



175th Convention of the Episcopal Diocese of California

Friday & Saturday, October 25 & 26, 2024

Day of Convention Booklet

This document lists nominees, canon changes, and resolutions to be voted on at the 175th Convention of the Episcopal Diocese of California.

All materials — including this booklet — are available at
diocalconvention.org

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

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Convention website: diocalconvention.org

2024 Written Reports to Convention available online: diocalconvention.org/2024Reports



Agenda: October 25 and 26

*Adopted by the Committee on Dispatch of Business
September 25th, 2024*

Friday, October 25 Meeting Online

- 5:00 PM Convention Orientation Q & A
- 5:30 PM Presentation and Q & A on Diocesan Visioning Process
- 6:15 PM Initial Report from the Committee on Nominations
- 6:25 PM Break
- 6:35 PM Presentations and Q & A on Resolutions
- 7:05 PM Report from the Task Force on Truth Telling, Reckoning, and Reconciliation
- 7:30 PM Close

Saturday, October 26 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, Welcome
- 9:05 AM Liturgy
The Rt. Rev. Austin Keith Rios - Bishop's Address
- 9:45 AM Organization of Convention
Committee on Credentials Report, Quorum Secretary of the Convention's Report
- 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
- 10:45 AM Report from the Committee on Resolutions
- 10:55 AM New Clergy and Calls
- 11:10 AM Report from Standing Committee
- 11:20 AM Report from the Executive Council
- 11:30 AM Report from the General Convention Deputation
- 11:55 AM Secretary's Announcements

Noon (Time Certain) - Gathering and Lunch on Plaza

- 1:00 PM Gathering, Mid-day Liturgy
- 1:10 PM Report on First Ballot
- 1:15 PM Visioning Process Exercise
- 2:20 PM Second Ballot
- 2:25 PM Ballot Closes & BREAK
- 2:40 PM Action on Resolution #3 - 50th Anniversary Triennium of the Ordination of Women
- 3:00 PM Action on Resolution #1 - Addressing Christian Nationalism
- 3:20 PM Canon to the Ordinary's Report
- 3:30 PM Report on Second Ballot
- 3:35 PM Action on Resolution #4 Diocesan Support for the Association of Episcopal Deacons
- 3:55 PM Action on Financial Resolutions and 2025 Budget
- 4:05 PM Additional Resolutions (if any)
- 4:30 PM Announcements and Closing Prayers & Episcopal Blessing. Adjourn.



2024 Elected Officers and Committees of Convention

Ninth Bishop of the Episcopal Diocese of California, President of the Convention

The Rt. Rev. Austin Keith Rios

Standing Committee

The Rev. Dr. Mauricio Wilson, President

Sean McConnell, Vice President

The Rev. Jane Stratford, Secretary

Class of 2024

Robyn Amos

The Rev. Dr. Mauricio Wilson

Class of 2025

The Ven. Canon Carolyn Bolton

Sean McConnell

Class of 2026

Warren Wong

The Rev. Jane Stratford

Class of 2027

Gretchen Lintner

The Rev. Audrey Miskelley

Secretary of the Convention

The Rev. Br. Richard Edward Helmer BSG

Treasurer of the Diocese

Lane Ringlee

Committee on Nominations

Don Miller (Alameda Deanery)

The Rev. James Dahlin (Alameda)

Jim Wiant (Contra Costa)

The Rev. Stephen Siptroth (Contra Costa), Chair

William “Bill” Burrell (Marin)

Anna Haight (Marin)

Christine Bensen, Ex Officio, Member of the Executive Council

The Rev. Jane Stratford, Ex Officio, Member of the Standing Committee

The Rev. Br. Richard Edward Helmer, Ex Officio, Secretary of the Convention

2 Vacancies, Peninsula Deanery

2 Vacancies, San Francisco Deanery

2 Vacancies, Southern Alameda Deanery



Executive Council

The Rt. Rev. Austin Keith Rios, Bishop and President
The Rev. Kirsten Spalding, Chair
Leigh Flesher, Vice Chair
Peter Fairfield, Secretary

Class of 2024

Bill Burrell (Marin)
Mike Diamond (Peninsula)
The Rev. David Erickson (Convention)
Peter Fairfield (Convention)
Mary Frances Leopold (Southern Alameda)
Elaine Vallecillo-Miller (San Francisco)

Class of 2025

The Rev. Will Scott (Alameda)
The Rev. Kirsten Spalding (Convention)
Jim Wiant (Contra Costa)
Vance Frost (Marin)
Carolyn George (Convention)
The Rev. John Kirkley (San Francisco)

Class of 2026

Christine Bensen (San Francisco)
The Rev. Todd Bryant (Contra Costa)
Leigh Flesher (Peninsula)
The Rev. AnnaMarie Hoos (Convention)
George Strait (Alameda)

Bishop's Appointees

Bruno Peguese (2024)
Leigh Flesher (2025)
Tish Busselle (2026)

Ex officio Members

The Rev. Br. Richard Edward Helmer,
Secretary of the Convention
Lane Ringlee,
Treasurer of the Diocese
Christopher Hayes, Esq
Chancellor



2024 Appointed Officers and Committees of the Diocese and Convention

Chancellor & Parliamentarian

Canon Christopher Hayes

Committee on Dispatch of Business

Elizabeth Simpson-Falck, Chair

The Rev. Br. Richard Edward Helmer,

Secretary of the Convention

David Frangquist, Consulting

Secretary Emeritus

The Rev. Cn. Anna Rossi

The Rev. Cn. J. Sierra Reyes, Canon to the Ordinary

The Rev. Dr. Pamela Stevens

Cn. Stephanie Martin-Taylor,

Canon for Communications

Caren Miles

John Dedo

Committee on Credentials

The Rev. Br. Richard Edward Helmer, Chair

Secretary of the Convention

Caren Miles

Denise Obando

Committee on Resolutions

Dave Frangquist, Chair

EJ Hilliard

The Rev. Pam Jester

The Rev. Darren Miner

Brenda Paulin

Lisa Perry

The Rev. Stephanie Green

Committee on Elections

Tonantzin Martinez Borgfeldt

Paul Berning

The Rev. Krista Fregoso

Committee on Canons

Margalynne Armstrong

Michael O. Glass

Canon Christopher Hayes, Chair

The Very Rev. Eric Metoyer

2 Vacancies will be filled ahead of Convention

Diocesan Staff

The Ven. Miguel Bustos,

Archdeacon & Director of School for Deacons

Cn. Amy Cook, Canon for Formation

Sarah Crawford, Payroll and Benefits Coordinator

Cn. Jim Forsyth, CFO Emeritus

Cn. J. Davey Gerhard, Canon for Stewardship

Shari Gonzales, Associate for Finance & Operations

Cn. Stephanie Martin Taylor,

Canon for Diocesan Communications

The Rev. Cn. Eric Metoyer,

Canon for Racial, Social, and Environmental Justice

Caren Miles, Associate for Faith Formation

Cn. Denise Obando, Canon for Transition Ministries

The Ven. Cn. Nina Pickerrell, Archdeacon

The Rev. Cn. Michele Racusin,

Canon for Diocesan Finance

Max Remele, Accountant

The Rev. Cn. J. Sierra Reyes, Canon to the Ordinary

Elizabeth Simpson-Falck, Communications Associate

Dr. Travis Stevens, Vocations Officer

Michael Stroup, Archivist



2024 Appointed Officers and Committees of the Diocese and Convention

Commission on Ministry*

Lay/Priest/Deacon: L/P/D

Co-Chairs:

P | The Rev. Dr. Cameron Partridge (2nd term)

L | Barbra Ruffin-Boston (2nd term)

Class of 2024

L | Barbra Ruffin-Boston

Class of 2025

P | The Rev. Liz Milner (1st term)

D | The Ven. Cn. Nina Pickerrell (2nd term)

Class of 2026

P | The Rev. Robert Kossler (1st term)

L | Brenda Nelson (1st term)

D | The Rev. Jennifer Nelson (2nd term)

Class of 2027

D | The Rev. Jac Cherry (1st term)

L | Cynthia Faust (1st term)

L | Tonantzin Martinez Borgfeldt (1st term)

L | Jeri Robinson (2nd term)

P | The Rev. Stephen Siptroth (1st term)

P | The Rev. Sarah Stewart (1st term)

Class of 2028

L Barbra Ruffin-Boston (2nd term)

P The Rev. Dr. Cameron Partridge (2nd term)

Incoming members appointed to COM by Bishop Austin to be ratified at the 175th Convention:

Class of 2028

P | The Rev. Mees Tielens (first term)

L | Kathryn Lee (first term)

D | The Rev. Rebekah Hays Estera (first term)

Two members rotated off the Commission:

L | Cn. Davey Gerhard

L | Ana Marina Vaquerano

*appointed by the Bishop with consent of the Convention

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Committee on Program and Budget

Bill Burrell, Executive Council (Marin)

Jim Wiant, Executive Council (Contra Costa)

The Rev. Justin Cannon,

Executive Council (Southern Alameda)

Christine Benson, Executive Council (San Francisco)

Michael Diamond, Executive Council (Peninsula)

Bruce Morrow, Executive Council (Alameda), Chair

Debbie Hawkins, Finance Committee

Lane Ringlee, Finance Committee

Susan Aley, Finance Committee

Finance Committee

Brad Barber

Bob McCaskill

Debbie Hawkins

Bruce Deal

Susan Aley

Lane Ringlee, Treasurer, Chair

Committee on Governance

The Rev. David Erickson, Executive Council

Leigh Flesher, Executive Council

Bruno Peguese, Executive Council

Gretchen Lintner, Standing Committee

The Rev. Pam Jester, Standing Committee, Chair

Vacancy, Standing Committee



Rules of Order

with amendments proposed by the Committee on Dispatch of Business for consideration by the 175th Convention in 2024.

Explanation of the proposed amendments:

In Sections 5, 7, and a new Section 8, amendments regularize electronic voting. These amendments are included in the Consent Calendar as Resolution C.

During the COVID pandemic, when Convention was meeting remotely under public emergency provisions, we began using VPOLL as our primary voting system. Since returning to in-person Conventions in 2023, we have continued to use VPOLL with the addition of provisional paper ballots. The following proposed changes to the Rules regulate and normalize this electronic voting practice, incorporating what we have learned using VPOLL over the past four years, while allowing Convention to return to paper ballots at its discretion.

The existing rule 5.2 assumes paper ballots for voting as normative and is changed here to explicitly allow electronic voting. The original intent of rule 5.2 was to ensure that clergy and lay ballots can be counted separately.

Most of section 7 is focused on proper handling of paper records to ensure that ballots can be recanvassed if necessary. With VPOLL, much of the data is in electronic form and additional controls are needed to maintain its integrity. Rather than trying to fix section 7, a new section 8 is proposed here to cover electronic voting. While there is some duplication between sections 7 & 8, only the section applicable to a given convention needs to be consulted, and in the event we need to revert to paper ballots, the original rules are still available to the Convention.

The Secretary of the Convention has also made some minor technical (non-substantive) corrections in this version.

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

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 concerning resolutions, which may be incorporated in the pre-Convention materials furnished to the Deaneries.

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Copies of all resolutions, in their original form, or as modified by the Resolutions Committee shall be filed with the Secretary of *the* 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.

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

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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 *the* 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

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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.



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- 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 *the* Convention, the Chair of *the* Convention, and the Secretary of *the* 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.

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Section 4 — Parliamentary Procedure

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

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

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

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

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

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

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



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4.10 A question that has been decided shall not be reconsidered during the same session except when significant circumstances can be adduced to support reconsideration. No question shall be reconsidered more than once. In a motion to reconsider a resolution or motion previously adopted, the reconsideration of said action shall be preceded by the reading by the Secretary of the resolution as recorded in the minutes of the Convention.

4.11 All questions of order shall be determined in the first instance by the Chair, but any member may appeal from any decision of the Chair; and on such appeal no member shall speak more than once without leave of the Convention.

4.12 During all debates the Chair shall call alternately upon those wishing to speak for and against the question, so long as there are those both pro and con who wish to speak.

4.13 After having spoken to it, the proponent of a motion may respond to questions of clarification from the floor before debate begins.

4.14 Prior to any matter coming before the Convention, the Committee on Dispatch of Business may introduce resolutions limiting the time allotted for its consideration and debate.

4.15 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 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 **will 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 **will 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 **will shall** be distinguished by paper of different colors, identified with the name of the office; except that if automated vote-counting equipment is employed, **then the form of the ballot may be as specified by the manufacturer, provided that there is a clear distinction between votes cast by clergy and by lay members.** ~~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 **will 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 **will shall** provide ballots **or electronic access credentials** 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.



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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

This section applies only when paper ballots are used for elections, including use of automated vote-counting equipment for tabulating paper ballots.

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

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

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

- a) if two or more ballots are folded together, unless the extra ballot or ballots are entirely blank;
- b) if more than the specified number of persons receive votes on any one ballot.

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

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



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use individual 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 *the* 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.

Section 8 – Conduct of Electronic Elections

This section applies only when an electronic voting system is used to collect and tabulate ballots for elections, as well as votes on motions and resolutions requiring a vote by the Convention.

8.1 The Committee on Elections may, with the consent of the President and Secretary, employ an electronic voting system to enter and canvass ballots. The system must:

- a) require that each member of the Convention use unique credentials to access and enter a ballot;*
- b) prevent any member of Convention from casting more votes for an office than specified in Section 6 of these rules;*
- c) allow for canvass by clergy and lay orders, producing separate vote totals by order;*
- d) maintain auditable records of who voted and the results for each ballot or motion;*
- e) include suitable security to limit administration of the system to trusted individuals.*

8.2 The Secretary, Committee on Elections, and Registrars will take reasonable precautions to prevent voting by persons not present except when remote attendance is authorized under Canon 1.02(b).

8.3 Voting will be conducted using personal electronic devices or other devices at a convenient place. Suitable devices will be provided for members unable to use a personal electronic device. The polls will be opened at a time and for a period fixed by the Convention. The system will not permit voting until the Chair declares the polls open. When the time for voting expires, the Chair of the Committee on Elections will declare the polls closed, the system will prevent additional voting, and the tellers will proceed to record the vote.

8.4 The Secretary will make available provisional paper ballots for any members who are unable to vote electronically. The tellers will add votes from the provisional ballots to the totals provided by the voting system after verifying that votes from the same members are not included in the electronic totals. In the event of

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a conflict between an electronic vote and a provisional ballot, the provisional ballot will prevail.

8.5 *Any doubtful ballot will be referred to the Chair of the Convention, and the Chair's decision will be final.*

8.6 *Each voter must enter a vote in the manner prescribed by the manufacturer of the voting system. The Secretary and the Committee on Elections will provide instruction before and during the Convention regarding the proper entry of votes. They may also provide coaches to assist voters during the Convention, but no coach may enter votes on behalf of a voter.*

8.7 *The Secretary will provide the tellers with vote result forms properly headed and numbered. Each vote result form will have the name of each person for whom votes are to be cast, and all vote totals will be recorded only on that form. The tellers will transcribe the results displayed or printed by the voting system to the vote result forms. The tellers will be the only persons to record the votes on the vote result forms. At least three tellers will observe and verify the transcription of each result.*

8.8 *The tellers will be able to access vote totals in the voting system directly, without relying on any one person to report the vote totals to them. The tellers will cause to be printed suitable reports and audit lists from the voting system that may be used to verify the results.*

8.9 *Immediately after recording the votes, the tellers will place the audit lists and provisional ballots in separate envelopes for each order and will 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, 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 counted.

8.10 *Each envelope and vote result form will be signed by the several tellers and delivered to the Secretary. In separate envelopes, the tellers will place the voting lists of the two Orders, properly endorsed, with the number of the ballot for which they were used. The envelopes will remain unsealed until the close of that day's proceedings. It will be the duty of the Secretary to provide suitable envelopes for these purposes and to see that they are returned properly endorsed and sealed, and to keep them unopened, except as provided in Rule 7.9.*

8.11 *If the accuracy of the report by the tellers in any election should be questioned, rule 7.9 will apply. The recanvass may include review of electronic data retained in the voting system. The data in the voting system will be kept secure and free from tampering until the expiration of the time for recanvassing.*

8.12 *After the expiration of the time for requesting a recanvass, the Secretary may order the destruction of all voting records, provided that there is no request for a recanvass still pending. In the event that electronic voting records are retained for future analysis, nothing will be disclosed publicly that would reveal the votes cast by any individual member of Convention.*

All amendments to the Rules of Order will come into immediate effect upon adoption by the Convention.



Consent Calendar & Special Orders

Special Order #1: Consent Calendar for the 175th Convention of the Diocese of California

Adopted by the Committee on Dispatch of Business October 9, 2024

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 175th 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 A - Article XII: Changing Clergy Quorum for the Election of a Bishop
- g) Resolution B - Canon IV: Clarifying Quorum Language for the Convention
- h) Resolution C - Amend the Rules to Regularize Electronic Voting
- i) Appointments to the Commission on Ministry

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

3. And provided that, after the Chair 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, two 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 before action can be taken on them (Rule 4.1).



Special Orders

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:

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

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.

* 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.

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Resolution A: Article XII: Changing Clergy Quorum for the Election of a Bishop

The Committee on Canons is reviewing the following amendment. Please go to the website to see updates: diocalconvention.org.

Amend Article XII Sec. 12.3 & 12.4

Resolved, That Article XII of the Constitution be amended as follows:

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

Article XII. The Election of Bishops.

Sec. 12.3. ~~A majority of all Clerics entitled to vote, and not less than two-thirds of all the parishes and missions (including the Cathedral congregation) represented by at least one delegate, shall constitute a quorum. If such representation of the clerical order and of the foregoing congregations is not present at any ballot, and if a quorum is called for, then it shall be announced that no quorum exists, and the Convention shall be recessed until such a quorum is present. A quorum consists of clerics affiliated with at least two-thirds of all congregations entitled to representation and lay delegates representing at least two-thirds of all congregations entitled to representation.~~

Sec. 12.4. ~~Voting shall be by ballot. The clerical and lay orders shall vote separately, and the concurrent majority vote of each order present shall constitute the election. The votes of the clergy and lay orders shall be counted separately, and concurrent majorities in both orders shall be required for election.~~

Explanation:

This proposed amendment to the Constitution:

1. Responds to the challenge of attaining clergy quorum at the special convention to elect a bishop on December 2, 2023, and, per the request of the Standing Committee with the agreement of Bishop Rios, eases the clergy quorum for the election of a bishop from a majority of all clerics entitled to vote to clerics representing at least 2/3 of the congregations entitled to representation, paralleling the quorum for lay delegates. *See further background below.*
2. Removes “present” from Sec. 12.4, which complicates voting procedures, has made no difference to the outcomes of any ballot in either of the last two elections, and is not in keeping with standard parliamentary practice. A concurrent majority would still be

required, but the basis would be on those voting at each ballot, not on a total of those present, as with all other elections undertaken by the Convention and standard voting procedures under *Robert’s Rules of Order*.

3. Clarifies the language requiring a vote by orders.
4. Removes potentially limiting language regarding quorums, allowing Convention the discretion to follow parliamentary procedures as found in *Robert’s Rules*. The current constitutional language about recessing could be narrowly interpreted to constrain an electing convention from other procedural options to respond to a lack of quorum, which include adjournment to a fixed time, adjourn fully, recess, other measures to attain quorum, and subsidiary motions (*RONR (12 ed.) 40:7*).

If this amendment is passed by the 175th Diocesan Convention by a concurrent majority in both orders, it will be presented again to the 176th Convention in 2025 for a second reading and vote to become effective.

Further background on changing the clergy quorum in a convention to elect a bishop, adapted from a report to the Standing Committee by the Secretary of the Convention on January 27th, 2024:

Clergy Quorums at the 2006 and 2023 Special Convention to Elect a Bishop

It was strikingly more difficult in 2023 than 2006 to achieve quorum (a simple majority of clergy eligible to vote present) prior to the election:

<u>Year</u>	<u>Clergy Eligible to Vote</u>
2006	390
2023	306

<u>Quorum Required</u>	<u># / % of Eligible Clergy Present</u>
196	258 / 66%
154	160 / 52%

Additional details of the clergy present in the 2023 Election:

The number of congregations with clergy representation was 57 out of 72, or 79%.

Only 27 clergy (17% of the total present) had no congregational affiliation

A Parliamentary Principle

Robert’s Rules of Order Newly Revised (12th Edition) notes that quorum may vary widely from organization to organization, especially



Resolution A: Article XII: Changing Clergy Quorum for the Election of a Bishop

in “voluntary societies” (e.g. a church body) and provides this helpful general principle: “The quorum should be as large a number of members as can reasonably be depended on to be present at any meeting, except in very bad weather or other exceptionally unfavorable conditions.” (40:5)

Quorum Requirements for Episcopal Elections in the Wider Church

It is indeed the case that quorum for an episcopal election varies widely across the Episcopal Church, and even within Province VIII. With help from the Rev. Dr. Pamela Stevens and Mr. Don Miller, the Secretary compiled a table of quorums (https://docs.google.com/spreadsheets/d/1NNCR_iaLgDnrymNxJfK-wF9aG8jrxfpOs/edit?usp=drive_link&ouid=10602453074914188718&rtfpof=true&sd=true) for both annual conventions and special conventions to elect a bishop from 15 dioceses in Province VIII. The range of convention quorum requirements is striking, from as low as 1/4 up to 2/3.

In six (6) instances, the quorum requirements for annual and special conventions are the same. In a majority of Dioceses in the Province, including the Diocese of California, the threshold quorum requirements for the special convention to elect a bishop are higher than that for an annual convention. This threshold for episcopal elections normally requires a majority or a 2/3 supermajority in both orders — the only notable exception to this being the Diocese of Hawai’i, which sustains a quorum of 1/3 of clergy eligible to vote from its annual convention requirements.

Also of distinct note are additional quorum requirements that go beyond basic numeric standards and include representative minimums from congregations in union with the Convention. This most often appears as a simple majority vote with 2/3 of the congregations in the diocese represented.

We also found two (2) instances of dioceses requiring clergy to not only be canonically resident, but physically resident in the diocese to be eligible to vote. There are also a handful of unusual requirements for clergy to be eligible to vote.

A Proposal for Clergy Quorum Going Forward

With this wide range of potential quorum standards to consider, we are left with the question of how best to choose an appropriately proleptic standard for quorum for the next special convention to elect a bishop in the Diocese of California. In conversation with Mr. Dave Frangquist, Secretary Emeritus of the Convention, and

Canon Christopher Hayes, Chancellor, as well as the Committee of Dispatch of Business as we debriefed from the December 2nd electing convention, the following consensus appears to be the best recommendation for moving forward:

- The high cost of living in the Diocese of California shows no signs of abating, and is making it ever more cost-prohibitive for retired clergy to remain domiciled within the Diocese. This limits their participation in a future electing convention.
- Current demographics of decline in church membership, the number of congregations in the Diocese, and positions for active clergy in congregational ministry put further downward pressure on clergy available to participate in convention.
- There is a current shortage of clergy in general in The Episcopal Church, which follows the complex economics of declines in church membership.
- The question of whether retired clergy may vote in an electing convention, and, if so, which retired clergy may vote, is contentious and probably unhelpful to reaching a viable solution.
- Also potentially contentious is entertaining confining eligibility of clergy eligibility to those who remain domiciled in the physical boundaries of the Diocese, given the financial difficulty of doing so and given the reality that clergy remain canonically resident in the diocese where they retire, in perpetuity.

With these principles and concerns in mind, and given our slender quorum (52%) at the December 2nd, 2023 Electing Convention, the consensus recommendation is to propose an amendment to Article XII Section 12.3 of the Constitution to set the clergy quorum to consist of one cleric affiliated with each of at least 2/3 of the diocesan congregations, parallel to the required quorum for lay delegates for an electing convention. This has the virtue of flexibility over time (as the number of congregations changes) without disallowing the full participation of retired and non-parochial clergy under Article VI.

It is worth noting that this recommendation closely or exactly parallels the quorum in seven of our neighboring dioceses in Province VIII, and it offers relative elegance, simplicity, and ease of understanding by the Convention during its deliberations.

The Secretary expresses his deep thanks for Mr. Don Miller

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Resolution A: Article XII: Changing Clergy Quorum for the Election of a Bishop

and the Rev. Dr. Pamela Stevens for their gracious assistance in researching the quorum requirements in other dioceses to help inform this report. The Secretary is also grateful to Mr. Dave Frangquist, Secretary Emeritus, and Canon Christopher Hayes, Chancellor, for their help in refining this amendment.

Submitted by:

The Rev. Br. Richard Edward Helmer BSG
Secretary of the Convention
secretary@diocal.org



Resolution B: Canon IV: Clarifying Quorum Language for the Convention

The Committee on Canons is reviewing the following amendment. Please go to the website to see updates: diocalconvention.org.

Amend Canon IV

Resolved, That Canon IV be amended as follows:
(remove ~~strikethrough~~ text, add ***italic bold text***)

Canon IV. Quorum in Convention.

Sec. 4.01. Quorum Necessary.

~~No business shall be transacted in any Annual or Special Convention unless a quorum be present. A quorum shall consist of one Cleric affiliated with each of a majority of all congregations entitled to representation and one Delegate representing each of a majority of all congregations entitled to representation. A quorum consists of clerics affiliated with a majority of all congregations entitled to representation and lay delegates representing a majority of all congregations entitled to representation.~~

Explanation:

This amendment to Canon IV clarifies the language regarding Convention's quorum and parallels the clarified language in the proposed amendment to the Constitution Article XII, concerning the quorum for a convention to elect a bishop.

This amendment to the canon does not change the quorum thresholds for a regular meeting of the Convention.

The Secretary thanks Mr. Dave Frangquist, Secretary Emeritus, and Canon Christopher Hayes, Chancellor, for their help in refining this amendment.

Submitted by:

The Rev. Br. Richard Edward Helmer BSG
Secretary of the Convention.
secretary@diocal.org

Resolution C: Amend the Rules to Regularize Electronic Voting is incorporated into the Rules of Order beginning on page 8.



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.

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 2025 budget for the Diocese that is flat relative to 2024 to recognize our financial limitations and place priorities on resources to assist congregations. That being said, most congregations continue to be current in reimbursements to the Diocese for payroll and benefits and payments under the Diocesan line of credit program for capital improvements.

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 Diocese conducts an audit each year of the financial statements using an external auditor and in accordance with generally accepted accounting standards. The audit report for the most recent fiscal year reflects the review conducted by the accounting firm of Windes. A copy of our audited financial statements and the independent auditors' report are made available on the website of the Diocese. The 2023 audit was issued with an unqualified opinion which confirms the results present fairly the financial flows and assets of the Diocese.

Financial Results for Calendar Year 2023

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 total net assets increased to \$53.2 million from \$50.6 million, a net gain of \$2.6 million during 2023. This was largely due to our positive investment returns on the Endowment Fund. It is important to note that U.S. stock and bond market returns were positive in 2023 in contrast to 2022, and the increase in the Endowment Fund nearly regained the losses suffered in 2022.

The operating fund of the Diocese reported a 2023 deficit on an accrual basis of \$405,000, primarily due to a reduced level of other income and greater expenses for program services, general and administrative and fundraising. 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. The Diocese continues to provide both payroll and personnel benefits services to churches and organizations within the Diocese, a service that is offered in very few other Episcopal dioceses. At the end of 2023 the Diocese had receivables of approximately \$1.8 million for payroll and benefit advances under this program, consistent with prior year outstanding balances
2. It provides financial support for organizations seeking assistance for capital improvements 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 2023, the Diocese had outstanding loans to



Treasurer's Report to Convention

various congregations and ministries of approximately \$1.315 million.

2024 Forecast and 2025 Budget

The operating fund is currently expected to generally break-even for the 2024 year.

The Program & Budget Committee, Finance Committee, and Executive Council are recommending for your approval a 2025 operating fund budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2025 budget is included in the Convention materials. The 2025 budget approved earlier this year assumed a cost of living increase for salaries of 3.2% in contrast to the increase in 2024 of 2.9%, 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 3.2% as of June 30 is submitted to Convention for approval as the recommended COLA for 2025 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 were Christine Benson, Bill Burrell, Justin Cannon, Michael Diamond, Debbie Hawkins,

Lane Ringlee, Bruce Morrow (Chair), 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 are Brad Barber, Bob McCaskill (Chair) and Lane Ringlee.

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.

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 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 the Rev. Canon 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, 2024



Summary of the Financial Position of the Diocesan Corporation

The Episcopal Church in the Diocese of California

Statement of Financial Position

	2023	2022
Assets		
Cash and cash equivalents	\$ 11,551,537	\$ 14,475,062
Receivables, net	4,737,339	5,619,034
Investments	32,178,507	25,687,314
Charitable remainder trusts	10,991,836	10,865,748
Notes receivable	1,315,238	1,425,274
Notes receivable held for investment, net	496,905	136,352
Property and equipment, net	4,119,875	4,233,031
Total assets	\$ 65,391,237	\$ 62,441,815
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	\$ 2,077,493	\$ 1,956,695
Deferred revenue	2,445	4,990
Line of credit	1,315,238	1,425,274
Funds held in trusts for beneficiaries	8,787,054	8,431,011
Total liabilities	\$ 12,182,230	\$ 11,817,970
Net Assets:		
Without Donor Restrictions		
Available for general operations	8,286,847	8,692,100
Board directed	9,761,831	8,494,621
Total without donor restrictions	18,048,678	17,186,721
With Donor Restrictions:		
Restricted for specific purposes	9,322,195	9,847,098
Endowment earnings, net of deficiencies	8,213,442	6,517,056
Endowment - perpetually restricted	17,624,692	17,072,970
Total With Donor Restrictions	35,160,329	33,437,124
Total net assets	\$ 53,209,007	\$ 50,623,845
Total liabilities and net assets	\$ 65,391,237	\$ 62,441,815

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Summary of the Financial Position of the Diocesan Corporation

The Episcopal Church in the Diocese of California

Statement of Activities

	2023	2022
Support and Revenue:		
Parish and mission assessments	\$ 3,564,624	\$ 3,406,560
Contributions and gifts	2,561,894	4,731,749
Other income (loss)	1,718	161,185
Change in value of charitable remainder trusts	(229,955)	(901,639)
Investment income, net	4,102,663	(6,509,847)
Total support and revenue	\$ 10,000,944	\$ 888,008
Expenses:		
Program Expenses	\$ 4,887,156	\$ 4,561,591
General and Administrative	2,168,663	1,823,997
Fundraising	359,963	244,350
Total expenses	\$ 7,415,782	\$ 6,629,938
Change in Net Assets	\$ 2,585,162	\$ (5,741,930)
Net Assets, beginning of year	50,623,845	56,365,775
Net Assets, end of year	\$ 53,209,007	\$ 50,623,845

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YTD Actual vs. Budget

	Approved 2024 2.90%	YTD 9/30/2024	PBC Draft 2025 3.2%
Sources of Funds for Ministry			
Assessments	\$ 3,600,000	\$ 2,783,553	\$ 3,870,000
Less: Reserve	\$ (45,000)	\$ (45,000)	\$ (45,000)
	<u>\$ 3,555,000</u>	<u>\$ 2,738,553</u>	<u>\$ 3,825,000</u>
Endowment & Fees			
Endowment	\$ 354,000	\$ 235,998	\$ 550,000
Expanding Horizons Canon/Deans	\$ 168,000	\$ 29,138	\$ 93,000
Expanding Horizons Bishop CoAdj overlap	\$ 140,000	\$ 140,000	\$ -
Bishop's Discretionary - Christy Fund	\$ 125,000	\$ 83,333	\$ 125,000
Fees-Planned giving & Endowment/Payroll & Benefits	\$ 397,000	\$ 329,888	\$ 450,000
	<u>\$ 1,184,000</u>	<u>\$ 818,357</u>	<u>\$ 1,218,000</u>
Interest Income	\$ 2,000	\$ 26,614	\$ 40,000
Total Sources of Funds for Ministry	<u>\$ 4,741,000</u>	<u>\$ 3,583,524</u>	<u>\$ 5,083,000</u>
Funds Used for Ministry			
Episcopate Ministry			
Salary and Benefits	\$ 501,047	\$ 440,906	\$ 553,794
Expanding Horizons Bishop CoAdj overlap	\$ 140,000	\$ 140,000	\$ -
Archdeacon Ministry	\$ 17,000	\$ 14,719	\$ 30,000
School for Deacons	\$ 35,000	\$ 28,340	\$ 35,000
Commission on Ministry	\$ 16,000	\$ 12,113	\$ 16,000
Executive Council	\$ 17,000	\$ 9,186	\$ 10,000
Deaneries & Regional Deans	\$ 33,000	\$ 11,250	\$ 33,000
Clergy Conference	\$ 9,000	\$ 4,800	\$ 9,000
Standing Committee	\$ 4,000	\$ -	\$ 4,000
Ordination Process Support	\$ 4,000	\$ 4,180	\$ 4,000
Ecumenical & Interreligious Affairs	\$ 4,000	\$ -	\$ 4,000
Accruals for Future Ministries/Events			
Bishop election fund	\$ 10,290	\$ 7,718	\$ 15,000
Travel--General Convention	\$ 25,725	\$ 19,294	\$ 28,000
Travel--Lambeth	\$ 2,058	\$ 1,544	\$ 3,000
Bishop's Travel & Entertainment	\$ 16,000	\$ 58,466	\$ 25,000
Travel--House of Bishops	\$ 4,116	\$ 4,351	\$ 5,500
Diocesan Events & Hospitality	\$ 20,000	\$ 15,413	\$ 30,000
Strategic Visioning Consultant			\$ 40,000
Episcopal Residence R&M	\$ 34,000	\$ 18,909	\$ 35,000
Total Episcopate Ministry	<u>\$ 892,236</u>	<u>\$ 791,189</u>	<u>\$ 880,294</u>
Congregational Ministry			
Salary and Benefits	\$ 339,545	\$ 230,558	\$ 454,900
Mission Support	\$ 320,000	\$ 256,197	\$ 395,000
Program Support	\$ 22,000	\$ 5,723	\$ 22,000
Travel	\$ 4,000	\$ 1,671	\$ 3,000
Total Congregational Ministry	<u>\$ 685,545</u>	<u>\$ 494,149</u>	<u>\$ 874,900</u>
Racial Social Environmental Justice			
Salary and Benefits	\$ 150,000	\$ 27,209	\$ 159,231
Program Support	\$ -	\$ 1,929	\$ 4,000
Travel	\$ -		\$ 4,750

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YTD Actual vs. Budget

	Approved 2024 2.90%	YTD 9/30/2024	PBC Draft 2025 3.2%
Multicultural Commissions Ministry			
Afro-Anglican Commission	\$ 6,500	\$ 3,584	\$ 6,500
Asian Commission	\$ 10,000	\$ 9,500	\$ 10,000
Latino Ministry	\$ 5,000	\$ 4,700	\$ 5,000
Indigenous Ministries	\$ 2,000	\$ -	\$ 2,000
Justice, Peace, and Integrity of Creation Ministry			
Peace, Justice, & Hunger Commission	\$ 1,000	\$ -	\$ 1,000
Disaster Ministries	\$ 1,000	\$ -	\$ 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	\$ 2,500	\$ 500	\$ 2,500
Total Racial Social Environmental Justice Ministry	\$ 200,500	\$ 69,922	\$ 218,481
Life Long Faith Formation			
Salary and Benefits	\$ 278,872	\$ 208,104	\$ 295,568
Program Support			
Youth	\$ 46,000	\$ 10,583	\$ 46,000
Other Faith Formation	\$ 35,700	\$ 18,752	\$ 35,700
Travel	\$ 6,000	\$ 769	\$ 6,000
Total Life Long Faith Formation	\$ 366,572	\$ 238,208	\$ 383,268
Camps and Campus Ministry			
Program Support			
Stipend - Campus Chaplains	\$ 83,000	\$ 62,250	\$ 83,000
Camp Ministry	\$ 48,000	\$ 48,000	\$ 48,000
St Dorothy Rest Camp Support	\$ 3,000	\$ 3,000	\$ 3,000
Total Camp and Campus Ministry	\$ 134,000	\$ 113,250	\$ 134,000
Communications Ministry			
Salary and Benefits	\$ 252,289	\$ 202,042	\$ 280,914
Program Support			
Diocesan Convention	\$ 32,000	\$ -	\$ 35,000
Translation	\$ -	\$ -	\$ 25,000
Communications program expense	\$ 26,000	\$ 12,302	\$ 28,000
Travel	\$ 12,000	\$ -	\$ 12,000
Total Communications Ministry	\$ 322,289	\$ 214,344	\$ 380,914
Support to the Wider Church			
The Episcopal Church	\$ 610,000	\$ 398,770	\$ 570,577
Province VIII	\$ 12,000	\$ 12,000	\$ 12,000
Total Support to the Wider Church	\$ 622,000	\$ 410,770	\$ 582,577
Planned Giving and Stewardship Ministries			
Salary and Benefits	\$ 226,520	\$ 166,074	\$ 239,122
Program Support			
Stewardship and ministry development	\$ 17,760	\$ 11,945	\$ 14,210
Donor Events	\$ -	\$ -	\$ 20,000
Travel - Conferences	\$ 3,000	\$ 4,150	\$ 6,000
Total Giving and Stewardship Ministries	\$ 247,280	\$ 182,169	\$ 279,332



YTD Actual vs. Budget

	Approved 2024 2.90%	YTD 9/30/2024	PBC Draft 2025 3.2%
Finance Office Ministry			
Salary and Benefits	\$ 550,457	\$ 419,942	\$ 596,463
Program Support			
Financial Statement Audit	\$ 40,000	\$ 30,000	\$ 45,000
Bank & Payroll Fees	\$ 145,000	\$ 117,488	\$ 162,000
Continuing Ed & License	\$ 5,000	\$ 1,957	\$ 5,000
Travel	\$ 12,000	\$ 457	\$ 12,000
Total Finance Office Ministry	\$ 752,457	\$ 569,844	\$ 820,463
Administrative Ministry			
Salary and Benefits	\$ 5,167	\$ 4,562	\$ 5,167
Program Support			
Medical premiums retired clergy & lay	\$ 20,000	\$ 11,279	\$ 18,000
Diocesan House maintenance	\$ 35,000	\$ 31,808	\$ 40,000
Chancellor's retainer & other legal	\$ 112,000	\$ 96,853	\$ 112,000
IT Support & Software	\$ 129,000	\$ 70,355	\$ 137,000
Property & liability insurance	\$ 110,000	\$ 66,106	\$ 115,000
Outside services	\$ 20,000	\$ 4,418	\$ 20,000
Hearst Avenue Good Shepherd Berkeley	\$ 15,000		\$ 10,000
Real Estate Expense-Brentwood Vacant Land Farm Min	\$ 17,000	-	\$ 18,000
Office	\$ 27,000	\$ 13,766	\$ 25,000
Utilities	\$ 24,000	\$ 10,325	\$ 24,000
	\$ 514,167	\$ 309,472	\$ 524,167
Total Funds Used for Ministry	\$ 4,737,046	\$ 3,393,317	\$ 5,078,396
	\$ 3,954	\$ 190,207	\$ 4,604



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, 2023 (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

October 4, 2024

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Summary of the Financial Position of the Corporation Sole

The Episcopal Bishop of California (A Corporation Sole)

Statement of Financial Position

	2023	2022
Assets		
Property and equipment, net	19,279,605	19,279,605
Total assets	\$ 19,279,605	\$ 19,279,605
Liabilities and Net Assets		
Liabilities	\$ -	\$ -
Net Assets	\$ 19,279,605	\$ 19,279,605



2025 Proposed Diocesan Budget

Draft Budget 2025	Approved 2024 2.90%	PBC Draft 2025 3.2%
Sources of Funds for Ministry		
Assessments	\$ 3,600,000	\$ 3,870,000
Less: Reserve	\$ (45,000)	\$ (45,000)
	<u>\$ 3,555,000</u>	<u>\$ 3,825,000</u>
Endowment & Fees		
Endowment	\$ 354,000	\$ 550,000
Expanding Horizons Canon/Deans	\$ 168,000	\$ 93,000
Expanding Horizons Bishop CoAdj overlap	\$ 140,000	\$ -
Bishop's Discretionary - Christy Fund	\$ 125,000	\$ 125,000
Fees-Planned giving & Endowment/Payroll & Benefits	\$ 397,000	\$ 450,000
	<u>\$ 1,184,000</u>	<u>\$ 1,218,000</u>
Interest Income	\$ 2,000	\$ 40,000
Total Sources of Funds for Ministry	<u>\$ 4,741,000</u>	<u>\$ 5,083,000</u>

Funds Used for Ministry

Episcopate Ministry

Salary and Benefits	\$ 501,047	\$ 553,794
Expanding Horizons Bishop CoAdj overlap	\$ 140,000	\$ -
Archdeacon Ministry	\$ 17,000	\$ 30,000
School for Deacons	\$ 35,000	\$ 35,000
Commission on Ministry	\$ 16,000	\$ 16,000
Executive Council	\$ 17,000	\$ 10,000
Deaneries & Regional Deans	\$ 33,000	\$ 33,000
Clergy Conference	\$ 9,000	\$ 9,000
Standing Committee	\$ 4,000	\$ 4,000
Ordination Process Support	\$ 4,000	\$ 4,000
Ecumenical & Interreligious Affairs	\$ 4,000	\$ 4,000
Accruals for Future Ministries/Events		
Bishop election fund	\$ 10,290	\$ 15,000
Travel--General Convention	\$ 25,725	\$ 28,000
Travel--Lambeth	\$ 2,058	\$ 3,000
Bishop's Travel & Entertainment	\$ 16,000	\$ 25,000
Travel--House of Bishops	\$ 4,116	\$ 5,500
Diocesan Events & Hospitality	\$ 20,000	\$ 30,000

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2025 Proposed Diocesan Budget

	Approved 2024 2.90%	PBC Draft 2025 3.2%
Strategic Visioning Consultant		\$ 40,000
Episcopal Residence R&M	\$ 34,000	\$ 35,000
Total Episcopate Ministry	\$ 892,236	\$ 880,294
Congregational Ministry		
Salary and Benefits	\$ 339,545	\$ 454,900
Mission Support	\$ 320,000	\$ 395,000
Program Support	\$ 22,000	\$ 22,000
Travel	\$ 4,000	\$ 3,000
Total Congregational Ministry	\$ 685,545	\$ 874,900
Racial Social Environmental Justice		
Salary and Benefits	\$ 150,000	\$ 159,231
Program Support	\$ -	\$ 4,000
Travel	\$ -	\$ 4,750
Multicultural Commissions Ministry		
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
Justice, Peace, and Integrity of Creation Ministry		
Peace, Justice, & Hunger Commission	\$ 1,000	\$ 1,000
Disaster Ministries	\$ 1,000	\$ 1,000
Police Chaplaincy-Marin	\$ 2,500	\$ 2,500
Sojourn Chaplaincy at SF General	\$ 20,000	\$ 20,000
Global Companions Commission	\$ 2,500	\$ 2,500
Total Racial Social Environmental Justice Ministry	\$ 200,500	\$ 218,481
Life Long Faith Formation		
Salary and Benefits	\$ 278,872	\$ 295,568
Program Support		
Youth	\$ 46,000	\$ 46,000
Other Faith Formation	\$ 35,700	\$ 35,700

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2025 Proposed Diocesan Budget

	Approved 2024 2.90%	PBC Draft 2025 3.2%
Camps and Campus Ministry		
Program Support		
Stipend - Campus Chaplains	\$ 83,000	\$ 83,000
Camp Ministry	\$ 48,000	\$ 48,000
St Dorothy Rest Camp Support	\$ 3,000	\$ 3,000
Total Camp and Campus Ministry	\$ 134,000	\$ 134,000
 Communications Ministry		
Salary and Benefits	\$ 252,289	\$ 280,914
Program Support		
Diocesan Convention	\$ 32,000	\$ 35,000
Translation		\$ 25,000
Communications program expense	\$ 26,000	\$ 28,000
Travel	\$ 12,000	\$ 12,000
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 Support to the Wider Church		
The Episcopal Church	\$ 610,000	\$ 570,577
Province VIII	\$ 12,000	\$ 12,000
Total Support to the Wider Church	\$ 622,000	\$ 582,577
 Planned Giving and Stewardship Ministries		
Salary and Benefits	\$ 226,520	\$ 239,122
Program Support		
Stewardship and ministry development	\$ 17,760	\$ 14,210
Donor Events		\$ 20,000
Travel - Conferences	\$ 3,000	\$ 6,000
Total Giving and Stewardship Ministries	\$ 247,280	\$ 279,332
 Finance Office Ministry		
Salary and Benefits	\$ 550,457	\$ 596,463
Program Support		
Financial Statement Audit	\$ 40,000	\$ 45,000
Bank & Payroll Fees	\$ 145,000	\$ 162,000
Continuing Ed & License	\$ 5,000	\$ 5,000
Travel	\$ 12,000	\$ 12,000
Total Finance Office Ministry	\$ 752,457	\$ 820,463

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2025 Proposed Diocesan Budget

	Approved 2024 2.90%	PBC Draft 2025 3.2%
Administrative Ministry		
Salary and Benefits	\$ 5,167	\$ 5,167
Program Support		
Medical premiums retired clergy & lay	\$ 20,000	\$ 18,000
Diocesan House maintenance	\$ 35,000	\$ 40,000
Chancellor's retainer & other legal	\$ 112,000	\$ 112,000
IT Support & Software	\$ 129,000	\$ 137,000
Property & liability insurance	\$ 110,000	\$ 115,000
Outside services	\$ 20,000	\$ 20,000
Hearst Avenue Good Shepherd Berkeley	\$ 15,000	\$ 10,000
Real Estate Expense-Brentwood Vacant Land Farm Min	\$ 17,000	\$ 18,000
Office	\$ 27,000	\$ 25,000
Utilities	\$ 24,000	\$ 24,000
	<u>\$ 514,167</u>	<u>\$ 524,167</u>
Total Funds Used for Ministry	<u>\$ 4,737,046</u>	<u>\$ 5,078,396</u>
	\$ 3,954	\$ 4,604



2025 Proposed Assessment Formula

5.0% assessment on the first \$95,300 of a parish or mission's operating income for 2023 as defined on Line A of the 2023 parochial report. 17.0% assessment on all such income above \$95,300, provided that:

No parish or mission shall have an increase over 2023 initial assessment (before appeals) of more than 50% or \$25,501, whichever is less.



2025 Proposed Salary Resolution and Mandatory Minimum Compensation

Resolved, That effective January 1, 2025, 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 3.2% as reflected in the 2025 Mandatory Minimum Salary Schedule shown below.

Resolved, That Years of Experience be defined as Credited Service with The Church Pension Fund. 2025 Mandatory Minimum Compensation Including Self Employment Tax

Congregation Classification	0 to 4 Years Experience	5 to 9 Years Experience	10+ Years Experience
A	\$ 95,300	\$ 100,592	\$ 105,885
B	\$ 98,474	\$ 104,300	\$ 110,121
C	\$ 101,687	\$ 108,003	\$ 114,357
D	\$ 109,274	\$ 118,016	\$ 126,760
E	\$ 116,478	\$ 127,063	\$ 137,760

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 3.2% for 2025 to accommodate for inflation.
5. That the minimum transportation allowance be \$0.67/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2025.
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.



2025 Congregational Grade Structure

Congregational Grade Structure 2025

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
\$ -	- \$ 105,886	4
\$ 105,887	- \$ 203,236	8
\$ 203,237	- \$ 406,150	12
\$ 406,151	- \$ 812,946	16
\$ 812,947	- 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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2024 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 2023 parochial reports filed in spring 2024.
- Net Operating Income does not include mission subsidies provided by the Diocese.
- Clergy data is as reported by CPG at August 15, 2024. 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 benefits-eligible

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 in the clergy retirement section and in A Guide to Clergy Benefits, a booklet also available at cpg.org.

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2024 Clergy Compensation Report

Clergy Compensation						
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation
\$ 7,424,611	422	28.86	07/01/2024	FTBE	Yes	\$ 274,927
\$ 793,440	71	9.92	01/01/2024	FTBE	Yes	\$ 267,573
\$ 799,432	126	29.87	01/01/2024	FTBE	No	\$ 208,567
\$ 1,213,593	160	12.87	01/02/2024	FTBE	Yes	\$ 189,332
\$ 1,333,267	141	28.13	01/01/2024	FTBE	No	\$ 171,613
\$ 763,731	103	10.64	01/02/2024	FTBE	Yes	\$ 169,135
\$ 950,315	91	11.92	01/01/2024	FTBE	Yes	\$ 163,800
\$ 624,686	51	16.32	01/01/2024	FTBE	Yes	\$ 161,219
\$ 878,094	118	9.08	01/01/2023	FTBE	Yes	\$ 160,000
\$ 706,108	114	10.73	01/01/2024	FTBE	Yes	\$ 159,678
\$ 776,137	78	29.80	01/01/2023	FTBE	No	\$ 157,102
\$ 553,527	83	33.87	01/01/2024	FTBE	No	\$ 155,206
\$ 913,335	176	21.17	01/01/2024	FTBE	No	\$ 154,425
\$ 571,461	99	23.83	01/01/2024	FTBE	Yes	\$ 147,147
\$ 698,540	104	11.65	01/01/2024	FTBE	No	\$ 146,255
\$ 505,447	88	30.00	01/01/2024	FTBE	Yes	\$ 143,708
\$ 821,440	123	18.09	01/01/2024	FTBE	Yes	\$ 142,674
\$ 421,260	48	15.17	01/01/2024	FTBE	Yes	\$ 140,010
\$ 1,213,593	160	12.06	01/01/2024	FTBE	No	\$ 136,155
\$ 449,374	45	30.16	01/01/2024	FTBE	No	\$ 135,253
\$ 414,458	82	22.08	01/10/2024	FTBE	Yes	\$ 133,653
\$ 380,559	72	28.99	01/01/2024	FTBE	Yes	\$ 133,618
\$ 588,642	N/A	13.16	01/01/2024	FTBE	No	\$ 131,624
\$ 392,886	24	18.40	01/01/2024	FTBE	No	\$ 130,966
\$ 7,424,611	422	9.50	07/01/2024	FTBE	No	\$ 127,500

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2024 Clergy Compensation Report

Clergy Compensation						
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation
\$ 7,424,611	422	5.42	07/01/2024	FTBE	No	\$ 127,500
\$ 644,702	157	16.08	01/01/2024	FTBE	No	\$ 121,086
\$ 545,094	94	20.71	01/01/2024	FTBE	No	\$ 120,834
\$ 950,315	91	1.83	08/26/2024	FTBE	No	\$ 120,000
\$ 272,783	36	9.06	01/01/2024	FTBE	Yes	\$ 119,686
\$ 442,898	89	14.97	01/01/2021	FTBE	Yes	\$ 116,230
\$ 331,727	65	8.96	10/01/2024	FTBE	No	\$ 115,000
\$ 343,871	46	19.28	05/18/2022	FTBE	No	\$ 115,000
\$ 353,150	51	20.37	01/01/2024	FTBE	Yes	\$ 114,208
\$ 257,156	46	12.95	01/01/2024	FTBE	No	\$ 113,546
\$ 553,527	83	4.00	01/01/2024	FTBE	No	\$ 113,205
\$ 913,335	176	1.00	01/01/2024	FTBE	No	\$ 113,007
\$ 90,229	20	15.08	01/01/2024	FTBE	No	\$ 112,320
\$ 1,333,267	141	8.50	01/01/2024	FTBE	No	\$ 112,291
\$ 373,219	35	0.00	07/02/2024	FTBE	No	\$ 110,811
\$ 331,727	65	16.18	01/01/2024	FTBE	No	\$ 110,811
\$ 321,355	47	26.61	01/01/2020	FTBE	Yes	\$ 107,900
\$ 268,712	59	7.92	01/01/2024	FTBE	No	\$ 107,730
\$ 248,382	47	7.58	01/01/2024	FTBE	Yes	\$ 107,016
\$ 200,227	57	19.58	01/01/2024	FTBE	No	\$ 106,706
\$ 238,779	55	4.42	03/01/2024	FTBE	No	\$ 106,706
\$ 272,001	38	17.42	01/01/2024	FTBE	No	\$ 106,706
\$ 319,496	51	27.38	01/01/2024	FTBE	No	\$ 106,705
\$ 204,124	38	10.75	01/16/2024	FTBE	No	\$ 105,000
\$ 258,250	50	12.88	09/01/2023	FTBE	No	\$ 104,000
\$ 763,731	103	6.09	01/01/2024	FTBE	No	\$ 102,000
\$ 253,260	49	8.32	01/01/2024	FTBE	No	\$ 101,105
\$ 227,689	32	12.92	01/01/2023	FTBE	No	\$ 100,000
\$ 7,424,611	422	1.33	07/01/2024	FTBE	No	\$ 99,878

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2024 Clergy Compensation Report

Clergy Compensation						
NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessable Compensation
\$ 698,540	104	1.00	01/01/2024	FTBE	No	\$ 98,534
\$ 264,305	45	2.83	01/01/2024	FTBE	No	\$ 96,166
\$ 776,137	78	2.00	11/01/2023	FTBE	No	\$ 94,726
\$ 421,260	48	3.08	01/01/2024	FTBE	No	\$ 93,000
\$ 821,440	123	19.44	01/01/2024	FTBE	No	\$ 92,830
\$ 793,440	71	0.00	06/01/2024	FTBE	No	\$ 92,345
\$ 244,910	41	17.45	05/23/2021	FTBE	Yes	\$ 89,700
\$ 243,810	41	12.83	01/01/2024	FTBE	No	\$ 87,918
\$ 191,833	27	10.41	01/01/2024	FTBE	No	\$ 80,030
\$ 181,138	29	12.67	01/01/2024	FTBE	Yes	\$ 80,026
\$ 140,500	22	9.73	01/01/2024	FTBE	Yes	\$ 77,029
\$ 116,424	19	0.83	05/20/2024	FTBE	No	\$ 72,000
\$ 204,124	38	0.92	01/01/2024	FTBE	No	\$ 69,300
\$ 319,496	51	0.08	06/01/2024	PTNBE	No	\$ 69,259
\$ 268,858	36	11.31	02/01/2024	FTBE	No	\$ 53,280
\$ 113,244	20	0.75	09/04/2023	PTNBE	No	\$ 44,900
\$ 36,265	11	9.68	09/01/2024	FTBE	No	\$ 41,040
\$ 116,449	28	4.92	08/12/2019	PTNBE	No	\$ 40,122
\$ 66,293	5	6.83	09/15/2019	PTNBE	No	\$ 21,300
\$ 64,010	42	12.82	04/16/2023	PTNBE	No	\$ 20,750
\$ 380,559	72	4.12	01/01/2024	PTNBE	No	\$ 12,000
\$ 449,374	45	5.08	01/01/2024	PTNBE	No	\$ 8,523
\$ 793,440	71	6.04	01/01/2024	PTNBE	No	\$ 4,865
\$ 248,382	47	3.50	01/01/2024	PTNBE	No	\$ 3,600
\$ 449,374	45	18.04	03/10/2024	PTNBE	No	\$ 1,000
\$ 200,227	57	0.58	01/01/2024	PTNBE	No	\$ 300
\$ 272,001	38	4.08	01/01/2022	PTNBE	No	\$ 300

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List of Nominees

Standing Committee

Elect: 2 — one lay member and one clergy member, four year terms, term begins upon election at Convention; the runner-up in the lay order will fill an unexpired term through the 177th Convention in 2026.

Lay

[Don Miller](#)

[Vinie Zhang Miller](#)

Clergy

[Jim Dahlin](#)

[Beth Foote](#)

[Stephen Tiffenson](#)

Executive Council

Elect: 2 — at least 1 must be lay. Three year terms, term begins January 1, 2025

Lay

[Brad Barber](#)

[Anthony Mei](#)

[Christian Rideout](#)

Clergy

[Kira Austin-Young](#)

[Annalise Deal](#)

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



Don Miller

*St. Clement's
Alameda Deanery*

Interests:

I am an avid hiker who also enjoys traveling, gardening, cooking and playing chess. I'm a longtime fan of the Giants, 49ers and Warriors. My wife and I attend theater and music performances at Berkeley Rep, the San Francisco Symphony and the San

Francisco Opera.

I am passionate about giving back to the community by contributing to organizations addressing food insecurity, poverty and homelessness.

Professional associations

- Episcopal Impact Fund, Board of Directors (2021 – present). Member, Program Committee, which is charged with recommending community, congregational and advocacy grants that benefit diverse communities within our diocese.
- Options Recovery Services, Development Committee (2018-2019). Options operates several shelters in the East Bay that give men and women the chance to overcome substance abuse.
- Upwardly Global, Development Committee and Mentor (2010-2011). Upwardly Global provides mentors to immigrants, refugees and asylees from second and third world countries who are seeking careers in this country.

Summary of activities within my congregation/diocese:

- Bishop Search and Transition Committee (2022 – 2024). Served on Transition Subcommittee, Communications Team and Dispatch of Business Committee (advisor) that led to successful bishop election, smooth transition and effective communications.

- Committee on Nominations (2021 – 2024). Alameda Deanery lay representative.
- Executive Council (2019 – 2021). Member of Assessment Relief and Governance committees during Covid-19. Assessment Relief provided me with understanding about how Covid impacted churches across diocese.
- Vestry, St. Clement's Episcopal Church (three terms beginning in 2014). Chaired Outreach Committee and elected as Junior Warden three times.
- Hunger Ministry, Alameda Deanery (2012 – 2013). Ministry supported congregational food pantries.

Major activities beyond the diocese:

I live in El Cerrito with my wife, Mary, and our two cats, Gracie and Ali.

I consult part-time at Project Open Hand in San Francisco, serving as their Salesforce administrator and database manager.

My role began upon my retirement in May 2023. Currently, I volunteer with the Berkeley Food Network, assisting their Development team while also volunteering with their food pantry and food recovery programs.

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

A Berkeley native who attended its public schools, I have witnessed the Bay Area change and, as a vestry member, have observed the increasing challenges our churches face. Major issues:

- Addressing the decline in church membership
- Ongoing recovery from Covid 19
- Seeking greater diversity in our membership by partnering with underrepresented communities
- Developing plans for utilizing diocesan real estate and creating affordable clergy housing
- Finding ways how we can address climate change, poverty and homelessness
- Fostering a continuing supply of clergy within the diocese



Standing Committee — Lay

Why are you running for this position?

I am called to serve on the Standing Committee out of my sincere belief that my congregational and diocesan experience will allow me to make a difference as we move forward together during these pivotal times.

My role on the Bishop Search and Transition Committee gave me the opportunity to listen to people in all six deaneries. Above all, it provided me with the opportunity to discern about where we are today and where we need to be tomorrow.

I ask for your vote so I can bring my abilities to help strengthen our church.



Standing Committee — Lay



Vinie Zhang Miller

Christ Church of Portola Valley and Woodside Peninsula Deanery

Interests:

Ballroom Dancing
Gardening
Art Museum
Hiking
Sustainability technology

Professional associations

National Dance Council of America

Why are you running for this position?

Answer the calling of service to the diocese and contribute towards our community by applying skills in empathetic complex problem solving as well as consensus building decision making with learnings from my previous experience as venture capitalist and non-profit organization operator/board member as well as civil servant.

Further personal growth in faith and religion by doing God's work and learn from fellow standing committee members and the episcopacy.

Summary of activities within my congregation/diocese:

Served as Vestry member at Christ Church of Portola Valley and Woodside from 2020-2023, Senior Warden and Finance committee member for year 2023. Currently serving on the search committee and finance committee.

Major activities beyond the diocese:

Founder and President for two non-profit organizations: Ballroom Spirit Foundation to support youth ballroom dancers and Lijin Guohua Foundation to promote the understanding of Chinese art and culture.

Board of Trustees for Berkeley Art Museum Pacific Film Archive. Endowed multiple Distinguished Asian Art lecture series in University museums to allow free community attendance.

Angel investor and advisory board member to Haus.me, a sustainable and carbon negative housing solution provider. Design Review Board for the town of Woodside 2021-2023 to help preserve the rural characteristics of the town.

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

Attraction and retention of younger generation members and offer meaning and relevance of religion in the time of modern society with progressive technology development and social/environmental change.

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Standing Committee — Clergy



Jim Dahlin

*St. Augustine's
Alameda Deanery*

Interests:

Eucharist, Dismantling Racism, Reading, Snowboarding, Motorcycles, and figuring out why things are the way they are while trying to change them for the better. I have had an eclectic career before becoming a Priest: College Swim Coach,

Youth Mentor in Zacatecas, Mexico, Ski Valley at the Ritz-Carlton Bachelor Gulch, Director of Student Activities and adjunct faculty at a small college.

Professional associations:

I served on Standing Committee in a previous Diocese. I was also on the Dismantling Racism Task Force.

Summary of activities within my congregation/diocese:

Task Force on Truth-Telling and Reconciliation

Committee on Nominations

I am Rector of a small parish – I change light bulbs and smoke detector batteries before preaching, celebrating and visiting the sick along with anything else that needs to get done.

Major activities beyond diocese:

I am an adviser to our neighborhood association (tried to join the board, but they meet the same time as vestry meeting).

I have applied to be on three Interim Bodies between General Conventions.

I am getting more involved with community organizers in Oakland – Faith In Action, East Bay – in order to advocate for more affordable housing.

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

Coming out of the pandemic, many churches are smaller with fewer funds. We need a Diocese that will serve the congregations. We need to rethink structures that no longer work. Some of our churches are closing or shrinking and they need a Diocese that will support and help them survive and thrive.

Why are you running for this position?

With a new Bishop comes great opportunity to rethink how we do things – from assessment formulas to discernment for ordination – to survive in an ever-changing world. Oftentimes, this does not require anything drastic, rather an ‘outside the box’ outlook.

In my last Diocese I urged Standing Committee to meet over Zoom (long before it was ubiquitous) to make it logistically easier for a broader range of people to participate. A little change with big impact.



Standing Committee — Clergy



Beth Foote
Christ Church, Alameda
Alameda Deanery

Interests:
 Traveling, preaching, training for my next pilgrimage on the Camino de Santiago, writing, swimming. Practicing Spanish on the Duolingo app (and staying in the Diamond League). Growing flavorful tomatoes in a foggy climate.

Professional associations:
 Episcopal Impact Fund Board, 2017-2023; Brotherton Fund Board, 2017-present; Commission on Ministry, 2017-2022. Labyrinth Facilitator. Past member of Interfaith councils in the Southern Alameda and Contra Costa Deaneries.

Summary of activities within my congregation/diocese:
 I served at Trinity, Menlo Park from 2006 as Family Ministries Director, and then as Associate Rector until 2013. Was Chaplain at Happening, St. Dorothy’s Rest and Bishop’s Ranch Generations camps. After discerning a call to Interim Ministry, I served at St. Luke’s, Walnut Creek; St. Anne’s, Fremont (twice); and All Saints’, San Francisco. I was also sabbatical priest at St. Alban’s, Albany and short-term Interim at St. Paul’s, Burlingame. From 2022-2024, I was Interim Director of Contextual Education at CDSP, and taught two courses on Field Education/Parish Ministry. I enjoy serving as a supply priest and leading retreats.

Major activities beyond diocese:
 Being actively engaged with our very young grandchildren.

In my opinion the major issues facing the church today are:
 Our high cost of living challenges all aspects of life in the Bay Area, including the church. Post-pandemic, many of our churches are struggling.

As a diocese, I believe we need to attend to the health of our congregations, and support our clergy as they lead.

Many of our neighbors yearn for connection, belonging, and meaning. How can we share the Good News of Jesus Christ and build thriving communities of faith?

How can our diocese better reflect the diverse population of the Bay Area?

Why are you running for this position?
 As an Intentional Interim, I have served in five out of our six deaneries which has given me a very broad view of the diocese. I understand the challenges—and joys—of parish ministry in our context, and I would like to offer my experience to the Standing Committee.

While serving at CDSP, I learned how our clergy and laypeople had mentored CDSP seminarians over the course of decades. It showed me that, together, we have the capacity to nurture people for many sorts of ministries.

I’m excited about working with our new bishop.



Standing Committee — Clergy



Stephen Tiffenson

*Holy Trinity / La
Santisima Trinidad
Alameda Deanery*

Interests:

Tending to God's children in their daily prayer life seeking to get the best ways of serving the Lord. Seeking God in my brothers and sisters in Christ Jesus and finding out their needs in the spiritual community together. There is a

profound interest in how to serve my community through the Church as a Deacon of the TEC.

Professional associations:

As a retired Oakland Firefighter and retired Police Officer of the Trinidad and Tobago Police Service, I am still connected with these departments in making and ensuring the standard of training is maintained. Executive Director of Mas Makers Massive, a cultural institution to introduce and provide training to adults and children of the Bay Area community in improving their lives culturally, educationally and socially.

Summary of activities within my congregation/diocese:

A member of the board that sought the hiring of our new bishop. Member of the committee on Task Force on Truth Telling, Reckoning and Healing. Active member on the board of School for Deacons.

Major activities beyond diocese:

Executive Director of Mas Makers Massive, a cultural group that promotes the arts and culture traditional to Trinidad and Tobago, teaching dances and costumes of the Carnival. I'm in the process of rejoining the volunteers at the International Maritime Center at the Oakland Port where I had served for a number of years, starting in my third year at School for Deacons, but stopped to serve as a Chaplain at San Francisco General Hospital but most of us were put on sabbatical when the COVID Pandemic hit and

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have not been back.

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

Coming out of the pandemic, many churches are smaller with fewer funds. We need a diocese that will serve the congregations. We need to rethink structures that no longer work. Some of our churches are closing or shrinking and they need a Diocese that will support and help them survive and thrive.

Why are you running for this position?

I have the feeling that I can bring my positive attitude and support to this committee by my experience in serving on various committees. I have a very strong sense of responsibility in bringing diversity of thought and action into this committee to help us attain the highest goals in ways that will serve our Diocese of California especially since we are in a changing and challenging time in our diocese and TEC due to the facts of (1) a newly installed bishop; (2) a newly elected presiding bishop; (3) a soon-to-be-elected President of the United States.



Executive Council — Lay



Brad Barber

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

Interests:

Apart from family and friends, hiking and reading (mostly history), my other interests include church leadership and the various community service efforts, governing and advisory boards of organizations with which I am associated, described below.

Professional associations:

I practiced securities, real estate and tax law in San Francisco and am an inactive (retired) member of the California Bar Association. I served as Assistant Vice Chancellor for Development at UC Berkeley and Assistant Vice President for Institutional Advancement at the UC Office of the President (Systemwide). I was later Senior Vice President at Children's Hospital and Research Center Oakland. I served as a member of an advisory board for the National Academies of Science in Washington, DC.

Summary of activities within my congregation/diocese:

My wife, Cindy, and I have been members of St Stephen's parish in Orinda for over 30 years. I have served on the vestry four times (and am currently serving) and have twice chaired or co-chaired the rector search committee. I have been a member of the Finance, Investment, Planned Giving, Capital Campaign and other Committees. I am a Lector, Chalice Bearer, Eucharistic Visitor and regularly lead Morning Prayer at St Stephen's. I served for five years on the DioCal Executive Council and am currently a member of the Finance and Audit Committees. I served for two years as Treasurer of DioCal.

Major activities beyond diocese:

I am a Regent of Samuel Merritt University, a healthcare university that is building a new campus in Oakland. I also serve on advisory boards for the Institute of Governmental

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Studies; the Center for Civility and Democratic Engagement; the Public Law and Policy Program; and the Bancroft Library, all at UC Berkeley. I am a trustee of the UC Trust in London, England and of the Anglo-California Foundation. I am a member of the Orinda Sales Tax Oversight Commission and a former member of the Moraga-Orinda Fire District and other city task forces.

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

The most urgent problem is declining membership and financial pressure on the congregations and the diocese itself. Without more members and greater financial resources our overriding mission becomes more difficult. The diocese needs to find ways to be of assistance to the congregations in their efforts to reach those who are unchurched or who have left the church. We need to invest our assets well and add to our endowments to take some financial pressure off the parishioners, congregations and the diocese. All this we need to do while keeping our hearts and minds on our overriding mission.

Why are you running for this position?

I am running for Executive Council in the hopes that my experience in law, finance and parochial and diocesan affairs will be of help in confronting the problems and opportunities facing the diocese and the congregations, especially in the areas of finance and investments.



Executive Council — Lay



Anthony Mei
St. Francis of Assisi
Marin Deanery

Interests:

Fourth generation San Franciscan, with deep roots and an abiding interest in our city. Raised in New York, Saudi Arabia, and Rome. Traveled widely in Europe and Asia. Experiences have given me an interest in, and understanding of, broad

range of cultures.

Lifelong volunteer with Scouting America, at local through national levels. Recently served 8 years as chair of the National Disabilities Awareness Committee. Currently Scoutmaster of SF Troop 58 at Konkko Church, serving the Japantown community. I relish singing in our church choir. My wife of 53 years, Patricia, and I enjoy travel and cultivating our 40 rose bushes.

Professional associations:

Earned a BS in Civil Engineering at Santa Clara University. Earned an MS in Engineering Management from University of Missouri. Registered Professional Civil Engineer and certified Project Management Professional. Retired as a Lieutenant Colonel with 28 years of active and reserve Army service. Retired after 40 years of Federal Civil Service, in SF, with the Environmental Protection Agency and the Army Corps of Engineers, with a specialty in Environmental Engineering. I managed environmental programs in AZ, CA, NM, NV, UT and GU. Member of the American Society of Civil Engineers and the Society of American Military Engineers.

Summary of activities within my congregation/diocese:

Thirteen-year member St Francis of Assisi, Novato. On vestry 7 ½ years. Junior Warden (two years) and pandemic Senior Warden (three years). No rector last 2.5 years. Parish

sustained level membership. Eucharist celebrated by supply priests all but one Sunday over 31-month period. Member Marin Deanery past three years. Active member St Francis Community Pantry, serving individuals and neighborhood families, providing food, clothing and hygiene supplies. Ten-year member of St Francis Choir. Vestry member: facilities lead, long-term planner, chaired stewardship campaigns, and managed renovating part of vicarage building as Community Hub, which serves Indigenous Healing Center and other groups.

Major activities beyond diocese:

Major volunteer effort has been 46 years with Scouting America. I'm an active leader at every level from local to national. Scouting roles have focused on special needs & disabilities (SND). Local involvement is with the Golden Gate Area Council (Lake, Napa, Solano, Contra Costa, Alameda and San Francisco counties) as Assistant Council Commissioner for SND.

Staffed Disabilities Awareness Challenge in two recent National Scout Jamborees and led it in three subsequent Jamborees.

Coached Special Olympics bowling and bocce for 16 years. Founding board member of Marin's Best, an organization that raises funds to support special athletes in Marin.

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

Our church needs to offer our wider community our leadership, based upon adherence to Jesus' profound message of love for one another. We need to demonstrate our beliefs by leading and participating in activities that are of major relevance to our community today. I see these as working for environmental causes, addressing the needs of our immigrant community, seeking solutions for homelessness, caring for and supporting our youth, and expanding our ministry to our LGBTQ+ community.

Why are you running for this position?

Having worked locally since joining the Church, I want to use my career experience working at the regional level to further the impact of the Church throughout the Diocese

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Executive Council — Lay

of California. My work professionally at the regional and national levels has been focused on promoting diversity and inclusion (special needs and disabilities), infrastructure project and program management and environmental issues.

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Executive Council — Lay



Christian Rideout

*St. Clement's, Berkeley
Alameda Deanery*

Interests:

Languages
Travel
History
Interfaith relations
Genealogy

Professional associations:

Over 35 years insurance agency work.

Summary of activities within my congregation/diocese:

Vestry member, lay eucharistic minister, chorister, various volunteer opportunities.

Convention delegate at least 8 times.

In my opinion the major issues facing the church today are

Aging and declining membership. The challenge is for the church to let the world know how relevant to many people's lives the church can be.

We need to emphasize our welcome, "The Episcopal Church welcomes you."

We need to make our welcome clear, believable and obvious.

Why are you running for this position?

It was suggested to me. I have not been active beyond my parish, except as convention delegate but I would like to be of service if selected.



Executive Council — Clergy



Kira Austin-Young

Episcopal Church of St. Mary the Virgin

San Francisco Deanery

Interests:

Professional: resourcing families with school-age children to develop disciples of Jesus, biblical studies, forming intergenerational Christian community, the Magnificat, ecumenical relationships.

Hobbies: Opera/classical music, swimming, exploring San Francisco and the broader Bay Area with my spouse and dog, cooking, urbanism and advocating for better walk/bike infrastructure and public transit, social media, and studying languages.

Professional associations:

- Associate Rector, Episcopal Church of St. Mary the Virgin, San Francisco (2022-present)
- Gathering of Leaders (2023-present)
- Young Clergywomen International (2012-present)

Summary of activities within my congregation/diocese:

As Associate Rector at St. Mary’s, I primarily oversee our parish programming, particularly Christian formation at all levels, parish life, outreach, and social justice ministries. As part of the pilot cohort of Vital & Thriving, I serve as spiritual leader for the St. Mary’s Missional Innovation Team. This year, I was elected as clergy vice-president of the San Francisco Deanery and nominated to serve on the Board of Trustees for the Bishop’s Ranch, where I am on the Philanthropy Committee.

Major activities beyond diocese:

In my previous diocese (Diocese of Tennessee), I served two terms on Bishop and Council (what we call Executive Council in DioCal) and two terms on the Christ Church Cathedral Chapter. I was elected as the first clergy alternate

from DioTN for General Convention 80 in 2022 and attended that Convention in Baltimore. I am a contributing author to publications from *Forward Movement*, Westminster John Knox Press, Upper Room Press, and the United Methodist Publishing House. In 2022, I participated in the Missional Leadership Cohort for Episcopal Clergy based out of Luther Seminary.

In my opinion the major issues facing the church today are

There is no denying that the Episcopal Church is in a period of membership decline, along with many other Christian denominations. In part, I believe this is because the church has not done a good job at showing the world how and why being part of a Christian community is any different from any other kind of community. Church communities are too often beset by a lack of trust, a scarcity mentality, and an inability to reconcile and forgive. My hope is that the Diocese of California can be a model to the world of what Christ-centered community is.

Why are you running for this position?

This is an exciting moment for the Diocese of California as we transition to new leadership with Bishop Austin and Canon Sierra. The institutional church also faces numerous challenges, and I look forward to working with Bishop Austin and the rest of the Executive Council to deploy the resources that we have to discover and partner with God’s mission in the Bay Area. I take seriously my ordination vow to “take [my] share in the councils of the Church,” and when asked to consider standing for election, I prayerfully accepted.

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Executive Council — Clergy



Annalise Deal

*St. John the Evangelist,
San Francisco*

*San Francisco / Peninsula
Deaneries*

Interests:

In ministry, I'm interested in new ways of being church that foster loving community, especially amongst young people. Outside of my work as a priest, I'm finishing a Master

of Arts in History of Religion at the GTU. My research is specifically focused on San Francisco Episcopalians' responses to the AIDS epidemic.

My hobbies are cooking elaborate meals for family and friends, and spending time outside -- especially camping and hiking with my husband, Kevin.

We live in San Francisco in the Mission with our border collie mix, Pemi, and our two one-eyed cats Pablo and Marmalade.

Professional associations:

- Associate Rector, Saint Jude's, Cupertino (Diocese of El Camino Real)
- DioCal Young Adult Task Force
- De Anza College Name Exploration Project
- Industrial Areas Foundation, Silicon Valley Sponsoring Committee
- Young Clergy Women International

Summary of activities within my congregation/diocese:

I am canonically resident in DioCal, but I currently serve at Saint Jude's Episcopal Church in Cupertino in the Diocese of El Camino Real. I oversee children, youth and young adult ministries, and share leadership in all aspects of parish ministry.

I am also active in DioCal. I served on the Clergy Housing
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Task Force in 2023, and have been on the Young Adult task force for 2 years. I serve as a camp chaplain at the Bishop's Ranch for youth camps, and am involved in the young adult group and a parish small group at St. John the Evangelist.

Major activities beyond diocese:

In the Diocese of El Camino Real, where I work, I am working on strengthening young adult ministries across the Santa Clara Deanery, including through outreach to De Anza College.

In my opinion the major issues facing the church today are

Like many, I believe that with declining and aging membership, there is not a declining presence of God in our communities. The gifts of the Holy Spirit are alive and well in our midst. However, I also find tremendous joy in having multigenerational worship, and seeing churches become more singularly aged feels like a loss. The biggest challenge facing the church is to renew our communities as multigenerational. In order to do so, we should consider how we might use our gifts as Episcopalians to attract and retain younger generations and invest in programs that make them feel welcome.

Why are you running for this position?

I'm running for Executive Council to bring diverse age representation and ensure our diocese is a welcoming home for children, youth, and young adults. As a cradle Episcopalian and recently ordained priest, I've spent over a decade in ministry roles focused on younger generations. My multicultural experiences and deep knowledge of our diocese's history with these age groups will equip me to contribute meaningfully and immediately. I'm passionate about fostering inclusive, thriving communities where young people can connect and grow in their faith, and I believe my perspective will benefit Executive Council as we shape our future together in faith.



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

Secretary to the Episcopal Asiamerica Ministries Council, 2003-2006

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

1. Remaining prayerfully centered in our faith in Jesus and the working of the Spirit through the church and in the world around us.
2. Continuing to witness to the transformative power of the Gospel in world struggling with rapid change, political strife, socioeconomic divisions, and environmental calamity.
3. Sustaining our shared resources for ministry while building vision to manage and reconfigure our gifts for a more gracious future together.
4. Valuing and strengthening our democratic discernment involving all orders of ministry, especially in the face of the ongoing threat of autocracy.

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
Vicar, Christ Church – Sei Ko Kai, San Francisco, 2002-2006
Secretary to the Marin Deanery and Asian Ministries Commission in DioCal, 2003-2008

Why are you running for this position?

It has been an honor to serve as Secretary of the Convention — now in its 175th year — through the challenges of the pandemic and the recent transitions of the episcopate in this diocese. I have grown to treasure more deeply the witness and ministries of our diverse congregations and the diligent, loving care our shared leadership brings to so many. I am excited to be part of the unfolding visioning process led by Bishop Austin and helping discern a Spirit-filled vision that will re-shape the work of the Convention and our diocese in the years to come.

Major activities beyond diocese:

Deputy to General Convention, 2015 & 2024
Alternate Deputy to General Convention, 2009, 2012, 2018, 2022
Secretary (2015-2022) & Vice Chair (2023-2024), House of Deputies Resolutions Review Committee
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

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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 travel, American and European history literature. For recreation, I am an avid cyclist and

am learning to play piano.

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 elected to the Vestry, participate on our Finance Committee, 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.

Major activities beyond the diocese:

In my professional work, I have conducted in-depth research and published on a variety of financial and governance topics including environment/social/governance and share buybacks, and frequently conduct in-depth financial analyses.

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 areas 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 these goals.



Addressing Christian Nationalism

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 175th Convention of the Diocese of California affirms that this diocese is committed to promoting love, justice, peace, and the dignity of every human being, regardless of race, ethnicity, or orientation, and that this Convention unequivocally condemns Christian nationalism as antithetical to the Gospel of Jesus Christ which is based on love;

Resolved, That this Convention asks the Bishop to appoint a task force of between three and five members, both clergy and lay, to discuss, plan, and create a digital tool kit of resources and best practices for individual and group use in congregations, schools, and institutions of the diocese on the historical and present developments and dangers of Christian nationalism and to promote an inclusive and welcoming Christian faith;

Resolved, That the task force will build on the Episcopal Public Policy Network Series on Deradicalization and will work in partnership with the Canon for Racial, Social, and Environmental Justice or other appropriate staff members as directed by the Bishop over a period of three years to make the tool kit of resources available through the DioCal website, including:

1. **Language and Imagery Guidelines:** Suggested language and imagery that can be used to create social media posts, newsletters, and other communications that clearly state The Episcopal Church's stance against Christian nationalism;
2. **Sermon Resources:** Sample sermons, biblical reflections, and theological discussions that address the dangers of Christian nationalism and promote an inclusive understanding of the Gospel;
3. **Educational Materials:** Articles, videos, and discussion guides that can be used in formation

classes, youth groups, and other gatherings or group discussion settings to foster understanding of Christian nationalism and dialogue on this issue;

4. **Action Steps:** Practical steps that can be taken to promote inclusivity and counteract the influence of Christian nationalism;

Resolved, That this Diocese will encourage active utilization of these resources and encourage engagement in ongoing conversations and actions to promote Christ's message of love, justice, and peace; and

Resolved, That the task force will submit annual progress reports to the 2025 and 2026 Diocesan Conventions and a final report at the 2027 Convention.

Explanation:

In January of 2021, following the attack on the Capitol, the Executive Council of the General Convention passed resolution [MW 036: White Supremacy and Deradicalization](#) as part of The Church's journey to promote the creation of a Beloved Community. The Episcopal Public Policy Network created a series on deradicalization and established the following working definition:

“Christian nationalism’ is a commitment to combining Christian and American identities tied in with white supremacist ideologies. This ideology demands that Christianity be granted special treatment by the state while suggesting that the United States is an inherently Christian nation... [The term describes] those who have engaged in violent and hurtful narratives and falsely justified them through their understanding of Christianity.”[1]

The 81st General Convention in 2024 then adopted Resolution A081, calling on the whole church to utilize the “established program on deradicalization to ensure a coordinated and effective response.” This resolution seeks to implement A081 in our diocese.

Our Baptismal Covenant calls us to “strive for justice and peace among all people, and respect the dignity of every



Addressing Christian Nationalism

human being,” yet we find that the voices of Christian nationalism have co-opted the very name of Jesus in service to a loudly discriminatory theology that insults the name of our Savior. To counteract that Christian nationalist voice, we, the Episcopal Church, must make a strong investment in naming the values that our Savior taught us and advance a positive, loving message. To be effective, congregations need a clearly and uniformly communicated message and access to approved resources within the Episcopal Church with which to craft social media campaigns, prayers, sermons, and educational materials.

Our Episcopal Church does affirm the dignity and worth of every human being, embracing the diversity of God’s creation. Nationalist ideologies which promote division, hatred, and discrimination to help fuel anti-democratic campaigns in the public square are contrary to the teachings of Jesus Christ and are relentlessly promoted so that our stance has become a whisper. Social media platforms have become powerful tools for spreading messages and shaping public discourse, including those of Christian nationalist groups; therefore it is imperative for the Episcopal Church to actively engage in the digital sphere to promote messages of love, unity, justice, and equality. Strategic social media campaigns via congregations and other Episcopal entities can effectively counteract Christian nationalist narratives and offer alternative perspectives that promote understanding, reconciliation, and solidarity among all people. It is time. It is needed.

Note: If the work of the Task Force will require more budgetary resources than can be provided by the Canon for Racial, Social, and Environmental Justice and other diocesan staff in the normal course of their work, the Task Force will be expected to submit budget requests to the Committee on Program and Budget for consideration for the diocesan budget in the following calendar year.

[1] <https://www.episcopalchurch.org/ogr/eppn-series-on-deradicalization-introduction/>

Resources:

81st General Convention Resolution A081: Combat Rising Religious Nationalism (June 2024)

<https://www.vbinder.net/resolutions/532?house=HD&language=en>

Resolution EC18to22MW 036: White Supremacy and Deradicalization (Adopted Jan. 25, 2021)

https://extranet.generalconvention.org/governing_and_interim_bodies/executive_council/resolution?id=257

Episcopal Public Policy Network on Deradicalization: Introduction. Office of Government Relations. (Posted June 10, 2022)

<https://www.episcopalchurch.org/ogr/eppn-series-on-deradicalization-introduction/>

EPPN Series on Deradicalization: U.S. Government Response to Domestic Extremism. Office of Government Relations. (Posted June 16, 2022)

<https://www.episcopalchurch.org/ogr/eppn-series-on-deradicalization-u-s-government-response-to-domestic-extremism/>

EPPN Series on Deradicalization: Paths to Deradicalization. Office of Government Relations. (Posted June 30, 2022)

https://www.episcopalchurch.org/ogr/eppn-series-on-deradicalization-paths-to-deradicalization/?thumbnail_id=198142

Deradicalization and Resources to Oppose Christian Nationalism (Posted April 1, 2021)

<https://www.episcopalchurch.org/eir/deradicalization-and-resources-to-oppose-christian-nationalism/>

Christians Against Christian Nationalism

<https://www.christiansagainstchristiannationalism.org/>

White Christian nationalism is not Christianity, presiding bishop says during panel discussion (Posted October 27, 2022)

<https://episcopalnewsservice.org/2022/10/27/white-christian-nationalism-is-not-christianity-presiding-bishop-says-during-panel-discussion/>

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Opposing Christian Nationalism. The Table.

<https://www.thetableindy.org/opposing-christian-nationalism/>

“Would you recognize Christian Nationalism when you saw it?” (with links for additional reading). St. Mary’s Episcopal Church, Anchorage, AK

<https://www.godsview.org/blog/would-you-recognize-christian-nationalism-when-you-saw-it/>

Resisting Christian Nationalism: FAQ + Resources. Faithful America.

<https://act.faithfulamerica.org/signup/christian-nationalism-resources/>

The Crisis of Christian Nationalism: Report from the House of Bishops Theology Committee. Bilingual edition with a discussion guide (English/Spanish). <https://www.church-publishing.org/crisisofchristiannationalism> (Release date: Oct. 1, 2024)

Submitted by:

Paula Hawthorn, Co-Chair — St. Paul’s, Oakland, Social Justice Committee

Pamela Kruse-Buckingham, Treasurer — St. Paul’s, Oakland.

The Vestry of St. Paul’s, Oakland

The Social Justice Committee of St. Paul’s, Oakland (Matthew Schooler, Co-Chair; Trudy Hsu; B. Scott Buckingham)

Endorsed by:

Carolyn S. Knapp, St. Paul’s, Oakland

Todd Bryant, Rector, Saint Timothy’s Danville

Lisa Guevara Perry, Saint Timothy’s Danville; attorney & former vestry member

The Rev. Kathleen Moore, Associate Rector, St. John’s, Oakland

The Wardens of St. John’s, Oakland: Stephen Baronian, Senior Warden and Sarah Jones, Peoples’ Warden

The Social Justice Committee of St. John’s Oakland

St John’s, Oakland, Steering Committee members of Oakland Churches Together (an ecumenical group of churches in Oakland)

Sarah Lawton, lay delegate, St. John the Evangelist, San Francisco

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50th Anniversary Triennium of the Ordination of Women and Local Commemorations

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 175th Convention of the Diocese of California affirms General Convention Resolution 2024-D055, 50th Anniversary Triennium of the Ordination of Women, and calls for its celebration and observance in our diocese;

Resolved, That as part of our triennium observance, this Convention acknowledges these local ordinations held in the Diocese (Grace Cathedral) which will be commemorated:

- the **60th Anniversary** of the service in which the Rt. Rev. James Albert Pike, Fifth Bishop of California, recognized the **Rev. Phyllis Edwards** as an ordained deacon on **September 13, 1965**, making the Rev. Edwards the first ordained woman in The Episcopal Church;
- the **50th Anniversary** of the ordination of the Rt. Rev. Bavi Edna “Nedi” Rivera, D.D. as a deacon by the Rt. Rev. Victor Manuel Rivera (III San Joaquin) for the Diocese of California on June 28, 1975, making the Rev. Nedi Rivera the first female transitional deacon of Latin American descent. She was subsequently ordained by the Rt. Rev. Chauncie Kilmer Myers, Sixth Bishop of California, to the priesthood on May 5, 1979. Later the Rev. Dr. Rivera would become Bishop Suffragan in the Diocese of Olympia on January 22, 2005, and the first Latina bishop in The Episcopal Church;
- the **40th Anniversary** of the service in which the Rt. Rev. William Edwin Swing, Seventh Bishop of California, ordained the Rev. Fran Toy, D.D. as a priest on June 8, 1985, making the Rev. Dr. Toy the first Asian American female priest in The Episcopal Church;
- the respective ordinations of the Rev. Barbara Bender-Breck, J.D. on June 1, 1994 (31st Anniversary) and **the** Rev. Katherine Ward, Ed.D. on June 1, 1995 (30th Anniversary) by Bishop Swing marked the first Afro-American female priest and the first Afro-American female rector in the diocese;

- the 20th Anniversary of the service in which Bishop Swing ordained the Ven. Cn. Carolyn Bolton as a vocational deacon on December 3, 2005, making Archdeacon Bolton the first Afro-American female vocational deacon in the diocese;

Resolved, That this Convention asks the Bishop to create and appoint an advisory group of six to nine members, comprised of deacons, priests, and laity who represent the diverse constituencies of the Diocese to assist in coordinating and planning these and other possible commemorations in DioCal as well as communicating with other Dioceses, Communion Partners, and the Episcopal Church Center as necessary; and

Resolved, That the advisory group shall have renewable 1-year terms, sunsetting on May 31, 2027 at the end of the commemorative triennium before the 82nd General Convention.

Explanation:

Summary

A commemorative triennium of the ordination of women to all orders of ministry provides a means to communicate and celebrate these significant events as well as to acknowledge the history of mutually supportive efforts by people of all genders, ordained and lay, to create a more just and demographically representative structure of ministry in the church; taken together it seeks to inspire new generations to continue efforts toward ministerial formation that more closely responds to the demographic diversity of the Episcopal Church.

General Convention Resolution D-055 was crafted for congregational and diocesan leaders to revisit the Women’s Ordination Movement (1944 – 2006) through local and churchwide commemorations. For DioCal we have decided to include milestone commemorations of local deacons and priests. We hope to learn and draw upon personal stories and struggles, especially in the historical context of those turbulent times.

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50th Anniversary Triennium of the Ordination of Women and Local Commemorations

This triennium project will offer ample opportunity for the planning and development of liturgy and worship, various events, programs, and materials involving discernment, formation, and education. It also offers opportunities to celebrate ways that women from diverse social locations have sought to transform unjust or inequitable structures in the church and society, both in varying diocesan contexts and churchwide. Observing and celebrating this history can further inform and inspire us to join with people of all marginalized genders to transform unjust structures within and outside the church.

Just as the ordination of women has involved collaboration, commemorative efforts should value and reflect principles and practices of mutuality and inclusivity in mission, ministries, and outreach; local and diocesan collaboration is especially encouraged where feasible; funding can help support such efforts where assistance is most needed.

Chronology

The 173rd Diocesan Convention in 2022 affirmed the Diocese's participation in programs commemorating and honoring in 2024 the 80th anniversary of Rev. Florence Li Tim-Oi's ordination to the priesthood (1944), which occurred at Grace Cathedral on January 25, 2024. The following timeline illustrates a range of commemorative events that may be honored throughout this triennium.

1944 The wartime ordination of Rev. Florence Li Tim-Oi to the priesthood in 1944 as the first female priest in Anglicanism and her post-World War II speaking engagements in New York and the San Francisco area awakened some Episcopal women to the possibility of ordination to the priesthood.

1965 The service in which the Rt. Rev. James Albert Pike, Fifth Bishop of California, recognized the Rev. Phyllis Edwards as an ordained deacon on September 13, 1965, making the Rev. Edwards the first ordained woman in The Episcopal Church.

1966 Following the 1966 House of Bishops report supporting the ordination of women to the priesthood as well as the diaconate, the 10th Lambeth Conference's

(1968) Resolutions 34-38 collectively titled "The Ministry—Ordination of Women to the Priesthood" requested that provinces carefully study the question of the ordination of women and report their findings to the Anglican Consultative Council (ACC) and to consult with the ACC prior to ordaining women to the priesthood.

1970 In 1970, the 63rd General Convention (1970) approved women's ordination to the diaconate in both Houses but fell short of the required majority in the House of Deputies clergy vote to open all ordained orders to women.

1971 Following the 1971 Anglican Consultative Council's statement that provinces allowing the ordination of women to the priesthood would be acceptable (ACC-1 Resolution 28b), two women were ordained in the jurisdiction of Hong Kong and Macao, adding further momentum for the ordination of women to the priesthood to be voted upon at the 64th General Convention (1973).

1973 Resolution 1973-D008 at the 64th General Convention in Louisville KY was defeated, precipitating the irregular ordinations of eleven female deacons to the priesthood at Philadelphia's Church of the Advocate on July 29, 1974, and four female deacons to the priesthood at Washington D.C.'s St. Stephen and the Incarnation parish on September 7, 1975.

1975 On June 28, 1975, [the Rev. Bavi Edna "Nedi" Rivera](#), was ordained as a deacon by the Rt. Rev. Victor Manuel Rivera, Third Bishop of San Joaquin, for the Diocese of California, making her the first deacon of Latin American descent in DioCal. Later Bishop C. Kilmer Myers (VI California) ordained Rev. Nedi Rivera to the priesthood on May 5, 1979. From 1994 to 2004, the Rev. Dr. Rivera was the rector of St. Aidan's in San Francisco until her 2004 election as bishop suffragan of Olympia.

1976 The 65th General Convention in Minneapolis MN amended Canon Title III.9.1 to open the ordination of women to all orders (1976-B300) and adopted the House of Bishops resolution (1976-B300) to regularize women irregularly ordained to the priesthood; further ordinations

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50th Anniversary Triennium of the Ordination of Women and Local Commemorations

of women to the priesthood began in January, 1977. The 81st General Convention just passed a resolution (A065) rendering that canon (now III.1.3) gender expansive. The provisions of these Canons for the admission of Candidates for the ordination to the three Orders: Bishops, Priests, and Deacons shall be equally applicable to all persons in the process.

1977 On January 1, 1977, Jacqueline Means became the first woman to be ordained to the priesthood in the Episcopal Church, and Pauli Murray became the first African American woman to do so. About 100 women were ordained that first year. The opening of the priesthood to Black women, non-binary, and trans people was achieved by the pioneering lawyer, civil rights and women's rights activist, scholar, and priest [the Rev. Dr. Pauli Murray](#). (Murray also had been part of the six-member Joint Commission on Ordained and Licensed Ministries that put forth the 63rd General Convention's (1970) resolution on the ordination of women.)

1985 [The Rev. Fran Toy](#), D.D., formed by her Chinese American community and supported by Bishop Swing was ordained on June 8, 1985, making her the first Asian American female priest in The Episcopal Church.

1989 The further opening of ordained ministry to women, particularly the episcopate, was made possible by the ordination of [the Rt. Rev. Barbara Clementine Harris](#), bishop suffragan in the Diocese of Massachusetts and the first woman bishop in the Anglican Communion on February 11, 1989, the 35th anniversary of which was commemorated in 2024.

2006 The still further opening of ordained ministry to women made possible the election of the Most Rev. [Katharine Jefferts Schori](#) as Presiding Bishop and Primate (2006-2015), the 20th anniversary of which is to be commemorated in the upcoming triennium. The 75th General Convention in Columbus OH passed Resolution 2006-A139 Celebrate Women in Ministry, expressing thanksgiving for all women in lay and ordained ministry and encouraging dioceses to celebrate women's ministries according to local context, including the recognition of pioneers in the ordination of

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women, their witness, and courage, creates a precedent for the 50th-anniversary triennium.

Reference: [50th Anniversary Triennium of the Ordination of Women](#)

Submitted by:

The Rev. Dr. Paula Nesbitt, Assisting – All Souls, Berkeley (Alameda Deanery)

The Rev. Dr. Cameron Partridge, Rector – St. Aidan's SF (San Francisco Deanery)

Warren J. Wong, Delegate – St. James SF wjwstjames@gmail.com (San Francisco Deanery)

Endorsed by:

The Very Rev. Bruce O'Neill, Regional Dean – Alameda Deanery

The Very Rev. Dr. Deborah White, Regional Dean – Contra Costa Deanery

The Very Rev. Kirsten Spalding, Regional Dean – Marin Deanery

The Very Rev. Rebecca Goldberg, Regional Dean – Peninsula Deanery

The Very Rev. Eric Metoyer, Regional Dean – San Francisco Deanery

The Very Rev. Jeff Dodge, Regional Dean – Southern Alameda Deanery



Diocesan Support for the Association of Episcopal Deacons

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 175th Convention of the Diocese of California joins the 81st General Convention of The Episcopal Church in celebrating and supporting the ministry of deacons and especially the ministry of the Association of Episcopal Deacons (AED), as reflected in General Convention Resolution D023-2024;

Resolved, That this Convention strongly encourages the congregations of this diocese to support the work of AED by paying for membership in AED for each of their assigned deacons during 2025; and

Resolved, That this Convention requests that the Executive Council of the Diocese and its Committee on Program and Budget include support for AED in the diocesan budget, starting with fiscal year 2026, by paying for membership in AED for each of the active and retired deacons canonically resident in the Diocese of California.

Background:

The 81st General Convention passed [Resolution D023](https://www.vbinder.net/resolutions/653?house=HD&lang=en) (<https://www.vbinder.net/resolutions/653?house=HD&lang=en>), which states in part: “That the Convention encourage individuals, congregations, seminaries, dioceses, and jurisdictions to support the work of AED by becoming members, participating in its conferences and activities, and engaging the work of diakonia in their own contexts.”

AED (<https://www.episcopaldeacons.org/>) is a membership association within The Episcopal Church whose mission is to increase the participation and involvement of all baptized persons in Christ’s diaconal ministry. This organization provides valuable resources for deacons that would otherwise not be available. (It should be noted that, historically, most deacons have been nonstipendiary or have received only nominal stipends; paying professional dues on their behalf would be a good way to support our deacons in their ministry.)

We are calling on the Diocese of California to help AED in their work of promoting and supporting deacons and their ministry. AED’s financial resources are limited, since most of its funding comes from membership dues. One way for the diocese to support AED is to ensure that all our deacons have a membership in the organization. Currently, membership is \$100 per year for deacons under the age of 72 and \$50 per year for deacons over the age of 72.

Submitted by:

The Rev. Jon Owens, Christ Church, Sausalito

Endorsed by:

The Diocese of California Council on Deacons; Deacon Pam Jester, All Saints’, San Leandro



Standing with Our Haitian Neighbors: A Call to Action and Advocacy

While this resolution was received after the deadline, it may be proposed from the floor and Convention may take it up for consideration by a 2/3 vote on October 26.

Resolved, That the 175th Convention of the Diocese of California affirms the September 17, 2024 Statement from Sarah Shipman, Director of the Episcopal Migration Ministries, “Standing with Our Haitian Neighbors: A Call to Action and Advocacy,” and the supporting General Convention policies, 2018-D009, 2018-C033 & 2024-C031;

Resolved, That the Diocese of California stands with Episcopalians in Ohio and national and local faith leaders who have called us to respond with prayer and action to the recent rise in violent threats and harassment toward members of the Haitian community; and

Resolved, That this convention calls upon the Executive Council of The Episcopal Church, at its November 7 – 10, 2024 meeting in New Brunswick, NJ, to offer resources like The Episcopal Church’s “Becoming Beloved Community” to support our Haitian neighbors in affected dioceses like Southern Ohio and Southeast Florida.

Explanation:

Haitian and other immigrant communities in the United States and specifically in Springfield, Ohio have been thrust into the national spotlight because false, vicious, and hateful stories have been spread about them. Although these stories have been repeatedly debunked, they continue to be repeated and believed, prompting a barrage of racist threats against Haitian immigrants. These dangerous falsehoods have resulted in tense moments of palpable racism, including bomb threats that have shut down schools and workplaces, and the cruel politicization of one child’s tragic death.

It is important to make known and support the work of witnesses of faith in Springfield. As noted in an open letter from Repairing the Breach (<https://www.breachrepairers.org/latest-news/open-letter>), “Haitians in Springfield came to the U.S. legally under protective status. They were welcomed by our congregations, which helped them find homes and businesses that put them to work in our

communities. Their children have been a vital part of our schools.”

As we are reminded by the authors of the open letter, “God is present to us as a migrant stranger. This is not only a Christian value, it is shared across all of our faith traditions and roots us in the shared practices of hospitality. To reject the stranger is to reject God.” We can act locally to support immigrants of all backgrounds in their transition to this new country, making clear our call to welcome the stranger in our midst, confronting hate with love, fear with compassion, and evil words with Good News: The way of Jesus is one of boundless and never-ceasing love for all people.

References

- Statement from Sarah Shipman, Director of EMM (<https://episcopalmigrationministries.org/standing-with-haitian-neighbors-springfield-ohio-action-advocacy/>)
- Christian Principles to Guide Responses to Human Migration [2018 – D009] (https://episcopalarchives.org/cgi-bin/acts/acts_resolution.pl?resolution=2018-D009)
- Denounce Racism Against Immigrants and Advocate for Immigration Reform [2018 – C033] (https://episcopalarchives.org/cgi-bin/acts/acts_resolution.pl?resolution=2018-C033)
- Migration with Dignity [2024 – C031] (<https://www.vbinder.net/resolutions/683?house=HD&lang=en>)
- Springfield’s religious community stands with Haitian immigrants [NPR’s WYSO 91.3 – 10/1/24] (<https://www.wyso.org/news/2024-10-01/springfields-religious-community-stand-with-haitian-immigrants>)

Submitted by:

Warren J. Wong, Delegate – St. James, SF wjwstjames@gmail.com (San Francisco Deanery)

Endorsed by:

The Rev. Jurek Fernandez – Holy Child & St. Martin, Daly City



Standing with Our Haitian Neighbors: A Call to Action and Advocacy

(Peninsula Deanery)

The Rev. Rebekah Hays-Estera – Holy Child & St. Martin, Daly City (Peninsula Deanery)

The Rev. Jennifer Nelson – St. Bartholomew's, Livermore & St. Clare's, Pleasanton (So. Alameda)

The Rev. Merry Chan Ong – Our Saviour, Oakland (Alameda Deanery)

The Rev. Jon Owens – Christ Church, Sausalito (Marin Deanery)

The Rev. Dr. Pamela Stevens – St. Peter's & La Misión El Buen Pastor, Redwood City (Peninsula)

General Convention Deputation

The Rev. Br. Richard Edward Helmer BSG – Secretary of the Convention – Church of Our Saviour, Mill Valley (Marin Deanery)

Emily Hopkins – Resurrection, Pleasant Hill (Contra Costa Deanery)

The Rev. Cn. Debra Low-Skinner (Ret.) – Chair, DioCal Asian/Pacific Islander Commission

The Rev. Dr. Ruth Meyers – All Souls, Berkeley (Alameda Deanery)

The Rev. Dr. Cameron Partridge – St. Aidan's, San Francisco (San Francisco Deanery)

The Very Rev. Dr. Deborah White – Grace, Martinez (Contra Costa Deanery)

