VP Report

On December 2, the Board of Trustees had its first meeting of the 2026 term. We welcomed new members the Rev. Diana Deen and Stan Forbes, and re-elected members James Evans, Margie Harrison-Smith and the Rev. Bret Hays back to the Board.

The Board elected the Vice President and Secretary of the Board. The 2026 Officers of the Board are:

President: Rt. Rev. Dr. Megan Traquair
Vice President: Margie Harrison-Smith
Secretary: Rev. Geri Cunningham
Treasurer: John Nycamp
Chancellor: Kevin Donahue

Reflecting the Motion to Refer Resolution R2-2025 from Convention, the Bishop announced the members of the Future Financial Planning Subcommittee (i.e. the Committee that will work on the apportionment issues raised by R2 at convention). Led by The Very Rev. Cliff Haggenjos, members of the Future Financial Planning Subcommittee include: Kevin Donahue, John Nycamp, the Rev. Diana Deen, Kati Braak, Sharon Burke Polana, the Rev. Amy Zuniga and the Rev. Geri Cunningham. The members represent 5 deaneries, both laity and clergy. FFP will be doing the work of listening to figure out what programs and monies can be reduced. Bishop tasked the group for looking for solutions that are both missional and sustainable. Addressing apportionment fits into the Board's strategic goals of growing vital congregations and "the Stewardship of Why" (supporting our congregations as they carry out the mission of the church).

The Board approved the Revised Clergy Compensation Policy. After 2 years of work, the Board established that the minimum base salary for all full-time clergy in the Diocese of Northern California is $80,000 per year. The policy offers suggestions for salary enhancements for our clergy (based on years of ordained experience, extraordinary education or bilingual proficiency for multilingual congregations). This new policy means that clergy compensation is no longer tied to the size of the congregation and we have established a simpler and more equitable system. Congregations may pay more than the minimum but may not pay less which ensures both fairness and flexibility. Compensation for part-time priests will be prorated according to this baseline.

We discussed the Curacy Program, and the partner churches were announced: St Martin's Davis and St. Luke's in Galt; St John's Roseville and St. Matthews Sacramento, and the Cathedral and St Paul's Sacramento. The Curacy program reflects the Board goals of growing vital congregations, empowering regional leadership, and supporting our congregations as they carry out the mission of the church.

Other items that were announced to the Board of Trustees of note:

- Bishop announced the Rt. Rev. Robert C. Wright will be the guest speaker at Clergy Conference (May 12-14) to share his love of scripture and preaching with our clergy.
- Convocations will be in person next year on September 19, 2026, and Convention will be held virtually on October 24, 2026.
- The Office of the Bishop is recruiting a Director of Formation for all ages. The position is half time, and both laity and clergy are welcome to apply. You can see the job posting here (link: Open Positions - The Episcopal Diocese of Northern California)

Margie Harrison-Smith
Vice President