



Episcopal Diocese *of Northern California*

DIOCESAN CONVOCATION
OCTOBER 9 | 2021



Episcopal Diocese
of Northern California

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2021 DIOCESAN CONVOCATION | AGENDA

8:00	Zoom Room Opens
9:00 am	Welcome and Prayer
	Convocation Overview
	Agenda – Meeting
	Deanery Breakout Sessions
	Overview of Convention
	Demo of Convention website
	Logging in to virtual Meetings
	House Rules
	The Work of Convention
	Governance Nominations
	Resolutions - Videos
	Overview of Resolution Town Halls
	Voting Process Demonstration
	2022 Budget Review
	Powerpoint Presentation
	Q&A
	Pre-Convention workshop overview
	Logging in
	Questions about Convention
	Closing Prayer/Dismissal
10:15	Deanery Convocations Begin
	Deanery Convocation Meeting Rooms:
	Alta California <i>Room 1</i>
	Capital <i>Room 2</i>
	Central <i>Room 3</i>
	Sierra <i>Room 4</i>
	Semper Virens <i>Room 5</i>
	Russian River <i>Room 6</i>
	Wingfield <i>Room 7</i>
	Review Nominees
	Review Resolutions
11:00	Deanery Convocations End

2021 DIOCESAN CONVENTION | SCHEDULE AT A GLANCE

All events are online

THURSDAY, NOVEMBER 4

4:00 – 6:00 pm Pre-Convention Workshop with The Rev. Stephanie Spellers

FRIDAY, NOVEMBER 5

11:00 am – 12:00 pm Deanery Caucuses - Scheduled Zoom Meetings

12:00 – 2:00 pm Exhibit Hall Live Chat Available

1:00 pm – 2:45 pm Clergy and Delegate Check-in and Registration

3:00 pm FIRST BUSINESS SESSION OPENS

Prayer, Welcome and Introductions

Formation of Convention

Consent calendar

File by Title Reports

First Ballot for Governance Elections

Bishop's Megan's Address to Convention

4:00 BREAK

4:15 Report on First Ballot

Second Ballot for Governance Elections (if needed)

Keynote Address – The Rev. Stephanie Spellers,
*Canon to the Presiding Bishop for Evangelism, Reconciliation
and Stewardship of Creation*

5:45 pm Evening Worship

6:30 pm CONVENTION ADJOURNS

2021 DIOCESAN CONVENTION | SCHEDULE AT A GLANCE

All events are online

SATURDAY, NOVEMBER 6

7:30 am	Clergy and Delegate Check-in and Registration
7:30 – 8:30 am	Exhibit Hall Live Chat Available
8:30 am	SECOND BUSINESS SESSION OPENS
	Morning Prayer
	Report on Second Ballot Governance Elections (if needed)
	Presentation and Voting on Resolutions
	Program Reports
11:45 am	Announcements and Noonday Prayer
12:00 pm	CONVENTION IN RECESS
12:00 pm – 1:00 pm	LUNCH BREAK
1:30 pm	THIRD BUSINESS SESSION OPENS
	Presentation and Voting on Resolutions
	Courtesy Resolutions and Memorials
	Prayer and Close of business
	Blessing from the Bishop and Dismissal
3:30 pm	CONVENTION CLOSES

GOVERNANCE NOMINEES | BOARD OF TRUSTEES
TWO POSITIONS; LAY OR CLERGY, THREE-YEAR TERMS

No nominations for Board of Trustees have been submitted as of Wednesday, October 6, 2021.

Extended Filing Period Closes on **Wednesday, October 13.**

GOVERNANCE NOMINEES | STANDING COMMITTEE
ONE POSITION EACH; LAY & CLERGY, BOTH FOUR-YEAR TERMS



The Rev. Tim McDonald

Clergy Nominee | Standing Committee
Good Shepherd Episcopal Church | Cloverdale
Nominated by: The Rev. Jane Snibbe

I am currently serving on the Standing Committee completing Rev. Jim Richardson's term. In addition, I also serve on the Bishop's Leadership team and Benefits and Compensation committee. I was ordained in 2019 and serve as Priest for Good Shepherd Church, Cloverdale.

In 2013, I retired as an Executive Human Resources Professional and have worked for Paramount Pictures, M-TV, Pepsico and Price Waterhouse.

I completed the CALL program at Church Divinity school in 2018 and have a Masters Degree in Organizational Behavior from the University of San Francisco and an undergraduate degree in Speech Pathology and Audiology from San Diego State University.

I am married to Deacon Bob Scott and celebrated our 20th anniversary together this past June. We have two Cocker Spaniels (Kelsey and Morgan) and consider them our fur babies.



Donnie Wallace

Lay Nominee | Standing Committee
St. Barnabas | Mount Shasta
Nominated by: The Rev. Larry Holben

I was raised in the Catholic church, When I discovered the Episcopal Church in 2012, I jumped in head first. I was Mission Council clerk for two years, and was elected to the mission council. I have served as Junior Wardent for two years. I have also served as Acolyte and Eucharistic Minister. My love for Jesus and my personal relationship with him has grown exponentially during my time at St Barnabas.

I was elected to the Standing Committee at the 2016 Diocesan Convention, however due to a change in employment I was unable to complete my term.

I am excited for the opportunity to once again represent small churches as a member of the Standing Committee.

NOTE: ALL STATEMENTS ARE WRITTEN AS NOMINEES HAVE SUBMITTED TO THE OFFICE OF THE BISHOP.

2021 RESOLUTIONS | C1-2021

TITLE: C1-2021 CALLING MEETINGS OF CONVENTION

PROPOSED BY: Canon Charles R. Mack, Chancellor Emeritus and Vice Chancellor and Delegate from St. Luke's Episcopal Church, Woodland; Barbara Jewell, Chancellor

REPRESENTATIVE: Canon Charles R. Mack, Chancellor Emeritus and Vice Chancellor and Delegate from St. Luke's Episcopal Church, Woodland

PRESENTER AT CONVENTION: Canon Charles R. Mack, Chancellor Emeritus and Vice Chancellor and Delegate from St. Luke's Episcopal Church, Woodland

DATE SUBMITTED: August 16, 2021

RESOLUTION:

RESOLVED, That Article VI of the Constitution is hereby amended to read as follows:

ARTICLE VI

Meetings of Convention

Section 1. There shall be an annual meeting of the Convention in each calendar year at such time and place manner of holding, whether in person or electronically, as the Ecclesiastical Authority shall appoint by a call issued, in the absence of such other reasonable time provided by Convention by Canon, at least four months before the meeting.

Section 2. The Ecclesiastical Authority shall have power to call a special meeting of the Convention (and shall call a special meeting upon the request of the Standing Committee), designating the time, place manner of holding, whether in person or electronically, and purpose of such meeting by a call issued at least sixty days before the meeting. No business, other than that stated in the call, shall be transacted except by unanimous vote of the special meeting. The record of the vote must show a quorum was present.

Section 3. Notice of the time and place of every annual or special meeting of the Convention shall be given by the Secretary of Convention. Such notification shall be in printed or written form sent by mail to every member of the Clergy actually and canonically resident in the Diocese, and Clerk of every Vestry or Mission Committee in union with Convention. Notification shall be sent at least twenty-five days before the time appointed for the meeting unless otherwise stipulated in this Constitution or the Canons of this Diocese. The notice of every annual meeting shall include: an agenda of the Convention, a copy of the proposed Diocesan Budget for the coming year, the text of any proposed change to the Constitution or the Canons of this Diocese, the text of any measure affecting the financial responsibility of Parishes or Missions to the Diocese, the text of Resolutions to be brought before the Convention, except for Resolutions received by the Convention by unanimous consent of the Delegates, and a verbatim copy of the call issued by the Ecclesiastical Authority. This canon does not apply to the election of a Bishop, nor to a member of the clergy serving in, or a lay person who is a communicant in good standing in a parish or organized mission in union with the convention of the Diocese of Northern California. Contemporaneously with the call by the Ecclesiastical Authority the Secretary of Convention shall give notice of the call to Clergy having seat, voice, and vote in Convention and to the Clerk of every Vestry or Mission Committee in union with the Dioceses in the manner as Convention

2021 RESOLUTIONS | C1-2021 | Continued

may provide by Canon or House Rule. The notice shall be accompanied by such additional information as Convention may require by Canon or House Rule.

RESOLVED, That Section 1 of Article XIV of the Constitution, concerning election of a Bishop, is hereby amended to read as follows:

Section 1. Election of a Bishop, Bishop Coadjutor or Bishop Suffragan shall be made only in an annual meeting of the Convention or in a special meeting called for the purpose. The object of such special meeting shall be stated in the notice sent by the Secretary of Convention to all Clergy actually and canonically resident in this Diocese and to the Clerk of every Parish and Mission in union with the Convention. Notification of such special meeting shall be made at least sixty days before the meeting.

EXPLANATION:

This Resolution updates the Diocesan Constitution to allow electronic meetings of Convention and electronic notice of meetings. It also eliminates existing internally inconsistent language that does not follow current practice. This Resolution seeks to conform the provisions to current practice.

The first Resolve limits the Constitution to providing for a call and notice, directing the details of notice to be provided by Canon or House Rule. Experience may call for revisions. Such revisions are best provided by Canon or House Rule adopted by Convention. The language of the current provision refers to itself as a canon, which indicates that it was originally drafted as a canonical, not a constitutional provision.

This resolution comes to Convention now to enable it to adopt a Canon permitting electronic meetings as well as place meetings and to give electronic notice as well as mail notice of the meetings. Electronic meetings this year and last year are possible only because the Governor has issued a preemptive Covid 19 executive order permitting them.

The second Resolve eliminates redundant language that duplicates the notice requirement of the first Resolve.

This Resolution proposes a constitutional amendment. As such it must be adopted by a majority vote and then must lie over until the next Convention and be approved by a two-thirds vote of the lay order and of the clergy order, voting separately and by the Bishop.

FISCAL IMPACT: There is no anticipated fiscal impact.

2021 RESOLUTIONS | R1-2021

TITLE: R1-2021: PETITION TO THE 80TH GENERAL CONVENTION ADDING JOHN R. LEWIS TO THE EPISCOPAL CHURCH COMMEMORATIONS CALENDAR

PROPOSED BY: The Rev. Jim Richardson, Trinity Episcopal Cathedral, Sacramento; Br. Simeon (Lewis) Powell, C.G., St. John's Episcopal Church, Chico; Lynn Zender, St. Martin's Episcopal Church, Davis

REPRESENTATIVE: The Rev. Jim Richardson

PRESENTER AT CONVENTION: The Rev. Jim Richardson

DATE SUBMITTED: July 20, 2021

RESOLUTION:

RESOLVED, That this 111th Convention of the Diocese of Northern California adopts the following resolution and hereby directs the Secretary of this Convention to forward this resolution to the Secretary of General Convention of The Episcopal Church as a duly authorized resolution from this Diocese; and be it further

RESOLVED, That the Diocese of Northern California requests that 80th General Convention designate July 17 in *A Great Cloud of Witnesses: A Calendar of Commemorations* as the annual celebration of the life and work of John R. Lewis, pastor, civil rights leader and public servant.

EXPLANATION:

This resolution petitions the next General Convention, scheduled for July 2022 in Baltimore, to add John R. Lewis to the calendar of commemorations on the date of his death (July 17) in the supplemental resource to *Lesser Feasts and Fasts* entitled *A Great Cloud of Witnesses: A Calendar of Commemorations* (more on this resource below), with appropriate readings and collects. Approval of this resolution would require our diocese file a "C" resolution (designating a diocesan sponsored proposal) for consideration by General Convention, which meets only every three years.

Background:

John Robert Lewis (Feb. 21, 1940 – July 17, 2020) was born near Troy Alabama, the son of sharecroppers. He was mentored by Martin Luther King, Jr., and was ordained a Baptist pastor. He later earned a degree from Fisk University. As a student he organized lunch counter sit-ins in Nashville. He was one of the "Freedom Riders" in 1961, challenging Southern policies that imposed racial segregation on buses. He was assaulted and beaten by angry mobs in South Carolina and arrested.

In 1963 Lewis became chair of the Student Nonviolent Coordinating Committee (SNCC) and was one of the "Big Six" who organized the March on Washington where Dr. King delivered his "I have a dream speech." Lewis was a leader of the 1965 march in Selma, Ala., and was severely beaten on the Edmund Pettus Bridge, suffering a skull fracture. At the time, Lewis believed he would die on the bridge. In 1970 he became the director of the Voter Education Project, registering nearly 4 million minority voters nationwide. In 1986, Lewis was elected to a seat in the U.S. House of Representatives from Georgia, serving in Congress until his death in 2020.

2021 RESOLUTIONS | R1-2021 | Continued

Lewis was arrested more than 40 times in non-violent protests against racial injustice and remained committed to non-violence throughout his life. “Our struggle was not about politics,” he said a few years before his death. “It was about seeing a philosophy made manifest in our society that recognized the inextricable connection we have to each other.”

Author Jon Meacham, who is an Episcopalian and Canon Historian at the Washington National Cathedral, wrote a recent biography of Lewis, making the case that Lewis meets the definition of a Christian saint.

“To John Lewis, the truth he had lived out on that bridge in 1965 was of a piece with the demands of the gospel to which he had dedicated his life since he was a child. He was moved by love, not by hate,” Meacham wrote. “To put complicated matters simply: John Robert Lewis embodied the traits of a saint in the classical Christian sense of the term...One test of a saint, closely tied to the test of a martyr, is the willingness to suffer and die for others. Which Lewis was willing to do—again and again and again.”

Another recent historian, Douglas Brinkley, wrote of Lewis: “He is our apostle of quiet strength. His eyebrow raised or finger wagged carries more weight than a hundred bombastic speeches or clever pontifications.”

Background: *A Great Cloud of Witnesses: A Calendar of Commemorations*

The Episcopal calendar commemorates more than 300 individuals, but only nine are African American, and only a handful are from the twentieth century (King, Pauli Murray, W.E.B. Du Bois and Thurgood Marshall). Lewis would be the first who died in the twenty-first century.

The introduction to *A Great Cloud of Witnesses* describes the purpose of our Episcopal calendar: “This resource recognizes individuals who have made significant contributions to our understanding of our calling as the Body of Christ within the complexities of the twenty-first-century world without making a statement one way or another on their sanctity. It serves as a family history, identifying those people inside and outside the Episcopal/Anglican tradition who help us proclaim the Gospel in word, deed, and truth.”

John R. Lewis certainly meets this description and should be included on our calendar.

For further reading about the calendar: <https://extranet.generalconvention.org/staff/files/download/19349>

FISCAL IMPACT:

None.

2021 RESOLUTIONS | R2-2021

TITLE: R2-2021: PETITION TO THE 80TH GENERAL CONVENTION ADDING HOWARD THURMAN TO THE EPISCOPAL CHURCH COMMEMORATIONS CALENDAR

PROPOSED BY: The Rev. Jim Richardson, Trinity Episcopal Cathedral, Sacramento; Br. Simeon (Lewis) Powell, C.G., St. John's Episcopal Church, Chico; Lynn Zender, St. Martin's Episcopal Church, Davis

REPRESENTATIVE: The Rev. Jim Richardson

PRESENTER AT CONVENTION: The Rev. Jim Richardson

DATE SUBMITTED: July 20, 2021

RESOLUTION:

RESOLVED, That this 111th Convention of the Diocese of Northern California adopts the following resolution and hereby directs the Secretary of this Convention to forward this resolution to the Secretary of General Convention of The Episcopal Church as a duly authorized resolution from this Diocese; and be it further

RESOLVED, That the Diocese of Northern California requests that 80th General Convention designate April 10 in *A Great Cloud of Witnesses: A Calendar of Commemorations* as the annual celebration of the life and work of Howard W. Thurman, pastor, educator, theologian, and civil rights leader.

EXPLANATION:

This resolution petitions the next General Convention, scheduled for July 2022 in Baltimore, to add Howard Thurman to the calendar of commemorations on the date of his death (April 10) in the supplemental resource to *Lesser Feasts and Fasts* entitled *A Great Cloud of Witnesses: A Calendar of Commemorations* (more on this resource below), with appropriate readings and collects. Approval of this resolution would require our diocese file a "C" resolution (designating a diocesan sponsored proposal) for consideration by General Convention, which meets only every three years.

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

In the 1930s Thurman led a six-month pilgrimage of African Americans to India where he met Mohandas Gandhi who had an enormous influence on his work. Incorporating Gandhi's theories of non-violence, Thurman wrote a ground-breaking book in 1949, *Jesus and the Disinherited*, which had a major impact on a young ministry student, Martin Luther King, Jr. In later years, Dr. King carried Thurman's book in his suitcase in his travels as a leader in the civil rights movement. Thurman also mentored Pauli Murray, who became the first Black woman ordained an Episcopal priest and is on the Episcopal Church calendar. After leaving Boston, Thurman founded a racially integrated church in San Francisco. He was named an honorary Canon of the Episcopal Cathedral of St. John the Divine in New York City in 1974. Thurman died in San Francisco in 1981.

2021 RESOLUTIONS | R2-2021 | Continued

Ebony magazine once called Thurman one of the fifty most important figures in African American history. In the 1950s, *Life* magazine ranked Thurman among the twelve most important religious leaders in the United States. In recent years there has been a resurgence of interest in Thurman's life and work. Thurman's books have been used in the Sacred Ground program in the Episcopal Church and as supplemental reading in the Education for Ministry program. His speeches, articles and books have been the topic of recent seminars, webinars and retreats.

Background: *A Great Cloud of Witnesses: A Calendar of Commemorations*

In our Anglican/Episcopal Via Media method of theology, the calendar of A Great Cloud of Witnesses is part of the "Tradition" leg of the "three-legged stool" (the others are "Scripture" and "Reason"). The calendar seeks to commemorate those who in the past still speak to us in our own time. Thurman is certainly among them.

Our Episcopal calendar commemorates more than 300 individuals, but only nine are African American, and only a handful are from the twentieth century (King, Murray, W.E.B. Du Bois and Thurgood Marshall). The calendar honors numerous educators and theologians from a broad array of denominations and religious traditions (Evelyn Underhill, Karl Barth, F.D. Maurice to name three). But the calendar dimly reflects the rich contributions of African American theologians, educators and religious leaders who played an enormous role in shaping the civil rights movement and, more broadly, how we engage with the difficult issues of race and justice in our world today. Thurman's addition to our calendar is long overdue.

The introduction to *A Great Cloud of Witnesses* states this about the reasons people are included on the calendar: "Following the broad stream of Christian tradition, there are no formal criteria for defining saints. Rather, holiness and faithful witness are celebrated locally by a decision that individuals so honored shine forth Christ to the world. They illuminate different facets of Christian maturity to spur us on to an adult faith in the Risen Christ and the life of the Spirit. As illustrations, they mirror the myriad virtues of Christ in order that, in their examples, we might recognize those same virtues and features of holiness in people closer to our own times and contexts. And, seeing them in those around us, we may be better able to cultivate these virtues and forms of holiness in the life of the Church—through grace—as we strive to imitate Christ as well."

For further reading about the calendar: <https://extranet.generalconvention.org/staff/files/download/19349>

FISCAL IMPACT: None.

2021 RESOLUTIONS | R3-2021

TITLE: R3-2021: RACIAL JUSTICE AUDIT

PROPOSED BY: Michael Adams, Delegate, St. John's Episcopal Church, Roseville; The Rev. Anne Clarke, Assistant Rector, Grace Episcopal Church, St. Helena; Miriam Casey, Co-chair, Commission for Intercultural Ministries, Episcopal Diocese of Northern California; The Rev. Robin Denney, Rector, St. Mary's Episcopal Church, Napa; The Rev. Tom Gartin, Priest in Charge, Faith Episcopal Church, Cameron Park; Patricia L. Heinicke Jr., Former Co-chair, Commission for Intercultural Ministries, Episcopal Diocese of Northern California, and Member, Trinity Episcopal Cathedral, Sacramento; The Rev. Canon Kathy Hopner, Canon for Education and Spiritual Formation, Trinity Episcopal Cathedral, Sacramento; The Rev. Bayani Rico, Rector, Ascension Episcopal Church, Vallejo; Jo Ann Williams, Vestry Member, St. John's Episcopal Church, Roseville; Lynn Zender, Co-chair, Commission for Intercultural Ministries, Episcopal Diocese of Northern California, and Delegate, St. Martin's Episcopal Church, Davis

REPRESENTATIVES: The Rev. Anne Clarke, Jo Ann Williams

PRESENTERS AT CONVENTION: The Rev. Anne Clarke, Jo Ann Williams

DATE SUBMITTED: August 23, 2021

RESOLUTION:

RESOLVED, That the Diocesan Convention strongly urges the Board of Trustees of the Episcopal Diocese of Northern California to devote no less than 1% of our annual diocesan operating budget, beginning in 2023, to the work of (in the words of the guiding document on Building Beloved Community in the Episcopal Church) "telling the truth about our churches and race," beginning with internal audits of our leadership and structure that will help us to learn about and address systemic racism in our congregations and diocese, and be it further

RESOLVED, That the Diocesan Convention charges the Commission for Intercultural Ministries with the work of facilitating these audits in partnership with our governing bodies, and evaluating them afterward, with an eye toward discerning next steps in the work of truth-telling and justice. These audits include an audit of the Standing Committee, the Board of Trustees, the Commission on Ministry, the Commission for Intercultural Ministries itself, Deanery leadership, and other leadership of the diocese, including the leadership of congregations that are willing to enter into this work.

EXPLANATION:

One of the three priorities in the Episcopal Church right now, as articulated by Presiding Bishop Michael Curry and our bishops and deputies at General Convention, is racial reconciliation. As leaders in this work have written, "We measure what we value. Anecdotes and stereotypes abound regarding Episcopalians and race, but there is rarely adequate data... If we seek reconciliation, healing, and new life, it begins with telling the truth about The Episcopal Church's racial composition and participation in systems of racial justice and injustice" (from *Becoming Beloved Community*, The Episcopal Church's long-term commitment to racial healing, reconciliation, and justice).

2021 RESOLUTIONS | R3-2021 | Continued

The Episcopal Church recently released a churchwide racial justice audit of leadership in the Episcopal Church, with the central questions, “Who comprises the leadership of The Episcopal Church, and what is their experience of race and racism in their leadership roles?” asked of more than 1,300 leaders in the church. Conducted by The Mission Institute in partnership with The Episcopal Church’s Racial Reconciliation and Justice Team, the audit and resulting report offer data, stories, major patterns and themes, recommendations, and key questions for the church to truly become beloved community.

As leaders in our diocese have explored the results of this audit, we have found it eye-opening and relatable to our experiences here in Northern California. Reading the audit report has also prompted curiosity and the desire to do our own internal work to learn about and make changes in the way that systemic racism is perpetuated in our congregations and diocese.

The churchwide *Racial Justice Audit* originated from a request of General Convention to those charged with creating the budget for the Episcopal Church to set aside money for this work. This racial audit was born out of General Convention 2015 Resolutions A182 and C019, which urged “the Executive Council to conduct its own internal audit to assess to what extent, if at all, racial disparities and systemic racial injustices exist within the Church” and requested that “the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$1.2 million for the Triennium for the implementation of this resolution.”

The monetary request in this resolution represented approximately 1% of the total operating budget for The Episcopal Church. We hope to prompt similar work in our diocese by passing this resolution and articulating that the work of rooting out systemic racism in our diocese is a priority of our Diocesan Convention.

The Commission for Intercultural Ministries has been engaged in this work for many years, most recently helping to facilitate Sacred Ground circles in the years since 2019. Good work, in large part funded by outside grants, will continue in 2022, including the re-configuration of Racial Healing workshops through a consultation with Dr. Catherine Meeks, Executive Director of the Absalom Jones Center for Racial Healing, as well as ministry toolkits and a project on Land Acknowledgments, led by The Rev. Canon Tina Campbell, which two congregations are piloting.

We seek to build on this foundation by learning more about and reflecting on our internal structures and cultures in the Diocese of Northern California. While we all can and should continue to pursue any and all avenues to do the work of truth-telling and becoming beloved community where we are, racial reconciliation is complex work requiring commitment and resources. Engaging outside, expert resources is an important part of helping us to hear and understand our truth, especially in a diocesan community that is mostly white. We propose that, beginning in 2023, we use this budgetary commitment to seek assistance from the Mission Institute or similar organizations to consult with us and help to carry out the audits, with the initial priorities being to audit these bodies in the diocese: The Commission for Intercultural Ministries, the Standing Committee, the Board of Trustees, the Commission on Ministry, and representative congregations from our seven deaneries.

After we evaluate the first year’s audits, we hope that the Board of Trustees will continue to allocate a similar or greater percentage of our diocesan budget toward the continuation of this

2021 RESOLUTIONS | R3-2021 | Continued

work with our congregations. These audits and the expert consultation that accompanies them will certainly teach us about patterns and ways forward that can be shared with congregations and other organizations in the diocese. This will be an ongoing process of learning, and we can continue to discern about and change our priorities as our work unfolds with the long-term commitment of becoming Beloved Community within this diocese. This work must be a priority to truly live into our Baptismal vows to strive for justice and peace and to respect the dignity of every human being during this pivotal time in the life of our church and our world.

FISCAL IMPACT:

The Mission Institute, which facilitated the churchwide audit, is one possible resource for this work. Their offerings can be adapted to various contexts, but generally cost between \$10,000 and \$25,000 per audit, depending on the size of the organization.

Our diocesan operating budget is approximately \$2.5 million dollars, and so 1% of our budget would be in the \$25,000 range per year. Our diocese currently has a high level of operating reserves, and many of the program positions have been unfilled for several years now. We encourage the Board of Trustees to prioritize this work in our budget without raising apportionment levels, perhaps by drawing on operating reserves, or by treating this work as a budget priority as they make decisions about resources.

2021 RESOLUTIONS | R4-2021

TITLE: R4-2021 ALL ARE WELCOME AT THE TABLE

PROPOSED BY: Martin C Heatlie, Jr. Warden, Grace Episcopal Church, Wheatland, CA

REPRESENTATIVE: Martin C Heatlie

PRESENTER AT CONVENTION: Martin C Heatlie

DATE SUBMITTED: August 5, 2021

RESOLUTION:

RESOLVED, That this 111th Convention of the Diocese of Northern California adopts the following resolution and hereby directs the Secretary of this Convention to forward this resolution to the Secretary of General Convention of The Episcopal Church as a duly authorized resolution from this Diocese; and be it further

RESOLVED, That the Diocese of Northern California requests that 80th General Convention repeal CANON I.17.7 of the Constitution and Canons of The Episcopal Church (2018 Revision, page 88), which states: "No unbaptized person shall be eligible to receive Holy Communion in this Church."

EXPLANATION:

Repealing this Canon will remove the Episcopal Church's barrier that excludes unbaptized persons from being able to receive a Holy Meal. Please consider:

- The Episcopal Church is known for welcoming all to attend services.
- According to the Gospels, during the last supper Jesus made no mention of the requirement for recipients of bread and wine, taken in remembrance of Him, to be baptized.
- It is uncomfortable to visualize Jesus turning anybody away who desires to remember Him.
- The Holy Eucharist described in the Catechism section of the Book of Common Prayer (1979) makes no mention of baptism being a prerequisite for receiving communion (page 859).
- Baptism is a vital part of being a Christian, but not, according to the Gospels, a prerequisite for partaking in the Holy Meal.
- The Episcopal Church has removed many barriers that were not consistent with the teachings of Jesus.
- This removes the presumed requirement for the person delivering the Holy Meal to assure the recipient has been baptized.
- This could help grow congregations by reducing the number of visitors who do not return because they felt excluded during communion.

FISCAL IMPACT: There is no fiscal impact, but offerings could increase if congregations grow.

RESOLUTION TOWN HALL 1 | WEDNESDAY, OCTOBER 13 | 7:00PM – 9:00PM

Zoom Link:

<https://us02web.zoom.us/meeting/register/tZMsdOmtqjsjG9BGKK02jqJ5UG8SaMizUFEv>

Schedule

6:00 Room Opens
7:00 Introduction/Welcome/Prayer
7:05 Review ground rules – how to be recognized by moderator

7:10 **C1-2021 | Calling Meetings of Convention**
Watch Video
7:15 Open for Questions/Discussion
7:30 Discussion Closes

7:30 BREAK

7:35 **R1-2021 | Add John Lewis to Episcopal Commemorations Calendar**
R2-2021 | Add Howard Thurman to Episcopal Commemorations Calendar
Watch Video
7:40 Open for Questions/Discussion
7:55 Discussion Closes

7:55 BREAK

8:00 **R3-2021 | Racial Justice Audit**
Watch Video
8:05 Open for Questions/Discussion
8:20 Discussion Closes

8:25 BREAK

8:30 R4-2021 | All are Welcome at the Table
Watch Video
8:35 Open for Questions/Discussion
8:50 Discussion Closes

8:50 Closing Remarks/Prayer
9:00 Town Hall Ends

RESOLUTION TOWN HALL 2 | SATURDAY, OCTOBER 16 | 1:00PM – 3:00PM

Zoom Link:

<https://us02web.zoom.us/meeting/register/tZUuf-CurT4uE9zj5Wae2SMS4fxWTkeEEI9Z>

Schedule

12:00 Room Opens
1:00 Introduction/Welcome/Prayer
1:05 Review ground rules – how to be recognized by moderator

1:10 **C1-2021 | Calling Meetings of Convention**
Watch Video
1:15 Open for Questions/Discussion
1:30 Discussion Closes

1:30 BREAK

1:35 **R1-2021 | Add John Lewis to Episcopal Commemorations Calendar**
R2-2021 | Add Howard Thurman to Episcopal Commemorations Calendar
Watch Video
1:40 Open for Questions/Discussion
1:55 Discussion Closes

1:55 BREAK

2:00 **R3-2021 | Racial Justice Audit**
Watch Video
2:05 Open for Questions/Discussion
2:20 Discussion Closes

2:25 BREAK

2:30 **R4-2021 | All are Welcome at the Table**
Watch Video
2:35 Open for Questions/Discussion
2:50 Discussion Closes

2:50 Closing Remarks/Prayer
3:00 Town Hall Ends

2022 DIOCESAN BUDGET | BACKGROUND AND PRIORITIES

MISSION PRIORITIES

Bishop Megan's priorities as articulated in her 2019 Diocesan Convention Address as well as in various communications are:

- Increasing capacity for our leaders to strengthen mission and ministry in their local context.
- Evangelism: Rooted in strong faith development for all ages, discipline of prayer using the Book of Common Prayer and Scripture.
- Practical tools for ministry and mission available to clergy and lay leaders.

Priorities in developing the 2022 budget included:

- Continuing support for diocesan programs.
- Increased support for The Belfry ministry at UC Davis.
- Support Pathways Youth Pilgrimage.
- Give opportunities for connection and relationship building.
- Support of small and large churches through Best Skills non profit management training.
- Support to develop new training for Deacon postulants, in partnership with the Episcopal Diocese of El Camino Real, using the Iona Collaborative.
- Commit to increasing comprehension by board members regarding finance/budget, and clarifying budget reports for easier reading.
- Budget within the diocesan investment spending policy.

The 2022 budget was developed using the above priorities and taking into account changes to several programs due to the COVID-19 pandemic. Diocesan commissions were asked to submit their proposed budgets and these proposals were used to develop the budget in order to meet as many of these goals as possible.

This budget was created with some attention to the realities of social distancing. However, while programs such as Best Skills, Best Churches will continue to be online, the budget does anticipate that programs and events, including Pathways, Camp Living Waters, Diocesan Convention, board retreats, etc. will be held in-person.

The 2022 Operating Budget was approved by the Board of Trustees at its September 29, 2021 meeting.

2022 DIOCESAN BUDGET | BACKGROUND AND PRIORITIES | Continued

Investment Spending Policy

In 2021, the Board of Trustees adopted an investing spending policy that calculates an annual revenue from investments that can be used for operating expenses. This calculation uses a 12 quarter historical average of the unrestricted reserves and a 12 quarter historical average rate of return adjusted for inflation to determine the funds available for each year's operating budget. You will see this reflected on line 6 of 2022 Operating Budget.

Comments on the 2022 Budget

Income

- The 2022 budget for apportionment income is projected to decrease by 4% from 2021.
- Missioner for Disaster Resilience includes grant income from Episcopal Relief and Development and funds from Diocesan Disaster Relief Funds.

DIOCESAN OPERATING COSTS

Personnel:

- Personnel expenses include a 2.7% COLA adjustment and an approximately 4% increase to insurance benefits.
- For 2022, Canon to the Ordinary position is budgeted as a 1/2-time interim Canon to the Ordinary and a 1/3-time Transition Ministry Officer.
- The new Missioner for Disaster Resilience position is fully funded by a grant from Episcopal Relief and Development and funds from diocesan disaster relief funds.

Office Expenses:

- The Office of the Bishop is under a five-year lease expiring in 2023.
- Contracts and vendors are reviewed by staff continually to verify high quality/prudent cost.

Governance:

- Diocesan convention is based on the projected cost for an in-person convention. While the cost has increased, the projected revenue from event fees has also increased and the net convention cost is unchanged from the 2021 budget.
- General Convention and Lambeth costs are partially funded by monies reserved in previous years.
- Strategic Planning continues to be a board goal, however we have already reserved funds for the beginning of the planning process and have not projected any additional reserves in 2022.

2022 DIOCESAN BUDGET | BACKGROUND AND PRIORITIES | Continued

PROGRAM EXPENSES

Youth and Young Adults:

- Increased support for the Belfry campus ministry program at UC Davis to bring our commitment to the program in parity with our Lutheran partner.
- Projected budget for an in-person Pathways program.

Outreach:

- St. Matthew's Center expenses are fully funded by donations, grants, and facilities usage income from the St. Matthew's facilities.

Congregational Development & Support:

- Best Skills, Best Churches program continues to be presented online and subsidized by the Diocese to encourage more people to attend.
- Deacon Formation budget increased to develop new training for Deacon postulants. This cost is partially funded by reserves previously designated by the Board of Trustees.
- Missioner for Disaster Resilience program expenses fully funded by grants.

RESERVES

The Board includes annual reserves in the operating budget to set aside funds for future or recurring projects. In the year an expense is paid, the board releases funds from the reserves to offset the cost of the expense. This helps avoid spikes in the annual budget for events or costs that do not occur every year.

Negative items on the Reserve Allocation section of the budget (Lines 29-37) represent a release of previously reserved funds offsetting expenses that are shown in the operating expense section of the budget.

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA | BUDGET SUMMARY 2022

	2022 BUDGET	2021 BUDGET	CHANGE IN BUDGET	2020 ACTUAL	Line #
UNRESTRICTED NET ASSETS:					
REVENUES:					
Mission Apportionment, net	1,646,687	1,680,293	(33,606)	1,599,289	1
Contributions	-	-	-	6,469	2
St. Matthews	148,490	133,500	14,990	102,040	3
Missioner for Disaster Resilience	130,719	-	130,719	-	4
Other revenues	176,704	182,839	(6,135)	67,009	5
Revenue from Investments	558,945	508,165	50,780	-	6
Total revenues	<u>2,661,545</u>	<u>2,504,797</u>	<u>156,748</u>	<u>1,774,807</u>	7
EXPENSES:					
Diocesan Operating:					
Personnel	1,051,929	923,509	(128,420)	864,748	8
Operating Costs	477,433	485,828	8,395	457,880	9
Governance	144,500	115,500	(29,000)	48,058	10
Total diocesan operating expenses	<u>1,673,862</u>	<u>1,524,837</u>	<u>(149,025)</u>	<u>1,370,686</u>	11
Program expenses:					
Youth and Young Adults	99,620	85,620	(14,000)	35,221	12
Outreach	181,404	168,665	(12,739)	156,338	13
Congregational Development and Support	367,975	302,500	(65,475)	171,455	14
Total program expenses	<u>648,999</u>	<u>556,785</u>	<u>(92,214)</u>	<u>363,014</u>	15
TEC Assessment (The Episcopal Church)	312,033	345,340	33,307	380,282	16
PROVINCE 8 Assessment	4,500	4,500	-	4,500	17
Total Expenses	<u>2,639,394</u>	<u>2,431,462</u>	<u>(207,932)</u>	<u>2,118,482</u>	18
NET OPERATING INCOME (LOSS)	<u>22,151</u>	<u>73,335</u>	<u>(51,184)</u>	<u>(343,675)</u>	19
Cash items:					
Bishop Noel Porter Fund Net of Expenses - Excludes Investment Earnings	-	-	-	(979)	20
Forgiveness of PPP Loan	-	-	-	145,453	21
Investment Interest/dividends, net of fees	-	-	-	207,813	22
Realized gains/(losses)	-	-	-	78,489	23
Unclassified Credit Card Expenses	-	-	-	(6,220)	24
Total cash items	<u>-</u>	<u>-</u>	<u>-</u>	<u>424,556</u>	25
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS BEFORE NON-CASH ITEMS	<u>22,151</u>	<u>73,335</u>	<u>(51,184)</u>	<u>80,881</u>	26
PERMANENTLY RESTRICTED NET ASSETS:					
Change in value of charitable remainder trust assets	-	-	-	-	27
INCREASE (DECREASE) IN NET ASSETS	<u>22,151</u>	<u>73,335</u>	<u>(51,184)</u>	<u>80,881</u>	28
Reserves Allocations					
Bishop/CTO Autos	10,000	25,000	(15,000)	25,000	29
Bishop Search	20,000	-	20,000	-	30
Church Planting	5,000	10,000	(5,000)	-	31
Communication Hubs	5,000	10,000	(5,000)	10,000	32
Deacon Formation	(5,500)	-	-	-	33
General Convention	(32,500)	(25,000)	(7,500)	25,000	34
Lambeth	(20,000)	5,000	(25,000)	5,000	35
Pilgrimage Fund	5,000	5,000	-	5,000	36
Sabbaticals	5,000	10,000	(5,000)	-	37
Total Reserve Allocations	<u>(8,000)</u>	<u>40,000</u>	<u>(48,000)</u>	<u>70,000</u>	38
INCREASE (DECREASE) IN NET ASSETS AFTER RESERVE ALLOCATIONS	<u>30,151</u>	<u>33,335</u>	<u>(3,184)</u>	<u>10,881</u>	39

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA | OPERATING BUDGET 2022

	2022 Budget	2021 Budget	CHANGE IN BUDGET	2020 Actual	Comments	Line #
REVENUES						
OPERATING REVENUE						
Mission Apportionment, net Contributions, Bequests, etc.	1,646,687	1,680,293	(33,606)	1,599,289		1
St. Matthew's Center	-	-	-	6,469		2
Contributions	65,090	66,500	(1,410)	19,657		3
Rental Income	83,400	67,000	16,400	61,600		4
Other Income	-	-	-	20,783		5
Total St. Matthews Center	148,490	133,500	14,990	102,040	*See Program Summary for Schedule Net Cost	6
Missioner for Disaster Resilience						
Payroll & Benefits	67,594	-	67,594	-		7
Program Costs	63,125	-	63,125	-		8
Total Missioner for Disaster Resilience	130,719	-	130,719	-	*See Program Summary for Schedule Net Cost	9
Other Revenue						
Event Revenue	109,500	97,000	12,500	16,240	*See Program Summary for Schedule Net Cost	10
Interest Revenue (Non Investment Funds)	32,617	35,623	(3,006)	14,009		11
Other Revenue	34,587	50,216	(15,629)	36,760	*Rental reimbursement by Foundation eliminated	12
Total Other Revenue	176,704	182,839	(6,135)	67,009		13
Revenue from Investments	558,945	508,165	50,780	-		14
TOTAL OPERATING REVENUE	2,661,545	2,504,797	156,748	1,774,807		15
OPERATING EXPENSES						
DIOCESAN OPERATING EXPENSES						
PERSONNEL						
Bishop	159,488	155,295	(4,193)	153,000	*Includes 2.7% COLA passed by BOT	16
Director of Operations	92,227	89,802	(2,425)	79,117		17
Executive Assistant to the Bishop	73,423	71,493	(1,930)	48,793		18
Executive Staff Support	56,608	55,120	(1,488)	47,963		19
Executive Staff Support II	54,205	52,780	(1,425)	52,209		20
Interim Canon to the Ordinary	48,783	108,113	59,331	111,516	*This is a half-time position	21
Missioner for Communications	56,485	52,780	(3,705)	-	*This is a three-quarter time position	22
Missioner for Disaster Resilience	40,625	-	(40,625)	-	*See Program Summary for Schedule Net Cost	23
Missioner for Evangelism and Discipleship	65,000	65,975	975	-		24
Receptionist and Administrative Assistant	41,937	40,834	(1,103)	40,537		25
Transitions Ministry Officer	17,801	-	(17,801)	-	*This is a one-third time position	26
Benefits	335,348	221,317	(114,031)	284,993	*Includes Missioner for Disaster Resilience	27
Merit Increase	10,000	10,000	-	-		28
Vacation Buyouts and Termination Pay-Outs	-	-	-	7,389		29
*Communications Director	-	-	-	39,231	*Realigned	30
Total Personnel	1,051,929	923,509	(128,420)	864,748		31
OPERATING COSTS						
Accounting/Auditing Fees	114,000	123,000	9,000	108,322		32
Autos - Bishop & Canon	15,000	7,500	(7,500)	5,791		33
Communications	18,000	18,000	-	46,654		34
Continuing Education	10,000	10,000	-	3,190		35
Equipment, Furniture, Software	57,500	60,600	3,100	54,910		36
Hospitality & Travel	30,000	30,000	-	8,773		37
Insurance	15,000	13,000	(2,000)	14,363		38
Legal Fees	3,000	3,000	-	-		39
Miscellaneous Office	46,100	46,100	-	44,104	Bank Fees, Church Audits, Membership/Dues, Office Supplies, Payroll Processing, Postage, Printing, etc.	40
Office Rent & Storage	168,833	164,628	(4,205)	166,095		41
Sabbaticals	-	10,000	10,000	5,678		42
Total Operating Costs	477,433	485,828	8,395	457,880		43
GOVERNANCE						
Board of Trustees	20,000	12,000	(8,000)	16,430		44
Standing Committee	1,000	1,000	-	157		45
Diocesan Convention	51,000	40,000	(11,000)	25,635	*See Program Summary for Schedule Net Cost	46
General Convention	50,000	50,000	-	-		47
Lambeth	20,000	-	(20,000)	5,000		48
Other Committees	500	500	-	486		49
Strategic Planning	-	10,000	10,000	-		50
Ecclesiastical Support	2,000	2,000	-	350		51
Total Governance	144,500	115,500	(29,000)	48,058		52
TOTAL DIOCESAN OPERATING EXPENSES	1,673,862	1,524,837	(149,025)	1,370,686		53

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA | OPERATING BUDGET 2022

	2022 Budget	2021 Budget	CHANGE IN BUDGET	2020 Actual	Comments	Line #
PROGRAM EXPENSES						
YOUTH AND YOUNG ADULTS						
Campus Ministries & Chaplains	40,000	25,000	(15,000)	25,315	<i>*Belfry</i>	54
Grant to Camp Living Waters	2,500	3,500	1,000	-		55
Pathways	51,120	51,120	-	9,906	<i>*See Program Summary for Schedule Net Cost</i>	56
Youth Discipleship & Camperships	6,000	6,000	-	-		57
Total Youth & Young Adults	99,620	85,620	(14,000)	35,221		58
OUTREACH						
Companion Diocese	4,000	4,500	500	-		59
Episcopal Community Services	7,750	6,000	(1,750)	6,000		60
Disaster Preparedness	3,500	3,500	-	-		61
Sustainable Development Goals (.007 of total revenue)	11,664	13,165	1,501	-		62
St. Matthew's Center	148,490	133,500	(14,990)	148,788	<i>*See Program Summary for Schedule Net Cost</i>	63
Outreach - Other	6,000	8,000	2,000	1,550		64
Total Outreach	181,404	168,665	(12,739)	156,338		65
CONGREGATIONAL DEVELOPMENT AND SUPPORT						
Archdeacon	9,100	8,000	(1,100)	2,994		66
Best Skills	40,000	40,000	-	32,393		67
College for Congregational Development	2,000	5,000	3,000	8,025		68
Deacon Formation	10,500	2,000	(8,500)	800		69
Deaneries	16,500	16,500	-	5,162		70
Fresh Start	10,000	10,000	-	-	<i>*See Program Summary for Schedule Net Cost</i>	71
Conferences						
Clergy Conference	25,000	25,000	-	5,600	<i>*See Program Summary for Schedule Net Cost</i>	72
Congregational Leadership Conferences	5,000	5,000	-	-	<i>*See Program Summary for Schedule Net Cost</i>	73
Total Conferences	30,000	30,000	-	5,600		74
Congregation and Clergy Support						
Clergy Support and Development	35,000	35,000	-	23,161		75
Congregational Assistance	60,000	70,000	10,000	63,896		76
Congregational Development Group	14,000	13,000	(1,000)	-		77
Missioner for Disaster Resilience	63,125	-	(63,125)	-	<i>*See Program Summary for Schedule Net Cost</i>	78
Racial Reconciliation	10,850	5,000	(5,850)	-		79
Safe Church Training	3,400	500	(2,900)	-		80
Transition Ministry/Deployment	10,000	10,000	-	8,042		81
Theological Education	8,000	10,000	2,000	1,000		82
Total Congregation and Clergy Support	204,375	143,500	(60,875)	96,099		83
Ministries and Commissions						
Baptismal Ministry	2,500	-	(2,500)	1,209		84
Christian Formation	6,000	11,000	5,000	133		85
Commission for Intercultural Ministries	6,900	7,000	100	2,992		86
Commission on Ministry	12,000	12,000	-	13,054		87
Creation Care	1,000	1,000	-	-		88
Ecumenical Ministries	1,000	500	(500)	1,228		89
Foundation	-	-	-	-	<i>*Eliminated office rent 7,910 see Other Income</i>	90
Health Ministries	5,000	5,000	-	184		91
Indigenous (Native American) Ministries	5,100	5,000	(100)	332		92
Liturgy & Music	1,000	1,000	-	-		93
Stewardship Commission	5,000	5,000	-	1,250		94
Total Ministries and Commissions	45,500	47,500	2,000	20,382		95
Total Congregational Development and Support	367,975	302,500	(65,475)	171,455		96
TOTAL PROGRAM EXPENSES	648,999	556,785	(92,214)	363,014		97
TEC Assessment	312,033	345,340	33,307	380,282		98
PROVINCE 8 Assessment	4,500	4,500	-	4,500		99
TOTAL OPERATING EXPENSES	2,639,394	2,431,462	(207,932)	2,118,482		100
NET OPERATING INCOME/ (LOSS)	22,151	73,335	(51,184)	(343,675)		101

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA PROGRAM | PROGRAM SUMMARY SCHEDULE 2022

Program/Event	2022 Revenue Budget	2021 Revenue Budget	Change in Budget	2022 Expense Budget	2021 Expense Budget	2022 Budget NET COST to Diocese	2021 Budget NET COST to Diocese	2020 ACTUAL NET COST to Diocese	Line #
Best Skills	21,000	19,500	1,500	40,000	40,000	19,000	20,500	26,293	1
Clergy Conference	20,000	20,000	-	25,000	25,000	5,000	5,000	5,600	2
College for Congregational Development	-	-	-	2,000	5,000	2,000	5,000	9,425	3
Congregational Leadership Conferences	500	500	-	5,000	5,000	4,500	4,500	-	4
Diocesan Convention	38,000	27,000	11,000	51,000	40,000	13,000	13,000	8,992	5
Fresh Start	-	-	-	10,000	10,000	10,000	10,000	-	6
Pathways	30,000	30,000	-	51,120	51,120	21,120	21,120	9,906	7
TOTAL PROGRAM / EVENT SUMMARY	109,500	97,000	12,500	184,120	176,120	74,620	79,120	60,216	8

Center at St. Matthew's	2022 Revenue Budget	2021 Revenue Budget	Change in Budget	2022 Expense Budget	2021 Expense Budget	2022 Budget NET COST to Diocese	2021 Budget NET COST to Diocese	2020 ACTUAL NET COST to Diocese	Line #
St. Matthew's Center	148,490	133,500	14,990	148,490	133,500	-	-	46,748	1
TOTAL ST. MATTHEW'S SUMMARY	148,490	133,500	14,990	148,490	133,500	-	-	46,748	2

Missioner for Disaster Resilience	2022 Revenue Budget	2021 Revenue Budget	Change in Budget	2022 Expense Budget	2021 Expense Budget	2022 Budget NET COST to Diocese	2021 Budget NET COST to Diocese	2020 ACTUAL NET COST to Diocese	Line #
Missioner for Disaster Resilience	130,719	-	130,719	130,719	-	-	-	-	1
TOTAL DISASTER SUMMARY	130,719	-	130,719	130,719	-	-	-	-	2



Episcopal Diocese
of Northern California