increase is as reported to CPG by the congregation. Some congregations may not be current in their reporting.
- The report includes deacons with stipendiary church employment.
- **FTBE** stands for full time employment, defined by diocesan canon as scheduled to work 30 or more hours per week; medical and dental insurance to be paid by the employer.
- **PTBE** stands for Part Time Benefits Eligible (scheduled to work 20 to 29 hours per week); the employer has the option to pay for medical and dental insurance; the

employee has the option to pay for medical and dental insurance if the employer does not.

- **PTNE** stands for Part Time Not Eligible (scheduled to work less than 20 hours per week); the employer may not provide medical and dental insurance. However, all clergy who are canonically resident in the diocese may participate in the diocesan medical and dental plans at their own expense regardless of employment status, so clergy who are PTNE may purchase diocesan medical and dental insurance just as may PTBE clergy.

Total Assessable Compensation is the sum of base salary, cash housing allowance and utilities paid if provided, employer contributions to a qualified and/or non-qualified plan if provided, other taxable payments such as bonuses, and the value of employer provided housing.

The value of employer-provided housing is defined as 30% of the sum of base salary and any of the following if paid: cash housing allowance, utilities, employer contributions to a qualified and/ or nonqualified plan, and other taxable payments. The number shown is the clergyperson's total pension assessable compensation on which the employer pays an 18% pension contribution to the Church Pension Fund's defined benefit pension plan for clergy. TAC does not include severance payments, medical, dental, or other employee benefits paid by the employer, or the pension assessment paid by the employer.

Detailed information regarding clergy compensation and the defined benefit clergy retirement plan is available at [cpg.org](http://cpg.org) in the clergy retirement section and in A Guide to Clergy Benefits, a booklet also available at [cpg.org](http://cpg.org).

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# 2023 Clergy Compensation Report

NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation
\$ 265,302	32	3.08	01/01/2022	PTNBE	No	\$ 300
\$ 285,186	38	2.42	01/01/2022	PTNBE	No	\$ 3,276
\$ 329,515	78	5.13	01/01/2023	PTNBE	No	\$ 4,723
\$ 419,056	36	4.08	01/01/2023	PTNBE	No	\$ 8,195
\$ 152,051	30	3.12	01/01/2023	FTBE	No	\$ 12,000
\$ 57,539	25	11.82	04/16/2023	PTNBE	No	\$ 20,750
n/a	n/a	5.42	09/15/2019	PTNBE	No	\$ 21,300
\$ 119,786	26	3.83	08/12/2019	PTNBE	No	\$ 40,122
\$ 114,803	18	14.15	01/01/2020	PTBE	No	\$ 46,200
\$ 280,653	61	25.80	06/01/2023	FTBE	No	\$ 51,852
\$ 414,113	77	10.45	06/16/2023	FTBE	No	\$ 66,046
\$ 143,698	21	8.64	01/01/2023	FTBE	Yes	\$ 68,052
\$ 577,402	79	0.00	07/01/2023	FTBE	No	\$ 71,818
\$ 242,188	32	11.75	01/01/2022	FTBE	Yes	\$ 72,822
\$ 144,053	27	9.49	01/01/2023	FTBE	No	\$ 73,664
\$ 788,770	81	17.08	01/01/2023	FTBE	No	\$ 74,495
\$ 285,186	38	6.50	01/01/2022	FTBE	Yes	\$ 77,142
\$ 165,000	34	9.67	01/01/2023	FTBE	No	\$ 78,000
\$ 190,764	35	11.83	09/30/2022	FTBE	No	\$ 79,999
\$ 269,285	47	1.83	03/16/2023	FTBE	No	\$ 85,933
\$ 719,983	99	18.36	01/01/2023	FTBE	No	\$ 87,214
\$ 215,945	38	16.45	05/23/2021	FTBE	Yes	\$ 89,700
\$ 496,561	51	2.00	01/01/2023	FTBE	No	\$ 90,384
\$ 631,495	151	10.40	01/01/2023	FTBE	No	\$ 91,784
n/a	n/a	5.09	05/21/2023	FTBE	No	\$ 94,726
\$ 6,923,097	670	0.33	07/01/2023	FTBE	No	\$ 97,200
\$ 223,614	24	7.96	01/01/2023	FTBE	No	\$ 98,218
\$ 173,142	18	6.76	01/01/2023	FTBE	No	\$ 98,218
\$ 226,669	47	7.57	01/01/2023	FTBE	No	\$ 98,256
\$ 251,314	48	5.33	06/01/2023	FTBE	No	\$ 100,000
\$ 156,408	26	11.84	01/01/2023	FTBE	No	\$ 100,000
\$ 220,942	56	6.83	01/01/2023	FTBE	No	\$ 103,528
\$ 318,984	41	26.38	01/01/2023	FTBE	No	\$ 103,698
\$ 194,807	25	11.83	01/01/2023	FTBE	No	\$ 103,699
\$ 186,533	43	18.50	01/01/2023	FTBE	No	\$ 103,699
\$ 265,302	32	16.42	01/01/2023	FTBE	No	\$ 103,699
\$ 501,076	56	3.00	01/01/2023	FTBE	No	\$ 105,887
\$ 874,885	157	6.81	01/02/2023	FTBE	No	\$ 107,263
\$ 443,137	0	15.18	02/13/2023	FTBE	No	\$ 107,688
\$ 344,211	52	25.53	01/01/2020	FTBE	Yes	\$ 107,900
\$ 783,287	81	7.42	01/01/2023	FTBE	No	\$ 108,995
\$ 112,660	20	14.00	02/01/2023	FTBE	No	\$ 109,200
\$ 351,942	49	19.46	01/01/2023	FTBE	Yes	\$ 109,665
\$ 531,598	84	12.08	01/01/2023	FTBE	No	\$ 109,742
\$ 223,896	42	11.87	01/01/2023	FTBE	No	\$ 110,346
\$ 431,697	186	9.96	01/01/2023	FTBE	No	\$ 111,072
\$ 357,102	42	18.20	05/18/2022	FTBE	No	\$ 115,000
\$ 631,495	151	15.00	01/01/2023	FTBE	No	\$ 115,593
\$ 473,816	96	13.88	01/01/2021	FTBE	Yes	\$ 116,230
\$ 496,561	51	3.67	01/01/2023	FTBE	No	\$ 116,832
\$ 487,052	75	19.71	01/01/2023	FTBE	No	\$ 117,429
\$ 414,113	77	21.00	01/01/2023	FTBE	Yes	\$ 123,640
\$ 6,923,096	669	4.42	07/01/2023	FTBE	No	\$ 123,900
\$ 6,923,094	667	8.50	07/01/2023	FTBE	No	\$ 125,000
\$ 405,339	80	17.31	01/01/2023	FTBE	No	\$ 127,275
\$ 288,186	38	7.90	01/01/2023	FTBE	Yes	\$ 127,683
\$ 419,056	36	29.07	01/01/2023	FTBE	No	\$ 130,051
\$ 329,515	78	27.99	01/01/2023	FTBE	Yes	\$ 130,446
\$ 505,698	69	28.92	01/01/2023	FTBE	Yes	\$ 130,766
\$ 1,068,007	124	11.06	01/01/2023	FTBE	No	\$ 133,400
\$ 719,983	99	17.01	01/01/2023	FTBE	Yes	\$ 138,653
\$ 577,402	79	10.57	01/01/2023	FTBE	No	\$ 141,726

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# 2023 Clergy Compensation Report

\$ 710,893	86	22.74	01/01/2023	FTBE	Yes	\$ 143,000
\$ 874,885	157	20.08	01/02/2023	FTBE	No	\$ 150,072
\$ 501,076	56	32.87	07/01/2023	FTBE	No	\$ 150,685
\$ 834,135	108	8.08	01/01/2023	FTBE	Yes	\$ 150,800
\$ 577,407	48	15.32	01/01/2023	FTBE	Yes	\$ 152,854
\$ 783,287	81	28.72	01/01/2023	FTBE	No	\$ 157,102
\$ 294,835	25	10.92	01/01/2023	FTBE	Yes	\$ 159,182
\$ 1,207,021	133	27.04	01/01/2023	FTBE	No	\$ 166,645
\$ 1,068,007	124	11.79	01/02/2023	FTBE	Yes	\$ 183,678
\$ 788,770	81	28.95	01/01/2023	FTBE	No	\$ 202,820
\$ 6,923,095	668	12.25	06/01/2022	FTBE	Yes	\$ 228,800
\$ 6,923,098	671	27.86	07/01/2022	FTBE	Yes	\$ 237,520
\$ 791,104	64	9.00	01/01/2023	FTBE	Yes	\$ 256,261

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# List of Nominees

## Standing Committee

*Elect: 2 — one lay member and one clergy member, four year terms, term begins at end of Convention*

### Lay

[Gretchen Lintner](#)

### Clergy

[Audrey Miskelley](#)

## Executive Council

*Elect: 2 — at least 1 must be lay. Three year terms, term begins January 1, 2024*

### Lay

[Tish Busselle](#)

[George Strait](#)

[Steven Depont-Kalani](#)

### Clergy

[AnnaMarie Hoos](#)

[Jason Lucas-Green](#)

## Secretary of the Convention

*Elect: 1 (lay or clergy order) for a one year term.*

[Richard Edward Helmer](#)

## Treasurer of the Diocese

*Elect: 1 (lay or clergy order) for a one year term.*

[Lane Ringlee](#)

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**NOTE: Click on nominee name to be linked directly to entry.**



# Standing Committee — Lay



## Gretchen Lintner

*St. Mary the Virgin  
San Francisco, Deanery*

### Interests:

- Alpine skiing – Sugar Bowl season pass holder
- Ballet – season tickets to SF Ballet
- Classic cars – although my “ride” is a nearly twenty year old Volvo estate wagon.
- Daughter to my ninety year old mother – who like me, was born and raised in San Francisco.
- Parent to my “thirty-something” son, who lives in the Midwest and works in college football.
- Often found wandering the galleries of the Legion of Honor and de Young museums.

### Summary of activities within my congregation / diocese:

#### Past:

- Altar Guild – St Mary the Virgin
- Member of Discernment Committee, St Mary the Virgin

#### Current:

- Deanery Delegate – St Mary the Virgin
- Secretary – San Francisco Deanery
- Member – Standing Committee, Diocese of California

### Major activities beyond the diocese:

Most of my career was spent in commercial real estate, in San Francisco, Sacramento and the greater Chicago area.

In recent years, I have worked for Bay Area non-profits – first as Director of Operations for an LGBTQ advocacy organization, and since late 2012, for a non-profit affordable housing provider. There, I am currently tasked with contract and vendor management, oversight of commercial tenancies as well as insurance claims management.

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

For our congregations – to create Vital & Thriving congregations which are truly part of their unique, individual communities.

For our Diocese – to call a Bishop who will minister to us as part of the Jesus Movement with openness to our collective needs for pastoral care, stewardship and evangelism.

For our National Church – to embrace the last months of continuing ministry of our Presiding Bishop, while looking forward to the ministry of his successor.

For the Anglican Church – to be open to the teachings of Jesus – who truly loves us all.

### Why are you running for this position?

I was honored to be nominated to serve on Standing Committee and was elected to a one-year term at last year’s Diocesan convention.

After my year of service, my colleagues on the Standing Committee have determined I am worthy of re-nomination for a full four-year term, which I accepted.

I am looking forward to deepening my role on the Standing Committee, engaging in thoughtful discussions and debate within – so that we might steward our Diocese (and Bishop) through this time of change and uncertainty to a time of growth and renewal.

I appreciate your consideration in supporting my re-election.

*Nominated by: Robyn Amos  
St. Cyprian’s, San Francisco*



# Standing Committee — Clergy



**Audrey Miskelley**  
*Holy Cross, Castro Valley*  
*Southern Alameda,*  
*Deanery*

**Interests:**  
 Family; reading; cooking; time with grandchildren; travel; learning and teaching; politics; history; all things politics; news; asking questions; listening; understanding; writing.

**Professional**

mature from this foundation in order to explore a deeper understanding of who we are and how we can and should move forward as children of God.

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

I was asked. I have been in this diocese for approximately ten years and in this time I have served St. Stephen's Orinda, St. Timothy's Danville, St. Aidan's San Francisco, St. Paul's Walnut Creek, St. Luke's San Francisco, St. John's Clayton and St. Michael & All Angels Concord (now Holy Spirit), and currently Holy Cross Castro Valley. My experience in this diocese is diverse and expansive and comprehensive.

*Nominated by: Todd Bryant*  
*St Timothy's, Danville*

**associations:**

Diocese of California; Interim Association; Interfaith community.

**Summary of activities within my congregation / diocese:**

I jump from parish to parish every 12 to 24 months/ average. Each entry requires a quick and deep study into who they are and where they are and what they are looking for. I maintain all clerical responsibilities: preach, teach, worship, and pastoral. Guiding each parish through self inquiry, analysis, search and hiring process. Working on good and healthy practices of church governance and ministry. Diocesan committee to implement a sabbatical policy for interim clergy.

**Major activities beyond diocese:**

Travel abroad and domestic; political activities; social justice activities; consultation.

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

Our need to listen, to hear what the world needs and adapt to those needs even in the face of our unwillingness to change. The tradition of this church is deeply embedded in its European patriarchal past which has given us both a rich history and a legacy of demoralizing and growth stunting language that we must address. I love this church AND her history, I still understand the need to grow and

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# Executive Council — Lay



**Tish Busselle**  
*St. Paul's Burlingame Peninsula, Deanery*

**Interests:**

My current interests focus on today's issues and challenges—examples include accelerating the work toward equity in a variety of areas such as education, housing and employment access for the under-resourced; identifying and developing community leaders representative

of the communities in which we live; and replacing political and other divisiveness—accompanied often with failure to act— with respect, trust, and action. Other, more “mundane” personal interests that refresh me include reading, gardening, traveling, fishing, and fitness. And, of course, my immediate family—all of whom are fortunate to be able to live in the Bay Area.

**Professional associations:**

Despite my graduate education in international relations and diplomacy, my professional career was devoted to education (which often required diplomacy—just not the international kind!)—from policy and legislative work at the state and federal levels to “on the ground” leadership in two school districts (12,000-13,000 students) in a variety of areas including programmatic, parent engagement, property and facilities, financial, and communications. My positions ranged from Chief of Governmental Affairs for the California Department of Education to Assistant Superintendent to, most recently, Advisor to the Superintendent for Facilities overseeing a \$600 million construction and renovation program.

**Summary of activities within my congregation / diocese:**

- Senior Warden for six terms under three different rectors, the most recent of which spanned the beginning of post-pandemic emergence, 14 months

of Interims, and calling of our energized and deeply spiritual new Rector. I was delighted to spend the last months of my “wardenship” supporting her transition to St. Paul's.

- Treasurer (2015 to current)
- Current Ministry Teams for Property, Welcoming, Communications, and Tea n Talk (hosting gatherings for seniors) and leading two outreach ministries (Advent Giving Tree and Operation Backpacks)
- Several Sundays during the year, one can find me greeting, ushering, lecturing, setting the Altar, or hosting coffee hours.

**Major activities beyond diocese:**

In addition to St. Paul's, I've been actively involved in my community as both a hands-on volunteer and a Board member/President of organizations whose missions and work are very close to my heart and beliefs.

Currently,

- Samaritan House (\$28m. budget) which provides food, medical/dental and mental health services, and shelter to more than 7,000 clients in need; and
- Leadership Council of San Mateo County, a non-profit “start-up” formed in 2020, dedicated to providing leadership training, issues education, and opportunities for emerging and seasoned leaders throughout the County so that they be part of addressing many of the County's challenges.

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

Focusing on three major issues will reflect who “we” are and desire to be as a community of Episcopal Churches and impact the future of churches and our communities:

- Delving deeply and realistically into challenges, and forging new paths forward as churches in a post-pandemic world including engaging families and developing future leaders;
- Listening to and addressing the everyday individual and shared concerns and challenges of the churches in our own Diocese; and
- Living out our beliefs beyond our church walls to affect positive changes and help churches in the Diocese model leadership in our increasingly secular and

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# Executive Council — Lay

polarized society

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

I don't consider being nominated for the Executive Council as "running" in the traditional electoral sense. I'm sure that there are several who have been nominated who would bring much to the Council. What I'll "bring" is dedication to the work of the Council, an open and inquiring mind that searches for resolution and action, a commitment to open communication and respect, and a desire (and experience) to support our new leader, a willingness to collaborate with Council members to work on the challenges in the Diocese and its churches within the purview of the Executive Council's responsibilities. Thank you.

*Nominated by: Sherry Lund  
Christ Church, Portola Valley*





# Executive Council — Lay



## **George Strait**

*St. Paul's, Oakland  
Alameda, Deanery*

### **Interests:**

I have multiple interests, but the majority of my time is spent on four. Most of my career as a science journalist focused on health disparities among Blacks. Now I co-chair the African American Wellness Project; a multi-platform project that uses various

communication techniques to shine a light on these disparities, put those responsible for addressing them on notice, and provide a path forward for those victimized. Second, my wife and I are very active participants in the lives of our 4 grandsons. Third, I am a writer/editor. Last, I am an avid bike rider – 50 miles a week.

### **Professional associations:**

- Founding member to the National Association of Black Journalists
- Sigma Pi Phi Fraternity
- Food and Drug Administration alumni
- Past Chair of the Kaiser Family Foundation

### **Summary of activities within my congregation / diocese:**

I am a lifelong Episcopalian and have served in virtually all of its Lay positions. In this diocese I served as an acolyte, lector and Senior Warden at St. Bedes. At St. Paul's Oakland I have been on Vestry, and served a Deanery delegate, Junior Warden, Stewardship chair, chaired the search committee for a new music director, usher, lector, sub-deacon, and co-chaired the strategic planning committee.

### **Major activities beyond diocese:**

My activities outside church mirror my interests with three additions. I am very active in my fraternity, the oldest African American group of accomplished Black

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men. We have an extensive mentoring program for at risk young black men. I serve and have served in a number of leadership positions that support that effort. Second, I am a book editor. Third, I play golf, or as any golfer will tell you, I try to play it.

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

Remaining relevant and outreach to young people are continuing issues for this and all churches. But I see moral leadership as our major challenge/opportunity. We live in a broken country. Our very spirit is under attack. An Anglican Bishop, Desmond Tutu, led a broken country, South Africa back from the brink. Tutu exhorted Blacks and Whites, to understand and appreciate each other's humanity. Through this they found truth and eventually reconciliation. Our church has the opportunity/responsibility to lead a moral revival here; individually and/or as part of a collective. As followers of the "Way", our faith calls us to action.

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

I have extensive experience in governance, communications and financial management of for profit and not for profit organizations. I am running to use my experience to serve Christ, our Church, and our Diocese. We will have a new Bishop soon. I see myself supporting that person as they transition to this complex undertaking and providing advice and council to the Standing committee. In addition I hope to be a positive voice to help our Church heal our wounded world.

***Nominated by:** Carolyn Bolton  
St. Paul's, Oakland*





# Executive Council — Lay



## **Steven Depont-Kalani**

*St. Mary the Virgin, San Francisco*  
*San Francisco Deanery*

### **Interests:**

Politics, tennis, gardening, parks and recreation, dogs, and travel

### **Professional associations:**

I am a member of the Parks and Recreation

Open Space Advisory Committee (PROSAC), the Outer Mission Merchants and Residents Association (OMMRA), McLaren Collaborative, the Excelsior Collaborative, past co-chair of the vehicle Triage Center at Balboa Park BART Station, Mission Inn Community Group (housing for the homeless disadvantaged), board member of Life Frames, Inc. (A Living Library)

### **Summary of activities within my congregation / diocese:**

Attended St. Luke's. I was a member of the adult parish choir, was choir librarian, served on the stewardship committee, served as a Vestry Member, served as a Deanery Delegate, was on the search committee for an associate rector, chaired the flower committee, and worked briefly as parish administrator.

Presently, I attend The Episcopal Church of Saint Mary the Virgin for over 20 years. I am a member of the parish choir, Altar Guild, Flower Committee, Convener of our Deanery Delegation, served and chaired Home for Christmas (Tidings Comfort and Joy) raising money for Episcopal shared agencies, and a LEM.

### **Major activities beyond diocese:**

See above. Tennis, dogs, parks, open space, travel, and family.

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

Church attendance, church viability, church sustainability. I believe in the Episcopate and look to strengthen it.

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

To continue advocacy in this church and in the diocese. My LOVE for this Diocese.

I am running to fulfill my position on the Executive Council for the next three years.

*Nominated by: Steven Depont-Kalani*  
*St. Mary the Virgin, San Francisco*



# Executive Council — Clergy



**AnnaMarie Hoos**  
*Church of the Epiphany,  
 San Carlos  
 Peninsula Deanery*

**Interests:**

Professionally:

- Intergenerational worship and faith formation
- Liturgies outside of Sunday mornings – Evening Eucharists, Compline, Supper Services, Beach Eucharists, etc

- Building community around food

Policy Interests:

- Affordable housing, including protections for renters
- increasing access to public transit, decreasing fossil fuel dependency
- climate resiliency
- LGBTQ+ inclusion, particularly for trans children and youth

Hobbies:

- Working at farmers’ market on occasion, cooking with friends
- Canning, pickling & preserving the market’s bounty
- Buying more books than I can read, particularly poetry, nonfiction, science fiction, commentaries
- needlework, knitting

**Professional associations:**

FORMA – Network for Christian Formation  
 Associate Member of the Iona Community  
 Faith in Action Bay Area  
 Peninsula Solidarity Cohort  
 Music that Makes Community

**Summary of activities within my congregation / diocese:**

Current:

- Associate Rector for Children, Youth & Families at Epiphany, San Carlos, 2021-present
- Member – DioCal Disaster Preparedness Committee

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2021-present

- Member – Task Force on Clergy Housing,
- Member – Task Force on Young Adult Ministry

Past:

- Alternate Lay Deputy to General Convention, 2015 & 2018
- Deanery Delegate from Grace Cathedral, then St. Gregory’s, 2002-2016
- Standing Committee (Lay), 2011-2013; ex officio to Commission on Ministry, 2012; ex officio to Executive Council 2013
- Led contemplative evening services at St. Gregory’s & Grace Cathedral, and child-centered intergenerational worship at St. Gregory’s
- Communication and Program Planning Associate, Office of the Congregation, Grace Cathedral, 2009-2016

**Major activities beyond diocese:**

2003-2016: San Francisco Night Ministry as a Crisis Line Counsellor and Trainer; also served on the board General Convention 2018: Served on the House of Deputies Special Committee on Sexual Harassment and Exploitation Subcommittee on Theology and Language Served 2 years during seminary at a VA congregation that redeveloped its property into low-income housing, including building a new, smaller church Communications Associate for Lifelong Learning at Virginia Theological Seminary, 2017-2019

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

- Sustaining connection and community as we continue to live with the impacts of the Covid-19 pandemic
- Serving the diverse, even disparate pastoral and program needs of multi-generational congregations
- Finding new ways, forms, even times to be church while sustaining liturgies, programs and practices that feed the long-time faithful
- Preparing, spiritually and ethically, to face the climate crisis
- Developing diocesan structures that support the current and emerging needs of our congregations
- Identify creative, sustainable models for using, re-imagining, even re-developing church buildings/ property



# Executive Council — Clergy

- Clergy housing costs
- Anxiety, grief and burnout among lay and clergy leadership
- Underinvestment in young adults and campus ministry

## Why are you running for this position?

My time on the Task Force on Clergy Housing this year made it clear that addressing this issue will require long-term, diocesan-level planning and investment — responsibilities partly held by the Executive Council. Rather than sitting back and having opinions, I thought I should offer to participate in the work of wrestling with how we steward and invest our resources for a changing future, and support struggling congregations. I am eager to work with the EC and the new bishop to find a way for Episcopal congregations to support one another, serve God, and thrive in our unique context.

*Nominated by: Sarah Lawton  
St. John the Evangelist, San Francisco*



# Executive Council — Clergy



## Jason Lucas-Green

*St. Ambrose, Foster City Peninsula, Deanery*

### Interests:

- Canon Law of Episcopal Church
- Church Administration/ Finance
- Liturgy
- Pastoral Care

### Professional associations:

- Societas Liturgica

- International Anglican
- Liturgical Consultation

### Summary of activities within my congregation / diocese:

I am new to the diocese and am looking to get involved with the greater diocese.

### Major activities beyond diocese:

- Liturgical studies
- Treasurer for Societas Liturgica

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

- Funding of churches
- Declining growth
- Strong Engagement with Mission

### Why are you running for this position?

I am running this position because I have been working in financial world for many years and I feel that I can bring my gifts to the diocese. I would like to serve on the diocesan “board of directors” to help bring a voice for our LGBT+ and Hispanic communities as I am a member of these communities.

*Nominated by: Jason Lucas-Green  
St. Ambrose, Foster City*

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# Secretary of the Convention



## Richard Edward Helmer

*Our Saviour, Mill Valley  
Marin Deanery*

### Interests:

- Spirituality & Religious Life
- Piano & Chamber Music
- Family
- Politics
- Science Fiction
- Church Calendars
- Web Programming

### Professional Associations:

The Brotherhood of Saint Gregory (professed member since 2013) – an Anglican/Episcopal vowed religious community

### Summary of activities within my congregation / diocese:

- Rector, Church of Our Saviour, Mill Valley, 2006 – present
- Vicar, Christ Church – Sei Ko Kai, 2002-2006
- Secretary of the Convention, 2020 – present
- Assistant Secretary of the Convention, 2018-2019
- Standing Committee President, 2012-2013
- Standing Committee Secretary, 2010-2012
- President of the Marin Deanery, 2009
- Secretary to the Marin Deanery and Asian Ministries Commission in DioCal, 2003-2008

### Major activities beyond diocese:

Deputy to General Convention, 2015 & 2024  
 Alternate Deputy to General Convention, 2009, 2012, 2018, 2022  
 Secretary, House of Deputies Resolutions Review Committee, 2015-present  
 Appointed to the Standing Commission on Governance and Structure, Constitution and Canons, 2018-2021  
 Minister Provincial (Province 8/West) of the Brotherhood of Saint Gregory, 2015-2018

Secretary to the Episcopal Asiamerica Ministries Council, 2003-2006

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

We are in the midst of a profound changes in the life of the Church both institutionally and spiritually. These changes demand, in Jesus' teachings in Matthew, that we "bring out of our treasure what is new and what is old" to help us adapt for renewed mission and ministry with God's people and all creation. God's people and creatures are under pressure from a resurgent authoritarianism, a climate in growing crisis, and social institutions under constant threat. We are called to bring the Gospel and our shared wisdom forward to help renew our shared life with the world's.

### Why are you running for this position?

I have been deeply honored to serve as Secretary of the Convention through the pandemic years, helping us adapt to the challenge of meeting virtually. I bring to this work my passion for our common ministry, expanding our diversity as a body, cultivating sound democratic governance, working together to forge new vision for the local and wider Church, and sustaining a deep love for the Gospel of Jesus Christ and our shared traditions. This year, we face the challenge of regathering in person electing a new bishop. I would be honored to serve again in this season of transition.

*Nominated by: Emily Hopkins  
St. Paul's, Walnut Creek*

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# Treasurer of the Diocese



## Lane Ringlee

*St. Stephen's, Orinda  
Contra Costa Deanery*

### Interests:

My interests outside of work, family and church have included volunteer activities (primarily oriented around food insecurity). In addition, I am particularly interested in American and European history literature and am an avid cyclist.

### Professional associations:

I have had professional involvement with the National Association of Corporate Directors and NYSE Governance Services, where I have had speaking opportunities. More recently, my research has been published in the Harvard Law School Forum on Corporate Governance. In the past, my research has also been published in Risk & Compliance Magazine in addition to other professional publications.

### Summary of activities within my congregation / diocese:

For the Diocese, I completed a 3-year term on Executive Council in 2019 as Chair and served on the search committee for our chief financial officer search. I have been a member of Finance Committee since 2019 and Treasurer of the Diocese beginning in 2021.

For St. Stephens, most recently I was a member of the rector search committee and currently participate on our usher team. I've also participated on our discernment committee that has worked with several divinity school students during their path to ordination.

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

I continue to see three issues facing all churches at this time. We are experiencing greater levels of discord and divergence (political, economic and theological) than

before. The challenge for TEC is to ensure for those seeking a relationship with God that we make certain our Church welcomes all. Related, we see discriminatory practices evident in ordination and membership in other churches that impacts broader views of religion. To remain as vital parts of our communities, our churches need to identify area to implement God's community through support of local needs.

### Why are you running for this position?

I want to continue deepening my involvement in the Diocese and helping support our congregations. We are faced with the continued challenges and trends that have emerged from the Pandemic, and the strains on our congregations. These may not ease, and I hope I can support our Diocese by continuing our path to increased efficiency of resources provided to clergy and congregations by the Diocese, and continue to look for areas to ease the financial burden on our congregations. I believe my professional background and work with organizations on governance and financial issues will assist me in accomplishing this.

*Nominated by: Chip Larrimore  
Christ Church, Sausalito*



# Migration with Dignity

*This proposed resolution has been reviewed by the Committee on Resolutions and is in its final form. The committee intends to report it to the Convention for its consideration.*

**Resolved,** That the 174th Convention of the Episcopal Diocese of California submits the following resolution to the 81st General Convention of The Episcopal Church:

*Resolved,* the House of \_\_\_\_\_ concurring, That the 81st General Convention, as people of faith who believe that all people are created in the image of God, advocate for Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people, which follow directly from the teachings of Jesus and our baptismal promise to “respect the dignity of every human being,” while aligning with the world’s other great religions and principled humanism; and be it further

*Resolved,* That, acknowledging that grave and serious mistreatment of ethnic minorities, migrants, and refugees is currently on the rise in the midst of record migration across international borders, the 81st General Convention, consistent with resolutions of previous General Conventions of The Episcopal Church, declare itself to be in support of Migration with Dignity for all migrants, including refugees, asylum seekers, displaced persons, and those who cross borders in search of opportunity, including the following human rights within the Migration with Dignity framework:

A universal right of movement consistent with the United Nations Universal Declaration of Human Rights (UDHR), including freedom to leave and return to one’s country of origin, and freedom of movement within one’s country of origin or country of settlement (UDHR, Article 13).

The right to be secure: from sexual violence including rape and sexual exploitation, human trafficking, slavery, forced labor, and arbitrary and abusive detention.

The right of equality, to include: 1) equal treatment with no discrimination under the law based on color, gender, language, religion, political affiliation, national origin, or disability; and 2) equal opportunity for upward mobility.

Rights to a basic quality of life, including employment rights, housing rights, and food rights.

The right to access services such as health care, education, and legal representation.

Civil and political rights guaranteeing the right to identity, to use of one’s language, and to freedom of speech and religion;

And be it further

*Resolved,* That the 81st General Convention call upon all Episcopalians, congregations, and dioceses to advocate that local, state, national, and international governing bodies promote Migration with Dignity by enforcing existing laws and policies that uphold these principles on behalf of refugees, migrants, asylum seekers, and displaced persons, and by enacting new laws and policies guaranteeing their welcome, protection, and integration into our common human journey.

**Resolved,** That this Convention adopts Migration with Dignity as a framework to guide ministry with migrants, including refugees, asylum seekers, and displaced persons, in the Diocese of California, and requests that the diocesan communications office post the Migration with Dignity framework on the diocesan website, along with a personal message of affirmation for that framework by those delegates who have lived the experience of migration and are willing to participate in the development of the message;

**Resolved,** That this Convention encourages individuals and congregations to refer to the framework in advocating with local, state, and national governing bodies, preferably





# Migration with Dignity

with but also on behalf of refugees, migrants, asylum seekers, and displaced persons;

**Resolved,** That this Convention encourages individuals and congregations to listen for and to stories of local congregants who have experienced migration personally and then share with one another their experiences using the Migration with Dignity principles;

**Resolved,** That this Convention directs the Secretary of the Convention to send this resolution to the US Senators for California, to all US Representatives whose districts include the Diocese of California, and to all local law enforcement agencies; and

**Resolved,** That this Convention recognizes that advocacy for Migration with Dignity is shared among all people, and is not solely the work of those privileged with citizenship and other rights unavailable or denied to migrants.

## Explanation:

This resolution reaffirms and updates the Episcopal Church's long-standing commitment to human rights as they pertain to just treatment of the world's refugees, asylum-seekers, and all migrants.

The resolution is deeply grounded in Scripture. No moral guidance is more clearly articulated in both biblical testaments than the need to "welcome the stranger." A few examples:

Old Testament: "Don't mistreat any foreigners who live in your land. Instead, treat them as well as you treat citizens and love them as much as you love yourself. Remember, you were once foreigners in the land of Egypt. I am the Lord your God" (Leviticus 19:33-34).

New Testament: "Be sure to welcome strangers into your home. By doing this, some people have welcomed angels as guests, without even knowing it." (Hebrews 13:2)

All six of the key elements of the Migration with Dignity

framework align with, and can be derived from, the United Nation's Universal Declaration of Human Rights. The Episcopal Church has strongly supported this landmark statement since it was initially proclaimed by the United Nations General Assembly in 1948.

The resolution also accords with and supports key positions of the Anglican Communion. As set forth in the 2022 Lambeth Call on Human Dignity, actions against the human dignity of God's children, including those against migrants and refugees, are sin, and hospitality to all and faithfulness to each are key marks of a godly community (1 Peter 4:8-10).

As a single, clear, and direct positive statement of principle, the resolution draws together positions that have been affirmed in more than 50 General Convention and Executive Council resolutions over the years. Its concision and clarity in delineating the rights of migrants will help us communicate our church's stance more effectively, build support, and work alongside other pro-migrant organizations toward a world in which fundamental human rights extend to all people. Many of these previous resolutions advocate government action; the Migration with Dignity principles establish rights of migrants that can serve as the basis of advocacy for just and compassionate government policies and practices and as a guiding foundation for action by dioceses, congregations, and individuals in The Episcopal Church.

The resolution, taken as a whole, defines a much-needed, innovative response to the increasing challenge of global migration. Grave and serious mistreatment of ethnic minorities, migrants, and refugees is currently on the rise both in the United States and globally in the midst of record migration across international borders. The number of international migrants grew to 281 million in 2020, meaning that 3.6% of the world's people lived outside their country of birth that year, according to the United Nations' International Organization for Migration (IOM).

## Supporting Documents:

1. The UN's Universal Declaration of Human Rights: [org/udhr](https://www.un.org/udhr)

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# Migration with Dignity

2. The Lambeth Human Dignity Call of 2022:  
[https://www.lambethconference.org/wp-content/uploads/2022/08/LC\\_Human-Dignity\\_ENG.pdf](https://www.lambethconference.org/wp-content/uploads/2022/08/LC_Human-Dignity_ENG.pdf)
3. [Analysis of previous General Convention and Executive Council resolutions, correlating them with the Migration with Dignity principles.](#)

## Submitted by:

The Rev. Ruth Meyers, All Souls, Berkeley; [rmeyers@cdsp.edu](mailto:rmeyers@cdsp.edu)

## Endorsed by:

The Rev. Phil Brochard, All Souls, Berkeley  
 Ms. Laura Curlin, St. Cyprian's, San Francisco  
 Mr. Joseph Dashiell, St. Augustine's, Oakland  
 The Rev. Kevin Deal, St. John the Evangelist, San Francisco  
 The Rev. Laura Eberly, St. James, Oakland  
 Ms. Birgit Eschmann, St. John the Evangelist, San Francisco  
 Mr. Ron Hermanson, Grace Cathedral, San Francisco  
 Ms. Emily Hopkins, St. Paul's, Walnut Creek  
 Ms. Sarah Lawton, St. John the Evangelist, San Francisco  
 Ms. Kaki Logan, All Souls, Berkeley  
 The Rev. Eric Metoyer, San Francisco Regional Dean  
 The Rev. Jennifer Nelson, St. Clare's, Pleasanton, and St. Bartholomew's, Livermore  
 The Rev. Cameron Partridge, St. Aidan's, San Francisco  
 Ms. Karma Quick-Panwala, Grace Cathedral, San Francisco  
 The Rev. Richard Smith, St. John the Evangelist, San Francisco  
 Ms. Margaret Sparks, All Souls, Berkeley  
 The Rev. Liz Tichenor, Resurrection, Pleasant Hill  
 The Rev. Deb White, Grace, Martinez; Contra Costa Regional Dean



# Addressing Gun Violence to Safeguard our Youth

*This proposed resolution has been reviewed by the Committee on Resolutions and is in its final form. The committee intends to report it to the Convention for its consideration.*

**Resolved,** That the 174th Convention of the Diocese of California expresses the deep concern of the people of this diocese for the safety of our children and youth and urges the Convention to take action to adopt a safe and secure gun storage policy to reduce acts of gun violence that especially affect children and youth;

**Resolved,** That as the 174th Convention of the Diocese of California, we believe in the vision of Beloved Community that everyone should feel safe to worship, go to school or work, and enjoy life, and that there are measures such as safe and secure gun storage that citizens can take to reduce the level of gun violence in our communities;

**Resolved,** That this Convention adopts a diocesan policy of safe and secure gun storage and directs the Secretary of Convention to send a copy of this resolution and the supporting information to all Diocesan churches and affiliated organizations to encourage their members and employees to commit to using safe and secure gun storage practices; and

**Resolved,** That this Convention directs the Secretary of Convention to provide copies of this Resolution and its supporting information to each of the school districts within the Diocese of California, asking them to expeditiously comply with Education Code Section 48986 requiring annual notification of each parent, legal guardian and caregiver of their responsibility to safely and securely store guns/firearms and keep them out of the hands of children and youth as required by California law.

## **Explanation:**

Gun violence has created a public health crisis in this nation and conditions that are inconsistent with the vision of a Beloved Community in which everyone is safe

to worship, go to school or work, enjoy life free from fear of gun violence.

The trauma associated with gun violence has created a preventable health crisis among children and youth due to the impact of Adverse Childhood Experiences that have led to higher rates of Toxic Stress Syndrome and suicides amongst children and youth. The following are some facts about the impact of gun violence on children and youth and the nation.

- Firearms recently became the number one cause of death for children and teens in the United States, surpassing motor vehicle deaths and those caused by other injuries. The U.S. is the only country among its peers in which guns are the leading cause of death among children and teens.[1]
- As of August 23, 2023, 27,846 people have died from gun violence. 966 were teens and 197 were children. 2
- One in 25 American kindergartners won't make it to their 40th birthday.[2]
- 6 million children in America live in homes with guns that are both loaded and unlocked. 350 children 17 and under gain access to firearms and unintentionally shoot themselves or someone else—sometimes fatally. Nearly 700 children 17 and under die by suicide with a gun each year.[3]
- The Washington Post reviewed more than 180 shootings committed by juveniles since Columbine, and in the cases where the source of the gun could be determined, 86 percent of weapons were found in the homes of friends, relatives or parents.[4]
- One in five people have had a family member who's been killed by a gun. One in five have witnessed a shooting. Nearly one in five have been threatened with a gun. You put it all together and a majority of adults in this country have either personally experienced or had a family member experience one of these incidents of gun violence.[5]

In California, the California Mental Health Services Oversight and Accountability Commission has found that “More than one out of four Californians consider gunshots and shootings a concern in their

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# Addressing Gun Violence to Safeguard our Youth

neighborhood, and one out of five Californians know someone who has been shot on purpose. . . .Exposure to firearm violence – whether direct or indirect – can cause a toxic stress response, which often leads to the development of short- and long-term mental health challenges”. Additionally, Senate Bill 906 now requires California’s local educational agencies to notify families annually about safe gun storage beginning in the 2023–24 school year.[6] [7]

The Episcopal Peace Fellowship (EPF) called for A Season of Pentecost for Gun Violence Prevention to confront the epidemic of gun violence through actions at the grassroots level, in our parishes and dioceses. A sample of the pledge that can be adapted for the Diocese of California is here: <https://everytownforgunsafetysupportfu.app.box.com/s/4uk8kjax2ttzd86crwxyz3hbf0vduah>

#### Footnotes:

[1] KFF report published July 8, 2022, <https://www.kff.org/global-health-policy/issue-brief/child-and-teen-firearm-mortality-in-the-u-s-and-peer-countries/>

[2] Gun Violence Archive <https://www.gunviolencearchive.org>

[3] BeSMARTforKids.org June 2022 , <https://besmartforkids.org/wp-content/uploads/2022/06/>

[4] <https://www.npr.org/sections/health-shots/2023/04/11/1169150235/more-than-half-of-americans-have-dealt-with-gun-violence-in-their-personal-lives>

[5] *IBID.*

[6] <https://mhsoac.ca.gov/initiatives/impacts-of-firearm-violence/>

[7] [https://www.csba.org/-/media/CSBA/Files/GovernanceResources/ResearchPapers/GunSafety-FactSheet-REPD\\_05-2023\\_web.ashx?la=en&rev=c8ca0933122e4f469585028e60d5e3c4](https://www.csba.org/-/media/CSBA/Files/GovernanceResources/ResearchPapers/GunSafety-FactSheet-REPD_05-2023_web.ashx?la=en&rev=c8ca0933122e4f469585028e60d5e3c4)

**Submitted by:** St. Paul’s Episcopal Church, Oakland, Convention delegates (The Rev. Mauricio Wilson, Paula Hawthorn, George Strait and Jeanette Dinwiddie-Moore); St. Paul’s Episcopal Church, Oakland, Youth Group (Siobhan Stankievch, Nico Strait, Zachery Strait, MJ Wilson-Morris, Kiandra Wilson-Morris, Oscar Derrick, Nadia Derrick, Lucy Lagrone, Bella Cowart-Kadleck and Michael Cowart-Kadleck); St. Paul’s Episcopal Church, Oakland, Social Justice Committee and Guns to Plowshare leaders (Paula Hawthorn and Matthew Schooler, Chairs), and St. Augustine’s Episcopal Church, Oakland (The Rev. Jim Dahlin)

**Endorsed by:** Afro-Anglican Commission in conjunction with Northern California Vivian Traylor Chapter of the Union of Black Episcopalians (The Rev. Mauricio Wilson, St. Paul’s Episcopal Church, Oakland, Western Regional Director, Union of Black Episcopalians (UBE) and Chair, Afro-Anglican Commission (AAC); Barbara Vassell, Co-Chair, UBE; The Rev. Eric Metoyer, San Francisco, member of UBE and AAC; Canon Carolyn Bolton, St. Paul’s, Oakland, and member of UBE and ACC; and Ms. Brenda Paulin, St. Augustine’s, Oakland, Jeri Robinson, St. Augustine’s, Oakland and other members of Vivian Traylor Chapter of UBE).

**Contact:** Jeanette Dinwiddie-Moore, [dinwidd@gmail.com](mailto:dinwidd@gmail.com)



# Legislative Themes for the 81st General Convention

*This proposed resolution has been reviewed by the Committee on Resolutions and is in its final form. The committee intends to report it to the Convention for its consideration.*

**Resolved,** That the 174th Convention of the Diocese of California requests legislation on these themes as a Memorial to the 81st General Convention of The Episcopal Church for its consideration:

- **Racial Justice & Reconciliation:** build on Beloved Community training to address micro-aggressions; support more racial equity in hiring, discernment processes, and racial justice ministries;
- **LGBTQ Advocacy:** bear witness as Christians against anti-trans rhetoric and legislation impacting our trans and non-binary beloveds; affirming and supporting trans and non-binary youth and their families, both within our congregations and in the wider world;
- **Gender Justice:** support efforts to address domestic violence and sexual harassment and exploitation, including in the Church; educate about gender bias and how it intersects with other biases, including those caused by racism, ageism, and classism; work to remove barriers to women's health care, including reproductive care;
- **Ageism Justice:** empower senior rights and equity in the ministries of the Church, calling for the creation of a task force on ageism;
- **Climate Justice:** advance climate solutions including environmentally sustainable practices, biodiversity, sustainable transportation and utilities infrastructure, and support of the Communion Forest;
- **Disability Justice:** support and advocate for disabled members of the Church in all ways of participation in the Church and the Beloved Community as it helps understand ableism and the intersectionality of disability and other marginalized groups;
- **Economic Justice:** support those engaged in this ministry and advocate for these initiatives;
- **Church Vitality:** seek and support innovative ideas for being Church in changing times, including consideration of how we fund congregations and dioceses, best use of existing resources, defining and communicating the unique gifts of The Episcopal Church, and engaging in the Church's mission to love and serve others in both spiritual and practical ways;
- **Congregational Development:** provide support and training to foster congregational vitality, redevelopment, church planting, evangelism, improved communications, financial sustainability and encourage spiritual development, health, and wellness;
- **Create New Pathways for Ministry Collaboration:** foster and facilitate resource sharing and team ministries among congregations, neighboring dioceses, and provincially, with an emphasis on support for small congregations;
- **Funding the Church of the Future:** invest in developing new ways to understand and cultivate the abundance of untapped resources in our congregations;
- **Lay Formation:** cultivate future members through lay leadership development, and training of newly elected representatives;
- **Theological Education:** engage with the changing landscape of theological education, specifically the role of congregations as sites of theological education and formation, both in collaboration with seminaries and in their own right;
- **Liturgy & Music:** create a foundation for Prayer Book revision by passing the 2nd reading of Article X (Of The Book of Common Prayer) in the Constitution of the General Convention and requisite canonical changes, as a goal for the next convention; and

**Resolved,** That this diocesan convention directs the deputation from the Diocese of California to the 81st General Convention to submit specific resolutions or support legislation addressing these themes.

### Explanation:

In the legislative context, a memorial is comparable to a petition: a statement about a matter of importance that urges the General Convention to take action. (A memorial should present arguments for the proposed action and may provide evidence of widespread concern for the matter being memorialized.) Memorials are referred to a legislative committee to inform their deliberations.

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# Legislative Themes for the 81st General Convention

Although not a resolution itself, a memorial informs committees as they perfect legislation. Memorials to General Convention have often been the catalyst for major initiatives or changes in the mission and ministry of The Episcopal Church.

We are proposing the Memorial format for our diocesan convention addressing fourteen themes this year. The first seven cover justice themes, while the remaining seven address important ministry programs that impact us in our dioceses. DioCal policy limits the maximum number of approved resolutions to five with an option for non-approved legislation requiring a 2/3 vote during the Day of Convention to hear, debate and vote on matters. Instead of having ten resolutions this year, this will allow convention to direct the DioCal General Convention deputation to craft the text on these subjects as GC resolutions with the assistance from each author. If a few of these areas are covered by specific interim bodies or other dioceses, we will support or modify these to approach them with our diocesan community and church-wide organizations in mind.

In crafting this Memorial, we are mindful that the intentional training of newly elected local leaders is the foundation for the development of future church-wide leaders. This deputation support efforts to educate more DioCal laity and clergy about the roles and responsibilities of our governing bodies at all levels (deanery delegates, Executive Council, Standing Committee, and General Convention Deputation).

## Sources:

Here is an example from the Memorial utilized at the 80th General Convention

M003 Racial Justice & Reconciliation Memorial  
[“https://2022.vbinder.net/memorials/3?house=HD&lang=en”](https://2022.vbinder.net/memorials/3?house=HD&lang=en)

## Submitted by:

Sarah Lawton, delegate – St. John the Evangelist, SF  
 The Very Rev. Eric Metoyer, SF Regional Dean  
 Warren Wong, delegate – St. James, SF (contact)

## Endorsed by the entire Diocese of California Deputation to the 81st General Convention:

The Very Rev. Eric Metoyer, co-chair – SF Regional Dean  
 The Rev. Br. Richard Edward Helmer, BSG – Our Saviour, Mill Valley  
 The Very Rev. Dr. Deborah White – Grace, Martinez  
 The Rev. Dr. Ruth Meyers – All Souls, Berkeley  
 The Rev. Dr. Cameron Partridge – St. Aidan’s, SF  
 The Rev. Canon Debra Low-Skinner – Grace, SF  
 The Rev. Dr. Mauricio Wilson – St. Paul’s, Oakland  
 The Rev. Jennifer Nelson – St. Bart’s/St. Clare’s, So. Alameda  
 Sarah Lawton, co-chair – St. John the Evangelist, SF  
 Warren Wong – St. James, SF  
 Canon Christopher Hayes – Grace, SF  
 Laura Curlin – St. Cyprian’s, SF  
 Karma Quick-Panwala – Grace, SF  
 Emily Hopkins – St. Paul’s, Walnut Creek  
 Ron Hermanson – Grace, SF  
 Joseph Dashiell – St. Augustine’s, Oakland





# To Add Howard W. Thurman to the Episcopal Church Calendar

*This proposed resolution has been reviewed by the Committee on Resolutions and is in its final form. The committee intends to report it to the Convention for its consideration.*

**Resolved,** That the 174th Convention of the Diocese of California actively affirms at every level of our common mission and ministry that, in the words of the Rev. Canon Howard Washington Thurman, “The religion of Jesus makes the love-ethic central;”

**Resolved,** That this Convention recognizes the unique Christian witness of Howard Thurman and the influence he had in shaping the civil rights movement in the United States and worldwide;

**Resolved,** That this Convention upholds Thurman’s work as a significant theological basis for our ongoing racial justice and reconciliation work and ministries with the disinherited in Christ; and

**Resolved,** That the 174th Convention of the Diocese of California directs the Secretary of the Convention to forward the following resolution to the 81st General Convention to add Howard W. Thurman to the Episcopal Church Calendar:

**Resolved,** the House of \_\_\_\_\_ concurring, That the 81st General Convention designate April 10 or another appropriate date on the Church Calendar as the annual celebration of the life and work of Howard W. Thurman, pastor, educator, theologian, and civil rights leader; and be it further

**Resolved,** That the 81st General Convention direct the Standing Commission on Liturgy and Music to prepare appropriate biblical lessons, collects and other liturgical resources commemorating the life and work of Howard W. Thurman.

## Explanation:

This resolution parallels a resolution submitted to General Convention in 2022 and under preparation for General

Convention 2024 by the Diocese of Northern California to add Howard Thurman to the Church Calendar, commonly known as Lesser Feasts and Fasts. The 2022 General Convention, held in Baltimore, directed the Standing Commission on Music and Liturgy to further explore whether Thurman should be added to the Calendar.

While guidelines have varied in the Church’s consideration of suitable figures for addition to the Lesser Feasts and Fasts, Howard Thurman is swiftly approaching the standard qualification of two generations since his death. Moreover, local recognition of Thurman’s work both inside and outside the Church have been resurgent in the past few years. Finally, it is difficult to overstate the influence of his Christian witness on the civil rights movement in the 20th century and its continuing struggle in our time.

## Background:

Howard Washington Thurman (Nov. 18, 1899 – April 10, 1981), had an enormous influence on the civil rights movement and its leaders. Born in Florida, Thurman was educated at Morehouse College and ordained a Baptist pastor. He was appointed as the first Black chaplain of Marsh Chapel at Boston University which today has a center bearing his name.

In the 1930s Thurman led a six-month pilgrimage of African Americans to India where he met Mohandas Gandhi who had a critical influence on his work. Incorporating Gandhi’s theories of non-violence, Thurman wrote a ground-breaking book in 1949, *Jesus and the Disinherited*, incorporating material he had developed as early as 1935. The volume includes these seminal words, just as prescient today as they were nearly a century ago:

*Jesus rejected hatred. It was not because he lacked the vitality or the strength. It was not because he lacked the incentive. Jesus rejected hatred because he saw that hatred meant death to the mind, death to the spirit, death to communion with his Father. He affirmed life; and hatred was the great denial. To him it was clear.*

*Thou must not make division.*

*Thy mind, heart, soul and strength must ever search*

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## To Add Howard W. Thurman to the Episcopal Church Calendar

*To find the way by which the road  
To all men's need of thee must go.  
This is the Highway of the Lord.  
The religion of Jesus makes the love-ethic central...*

*Once the neighbor is defined, then one's moral obligation is clear... Every man is potentially every other man's neighbor. Neighborliness is nonspatial; it is qualitative. A man must love his neighbor directly, clearly, permitting no barriers between.*

*(Jesus and the Disinherited, chapters Four and Five).*

Thurman's work had a major impact on a young ministry student, Martin Luther King, Jr. In later years, Dr. King carried Thurman's book in his suitcase in his travels as a leader in the civil rights movement. Thurman also mentored Pauli Murray, who became the first Black woman ordained an Episcopal priest and was recently added to the Episcopal Church calendar. After leaving Boston, Thurman founded a racially integrated church in San Francisco. He was named an honorary Canon of the Episcopal Cathedral of St. John the Divine in New York City in 1974. Thurman died in San Francisco in 1981.

*Ebony* magazine once called Thurman one of the fifty most important figures in African American history. In the 1950s, *Life* magazine ranked Thurman among the twelve most important religious leaders in the United States.

Local commemorations and recognition of Thurman's life and work are emerging in the wider Church. Since 2021, several congregations in the Diocese of Northern California, including Trinity Cathedral in Sacramento, have held liturgical celebrations, seminars and forums focused on Thurman's life. Thurman's book, *Jesus and the Disinherited*, is used in the Episcopal Church's Sacred Ground program and as a supplemental text in our Education for Ministry program. Both programs are active in communities across the Diocese of California. Some Bay Area schools now include readings from *Jesus and the Disinherited* in their curricula. Thurman's speeches, articles and books have been the topic of recent seminars,

webinars and retreats in a wide spectrum of church and secular settings. His work is archived and studied in many institutions of higher learning, including Boston College and the Candler School of Theology at Emory University. And the non-denominational Church for the Fellowship of All Peoples that he founded in San Francisco remains a vibrant worshipping community, which sponsors the annual Howard Thurman Convocation.

Our Episcopal Church Calendar commemorates those who in the past still speak to us in our own time. The authorized calendar includes more than 230 individuals, but only about a dozen are African American, and only a handful are from the twentieth century, including Martin Luther King, Jr., Pauli Murray, Anna Julia Haywood Cooper, and Thurgood Marshall. Our calendar honors numerous educators and theologians from a broad array of denominations and religious traditions (Evelyn Underhill, Elizabeth Ann Seton, and F. D. Maurice, to name three). But the calendar dimly reflects the rich contributions of African American theologians, educators, and religious leaders who played a significant role in shaping the civil rights movement and, more broadly, how we engage with the difficult issues of race and justice in our world today.

The introduction to *Lesser Feasts and Fasts 2022* states why people are included on the calendar: "What we celebrate in the lives of the saints is the presence of Christ expressing itself in and through particular lives lived in the midst of specific historical circumstances. In the saints we are not dealing with absolutes of perfection but human lives, in all their diversity, open to the movement of the Holy Spirit."

Thurman certainly meets this description and his addition to our calendar is long overdue.

Fiscal impact: None

**Submitted by:**

The Rev. Br. Richard Edward Helmer, Church of Our Saviour,  
Mill Valley  
Jeanette Dinwiddie Moore, St. Paul's, Oakland



# To Add Howard W. Thurman to the Episcopal Church Calendar

**Endorsed by:**

Leadership of the Vivian Traylor Chapter of the Union of Black

Episcopalians

and the Afro-Anglican Commission

The Rev. Michael P. Barham, Holy Spirit Church, Concord & The

Church Divinity School of the Pacific

The Rev. Vicki Gray, Deacon



# Access to Prison Ministries

*This resolution was submitted after the deadline prescribed by the rules and it will require consent of two-thirds of the convention in order to be considered. The Committee on Resolutions recommends that it be added to the agenda for consideration.*

**Resolved,** That the 174th Convention of the Episcopal Diocese of California submits the following resolution to the 81st General Convention of The Episcopal Church:

*Resolved,* the House of \_\_\_\_\_ concurring,  
That The Episcopal Church affirm its commitment to prison ministries that provide all God's children with opportunities to minister to and with this marginalized and oppressed population, in accordance with the following principles and policies:

- The Episcopal Church supports inter- and multifaith ministries that contribute to our mission to follow Jesus, loving our neighbors as ourselves (Matthew 22:36-40) and demonstrating particular care for those who are marginalized and oppressed (Matthew 25:31-46);
- Episcopalians find common cause and minister with organizations and individuals with whom we have theological differences, without proselytizing or demanding that our ministry partners adhere to the tenets we espouse;
- The over one million incarcerated individuals in this country are among the most marginalized and oppressed members of our society;
- Episcopalians faithfully engage in ministry with incarcerated individuals, seeking to provide support, encouragement, and hope to these persons;
- Among the many members of the incarcerated population as well as those who minister to and with them, are individuals who are LGBTQIA+, a community that also experiences marginalization in this country;
- Following the Way of Jesus, Episcopalians minister to and with all God's children, with special focus on the support and liberation of those who are oppressed;

- Our canons prohibit the denial of access to any ministry of this Church “because of race, color, ethnic origin, national origin, sex, marital or family status (including pregnancy and child care plans), sexual orientation, gender identity and expression, disabilities or age” (Canon III.1.2);

*and be it further*

*Resolved,* that Episcopalians may not be forced to overtly or tacitly endorse theological statements or practices that conflict with our stated policies and beliefs in order to participate in shared prison ministry programs;  
*and be it further*

*Resolved,* That this Convention urge any prison ministry program in which members of The Episcopal Church volunteer develop policies consistent with our spiritual teachings and stated policies, asking such programs to change their policies if they conflict with our nondiscrimination canons;

*and be it further*

*Resolved,* That if such ministries refuse to change such policies, that this Convention encourage dioceses to develop and share programs for their members to minister with incarcerated individuals in ways that are consistent with our Church's current spiritual teachings, principles, and policies.

**Explanation:**

Members of The Episcopal Church have long-supported Prison Ministry, and many Episcopalians have faithfully ministered to incarcerated individuals under the auspices of Kairos Prison Ministries International, Inc. over its 48-year history without awareness of conflicts that have developed between its ethics policies and The Episcopal Church's nondiscrimination canons. Multiple Episcopal dioceses have congregations listing Kairos as one of their ministries. In addition, Episcopal congregations have also offered meeting spaces to Kairos, whose representatives



## Access to Prison Ministries

have signed agreements with these congregations without disclosing these discriminatory ethics policies. The Episcopal Church previously provided Kairos Prison Ministries International as a resource for Episcopalians seeking opportunities to minister to incarcerated individuals, including the National Cathedral.

In August of 2023, it came to our attention that the Code of Conduct developed by Kairos International, which describes itself as “a lay-led, interdenominational Christian ministry in which men and women volunteers bring Christ’s love and forgiveness to prisoners and their families,” espouses an anti-LGBTQIA+ stance. Specifically, it precludes transgender individuals from this ministry, as evidenced in the following passage from the code: “Kairos uses sex assigned at birth for volunteers and for Kairos Outside Guests. Kairos believes in the Bible as God’s authoritative and inspired Word for our faith and our lives as set forth in the Statement of Faith. Scripture is the authoritative and inspired Word upon which decisions are made. (‘But at the beginning of creation God made them male and female.’)” In addition, the ethics code of Kairos clearly espouses a view of marriage as occurring only between men and women and describes our LGBTQIA+ siblings as sinful, declaring that they “do not condone any volunteer or staff to openly represent their sins and behaviors to others as appropriate. (‘You were taught, with regard to your former way of life, to put off your old self, which is being corrupted by its deceitful desires; to be made new in the attitude of your minds; and to put on the new self, created to be like God in true righteousness and holiness’ (Ephesians 4:22-24).”

This Kairos policy is incompatible with the non-discrimination canons of The Episcopal Church (Canon III.1.2). It also violates our baptismal vows “to seek and serve Christ in all persons” and to “strive for justice and peace among all people and respect the dignity of every human being” as well as the mission of the Church as described in our catechism: “to restore all people to unity with God and each other in Christ” (The Book of Common Prayer, p. 855). Scripture reminds us that “There is neither Jew nor Greek, there is neither slave nor free, there is

no male and female, for you are all one in Christ Jesus” (Galatians 3:28) and that we are to “love one another as I have loved you. No one has greater love than this, to lay down one’s life for one’s friends.” (John 15:12-13). Jesus asks us to do as he did and “Bring good news to the poor... to proclaim release to the captives and recovery of sight to the blind, to set free those who are oppressed, to proclaim the year of the Lord’s favor.” (Luke 4:18-19).

Prison ministry and supporting the ministry of our LGBTQIA+ siblings are both consistent with Jesus’ command and the church’s commitment to bring help and hope to those who are particularly marginalized and oppressed in our society. It is, therefore, appropriate to seek opportunities to minister to individuals who are members of both of these marginalized groups, many of whom suffer from heinous treatment at the hands of the criminal justice system. The exclusion of LGBTQIA+ individuals from participating in a ministry that describes a desire “to share the transforming love and forgiveness of Jesus Christ to impact the hearts and lives of incarcerated men, women and youth, as well as their families, to become loving and productive citizens of their communities,” is contradictory.

The leadership of The Diocese of California is committed to participating in prison ministry that is respectful and loving to both marginalized groups of people, developing new and more just ministries as necessary so that we may conduct ourselves as members of God’s household, “which is the church of the living God, the pillar and foundation of the truth” (1 Timothy 3:15).

**Submitted by:**

Diocese of California Deputation to the 81st General Convention.

**Contact:**

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**Endorsed by**

The Very Rev. Kirsten Snow Spalding, Holy Nativity, San Rafael

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