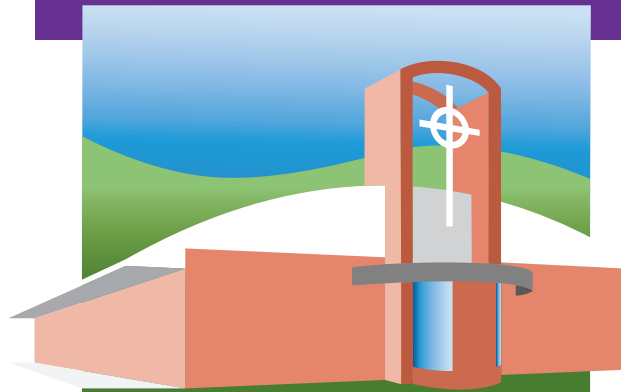




Episcopal Diocese
of Northern California

**EPISCOPAL DIOCESE OF
NORTHERN CALIFORNIA**



2023 CONVENTION

TOGETHER IN FAITH

2023 CONVENTION GUIDE

PROGRAM SECTION

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AGENDA | FRIDAY, NOVEMBER 3

All events this day are at Faith Episcopal Church

7:00AM – 8:00AM EXHIBIT AREA SET UP *(Open to Exhibitors Only)*

7:30AM – 12:00PM CHECK-IN & REGISTRATION

8:00AM EXHIBIT AREA OPENS

8:30AM – 9:00AM CAPITAL DEANERY CAUCUS *(Location to be announced)*

CENTRAL DEANERY CAUCUS *(Location to be announced)*

RUSSIAN RIVER DEANERY CAUCUS *(Location to be announced)*

10:00AM

1. MORNING PRAYER

2. FIRST BUSINESS SESSION

3. Welcome and Introductions

4. Report of Deanery Caucuses

5. Report of the Secretary regarding quorum

6. Call to Order

7. Report of the Committee on New Parishes and Missions

8. Adoption of Agenda and House Rules for Convention

9. Election and appointments for Convention

a. Secretary and Assistant Secretary

The Rev. Annie Mertz, Secretary

Ms. Jacqi Seppi, Assistant Secretary

b. Chancellor and Vice Chancellors

Ms. Barbara Jewell, Chancellor

Canon Charles Mack, Vice-Chancellor and Chancellor Emeritus

Mr. Kevin Donohue, Vice-Chancellor

Mr. Malcolm MacKenzie, Vice-Chancellor

c. Treasurer

Mr. John Nykamp

d. Historiographer

Canon Charles Mack

e. Appointment of committees of Convention

Mr. Kevin Donohue, Parliamentarian

Ms. Margie Harrison-Smith, Dispatch of Business

The Rev. Brian Rebholtz, Admission of New Parishes and Missions

The Rev. Rodney Davis, Constitution and Canons

The Rev. Nancy Streufert, Resolutions and Memorials

The Rev. Jim Richardson, Nominations

The Rev. Cindy Woods, Sergeant-at-Arms

Mr. Gabe Avila, Assistant Sergeant-at-Arms

The Rev. Annie Mertz, The Rev. Nancy Streufert,

Mr. Kevin Donohue, Minutes Committee

Ms. Jacqi Seppi, Minutes

- 10. Additional Resolutions from the floor
- 11. Report of Nominations Committee and nominations from the floor
 - Standing Committee: one clergy and one lay; four year terms
 - Board of Trustees: one position, Clergy or lay; three year term
- 12. Bishop's appointments and nominations for commissions and diocesan institutions
 - A. Archdeacons
 - The Ven. Pam Gossard
 - The Ven. Margaret Grayden
 - B. Ecumenical Religious Officer
 - The Rev. Bill Rontani
 - C. Church Attorney
 - Ms. Lisa Halko
 - D. Indigenous Missioner
 - The Rev. Canon Tina Campbell
 - E. Episcopal Relief & Development Coordinator
 - Ms. Catherine Maloney
 - F. Commission on Ministry
 - The Rev. Kate Sefton, co-chair
 - Ms. Linda Maxwell, co-chair
 - Ms. Susan Calkin
 - Ms. Ronda Canby
 - Mr. Earl Cunningham
 - Mr. Fernando Dizon
 - The Rev. Anny Genato
 - The Rev. Mike Kerrick
 - Mr. Malcolm Mackenzie
 - The Rev. Patty Park
 - The Rev. Dr. Libby Vincent
 - Ms. Donnie Wallace

- G. Episcopal Community Services
 - The Rt. Rev. Megan Traquair, Ex-Officio
 - Ms. Maria Acuna-Feldman
 - Ms. Stacy Duval
 - Ms. Betty Harrison-Smith
 - Ms. Loreen Kleinschmidt
 - The Very Rev. Richard “Rick” Laughman
 - Mr. Steve Mershon
 - The Rev. Patty Park
 - Mr. Jim Schaal
 - Mr. Michael Tompkins
 - Ms. Susan Wahlstrom - Health Ministries
- H. The Episcopal Foundation of Northern California
 - The Rt. Rev. Megan Traquair, Ex-Officio
 - Ms. Barbara Jewell, Ex Officio, Chancellor
 - Mr. Gregg Wickham, President
 - The Very Rev. Perry W. Polk, Vice President
 - Ms. Kathe Charters, Secretary/Treasurer
 - The Rev. Canon Julie Wakelee
 - Mr. Peter Juvé
 - Ms. DonnaJo Woollen
- I. Regional Deans
 - The Very Rev. Tammy Smith-Firestone, Alta California Deanery
 - The Very Rev. Tom Gartin, Capital Deanery
 - The Very Rev. Rick Laughman, Central Deanery
 - The Very Rev. Ed Howell, Russian River Deanery
 - The Very Rev. Lesley McCloghrie, Semper Virens Deanery
 - The Very Rev. Brian Rebholtz, Sierra Deanery
 - The Very Rev. Perry W. Polk, Wingfield Deanery
- 13. Courtesy of the Floor Resolution (Seat and Voice)
 - Ms. Lisa Kimball
 - Vice Chancellors
 - Canonically non-resident clergy
 - Licensed Clergy
 - Postulants and candidates for Holy Orders
 - Lay officers of Commissions, Committees, Boards and Task Forces
 - Diocesan Officers
 - Lay leaders of daily prayers
 - Laity appointed to give reports
 - Office of the Bishop Staff

- 14. Necrology
- 15. Introduction of clergy new to the diocese
- 16. Consent agenda

RESOLUTION R1-2023:

PETITION TO THE 81ST GENERAL CONVENTION TO ADD HOWARD W. THURMAN
TO THE EPISCOPAL CHURCH CALENDAR

17. File by Title Reports

Report of the Standing Committee
The Rev. Seth Kellermann

Report of the Board of Trustees
Ms. Margie Harrison-Smith

Treasurer's Report and Budget for 2024
Mr. John Nykamp

Archdeacons Report
The Ven. Pam Gossard and The Ven. Margaret Grayden

Deanery Reports
The Very Rev. Tammy Smith-Firestone, Alta California Deanery
The Very Rev. Tom Gartin, Capital Deanery
The Very Rev. Rick Laughman, Central Deanery
The Very Rev. Ed Howell, Russian River Deanery
The Very Rev. Lesley McCloghrie, Semper Virens Deanery
The Very Rev. Perry W. Polk, Wingfield Deanery

- | | | |
|---------|---------------------------------------|---|
| 10:30AM | 18. BALLOT | Board of Trustees and Standing Committee |
| 11:00AM | 19. ED Talk: | Diocesan Statement on Diversity and Inclusion
Ms. Jo Ann Williams and Rev. Canon Julie Wakelee |
| | 20. Keynote: | Ms. Lisa Kimball, PhD
<i>Vice President for Lifelong Learning and the James Maxwell Professor
Chair of Lifelong Christian Formation, Virginia Theological Seminary</i> |
| | 21. Results of First Ballot | Second Ballot if required |
| 11:50AM | 22. ANNOUNCEMENTS AND NOONDAY PRAYERS | |
| 12:00PM | 23. LUNCH CONVENTION IN RECESS | Senior Wardens Lunch |

1:30PM	24. RECONVENE BUSINESS SESSION 1
	25. Episcopal Community Services Transformer Award The Rev. Canon Cookie Clark
	26. Bishop's Address
	27. ED Talk: Navajoland The Rt. Rev. Barry L. Beisner
3:00PM	28. BREAK
3:15PM	29. Board of Trustees Goals – Strategic Plan Ms. Margie Harrison-Smith
	30. Episcopal Foundation of Northern California Mr. Gregg Wickham
	31. Commission on the Environment The Rev. Dr. Pamela Dolan and Mr. Bob Wohlsen
4:30PM	32. Bishop's Cross Presentation
5:00PM	33. Convention in Recess
5:30PM	34. BREAK
	35. Eucharist
7:00PM	36. END OF DAY ONE

AGENDA | SATURDAY, NOVEMBER 4

All events this day are at Faith Episcopal Church

- 7:00AM – 3:00PM EXHIBIT AREA OPEN
- 7:30AM – 9:00AM CHECK-IN CONTINUES
- 8:30AM 37. MORNING PRAYER**
- 38. BUSINESS SESSION 2**
- 8:45AM 39. Commission for Intercultural Ministries & Racial Justice Audit
Ms. Jo Ann Williams and Ms. Lynn Zender
40. **RESOLUTION R2-2023:**
MIGRATION WITH DIGNITY
The Very Rev. Matthew Woodward
41. Center at St. Matthew's
Mr. Jim Schaal
- 10:00AM 42. BREAK**
- 10:15AM 43. Pathways/EYE
The Rev. Mack Olson
44. Project (Re)Start
Ms. Meg Verardi
45. **RESOLUTION R3-2023:**
CANONICAL AMENDMENT ON THE QUALIFICATION OF REGIONAL DEANS
Ms. Barbara Jewell
46. **RESOLUTION R4-2023:**
CANONICAL AMENDMENT ON APPOINTMENTS TO THE DISCIPLINARY BOARD
Ms. Barbara Jewell
47. Risk Awareness Roundtable
Mr. Mark Dibelka and Mr. Kenneth Moll
48. **RESOLUTION P1-2023:**
PETITION TO CHANGE THE STATUS OF ST. NICHOLAS EPISCOPAL CHURCH FROM
SPECIAL FOCUS PARISH TO ORGANIZED MISSION
Ms. Nicci Lawhun
49. Fearless Faith Revival
The Rev. Canon Julie Wakelee
- 11:45AM 50. ANNOUNCEMENTS AND NOONDAY PRAYERS**
- 12:00PM 51. LUNCH | CONVENTION IN RECESS**
Clergy Spouse Lunch

1:30PM

52. RECONVENE BUSINESS SESSION 2

53. RESOLUTION R5-2023:

ALL ARE WELCOME TO RECEIVE HOLY COMMUNION

Mr. Martin Heatlie

54. Young Adult Ministries

The Very Rev. Tammy Smith-Firestone

55. Memorials and Courtesy Resolutions

56. Commissioning of Governing Bodies

Prayer and Close of Business

BLESSING FROM THE BISHOP AND DISMISSAL

4:00PM

CONVENTION ADJOURNED

The Ecclesiastical Authority will call for a motion for adoption of the agenda and the following House Rules which will operate both within and outside the Convention session and for ratification of actions heretofore taken regarding registration, nominations and proposing resolutions for this meeting of Convention.

1. Seating within the Convention proper is restricted to Lay and Clergy delegates and those given seat and voice pursuant to Article V of the Constitution. Alternates and visitors may be seated in the Visitor's Area, as defined. Alternates taking the place of a registered delegate must report to the Secretary's Registration Desk, and provide suitable certification from the priest in charge of the Congregation prior to being seated.
2. People speaking to the Convention are asked to give their names, and the name of their Parish/ Mission before addressing the Convention.
3. *Robert's Rules of Order (12th Edition)* will be the Parliamentary Standard for this Convention.
4. Any Resolution, or Amendment to a Resolution being presented to the Convention for consideration, must be submitted in writing to the Secretary of the Convention in accordance with the rules of the Committee on Resolutions and Memorials. The Resolutions and Memorials Committee, in consultation with the Secretary and President of Convention, will prioritize resolutions received by the submission deadline to be presented and acted upon at Convention based on the time available to debate, discuss, and vote on them.
5. Additional filed Resolutions or Resolutions submitted at the formation of Convention may be considered with unanimous consent of Convention.
6. In its report, the Committee on Resolutions and Memorials may recommend to Convention additional Resolutions concerning routine or noncontroversial matters as a Consent Agenda.

The Consent Agenda shall be considered by Convention as a single agenda item without amendment (other than an amendment contained in the Committee report) or debate. Before putting the Consent Agenda to a vote, the President shall allow a reasonable time for questions and answers to those questions and provide an opportunity for objections. Upon an objection by any three delegates, lay or clergy, from three different congregations or the Representative at Convention presenting the Resolution, a Resolution shall be removed from the Consent Agenda and considered by Convention after consideration of all other Resolutions.

7. For elections to fill vacancies on Governing Bodies (e.g., Board of Trustees), there shall be one ballot for each body. In the event there are both full and partial terms open, Nominees receiving the highest number of votes shall be elected to the vacant full term. Nominees receiving fewer votes shall be elected to fill the partial-term vacancies. Any tie vote shall be broken by lot.

8. This Convention pursuant to Canon 4.4 prescribes the following regulations and methods for the making of nominations and the conduct of elections at Convention.

PROCEDURE FOR NOMINATIONS

- a. All persons eligible to hold elected office may nominate themselves or be nominated by any person with seat, voice and vote at Convention in accordance with the following rules:
- b. In setting the times for filing nominations for office as required by Rule 9, the Ecclesiastical Authority shall set an initial filing time ending no less than eight weeks before time of Convention.
- c. For any office for which there is no contested election, a second filing time shall immediately open after the close of the initial nomination deadline. The second nomination period shall close at midnight on the Wednesday following the Diocesan Convocation.

d. The President of Convention shall provide a form for filing nominations on the Diocese website. Nominations shall be filed only by using the form provided on the Diocese website.

e. The Nomination Form shall include the following information:

- i. Name, phone number and email address of the nominee
- ii. Order of the nominee (clergy or lay)
- iii. Congregation, including city, of which the nominee is a member
- iv. Office the nominee is seeking
- v. Name, order (clergy or lay), signature with date, and congregation including city of the person making the nomination.
- vi. A Candidate's Statement required on the form, and
- vii. A digital color headshot 5"x 7" at 300 dpi submitted as .jpg or .png

f. Submitted Nomination Forms will be forwarded to the Chair of the Nominations Committee for review. Forms which meet all requirements will be forwarded to the Secretary of Convention to be added to the ballot. If a Nomination Form is incomplete, the Chair of the Nomination Committee will inform the Nominee. Incomplete or incorrectly submitted forms will not be forwarded to the Secretary of Convention for the ballot.

g. Candidates are strongly urged to participate in a recorded zoom call and answer the following Question: *What are your hopes for the life of the whole Diocese?*

h. The names of all candidates, and their submitted statements shall be published on the diocese website no less than two weeks prior to Deanery Convocations, scheduled for Saturday, September 30, 2023.

i. Nominations from the floor of Convention shall be opened as provided for nominations by Canon 6.2. A description of the procedures and requirements for Nominations from the floor shall be included in the materials provided at the Deanery Convocations. A person nominated from the floor must be prepared to submit 200 printed copies of the completed Nomination Form at the beginning of convention.

CONDUCT OF ELECTIONS

1) In addition to following any applicable provision of the Constitution or Canons of The Episcopal Church or this Diocese, the President of Convention shall conduct all elections in the following manner:

a) All voting shall be by individual secret electronic ballot. (See Rules of Order, House of Deputies, articles XIV E and XV B. The votes shall be tabulated electronically, and the results reported to the President of Convention. See also Diocese Canon 4.4.).

b) Per Article X, section 2 of the Constitution, a voice vote may be used in place of a ballot for any uncontested election when approved by unanimous consent of the Convention.

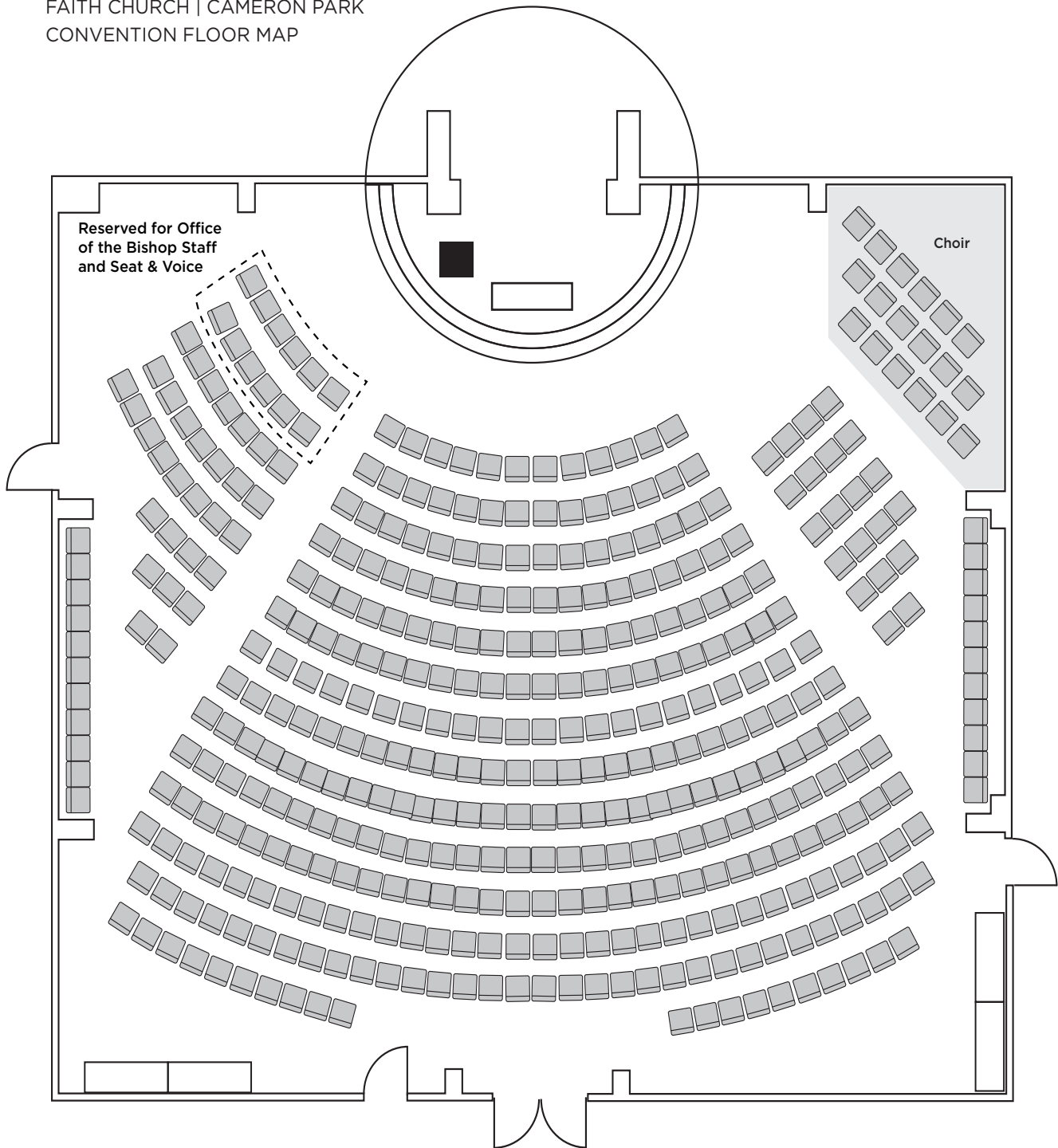
c) The results of all elections shall be announced by the President of Convention and shall be published on the diocesan webpage as soon as possible after the close of Convention.

d) Publication of these Rules. The provisions of subsection (a) of this Rule regarding "Procedures for Nominations" shall be included with the notice and time and place of Convention specified by Article VI, Section 3 of the Constitution.

2) At least sixty days before each annual Convention and at the time of sending the notice of a meeting of Convention required by Art. XIV of the Constitution, the Secretary shall post on the Diocesan website a list of all clergy canonically and actually resident in this Diocese and give notice of the posting by electronic transmission to all clergy canonically

resident in this diocese, whether actually resident or member of the clergy canonically resident in this diocese may enter an objection to the list by an email addressed to the Secretary and the Chair of the Committee on Credentials. After reasonable notice and an opportunity for the objector to be heard, the Committee on Credentials shall render its recommendation, which the Secretary of Convention shall report to Convention.

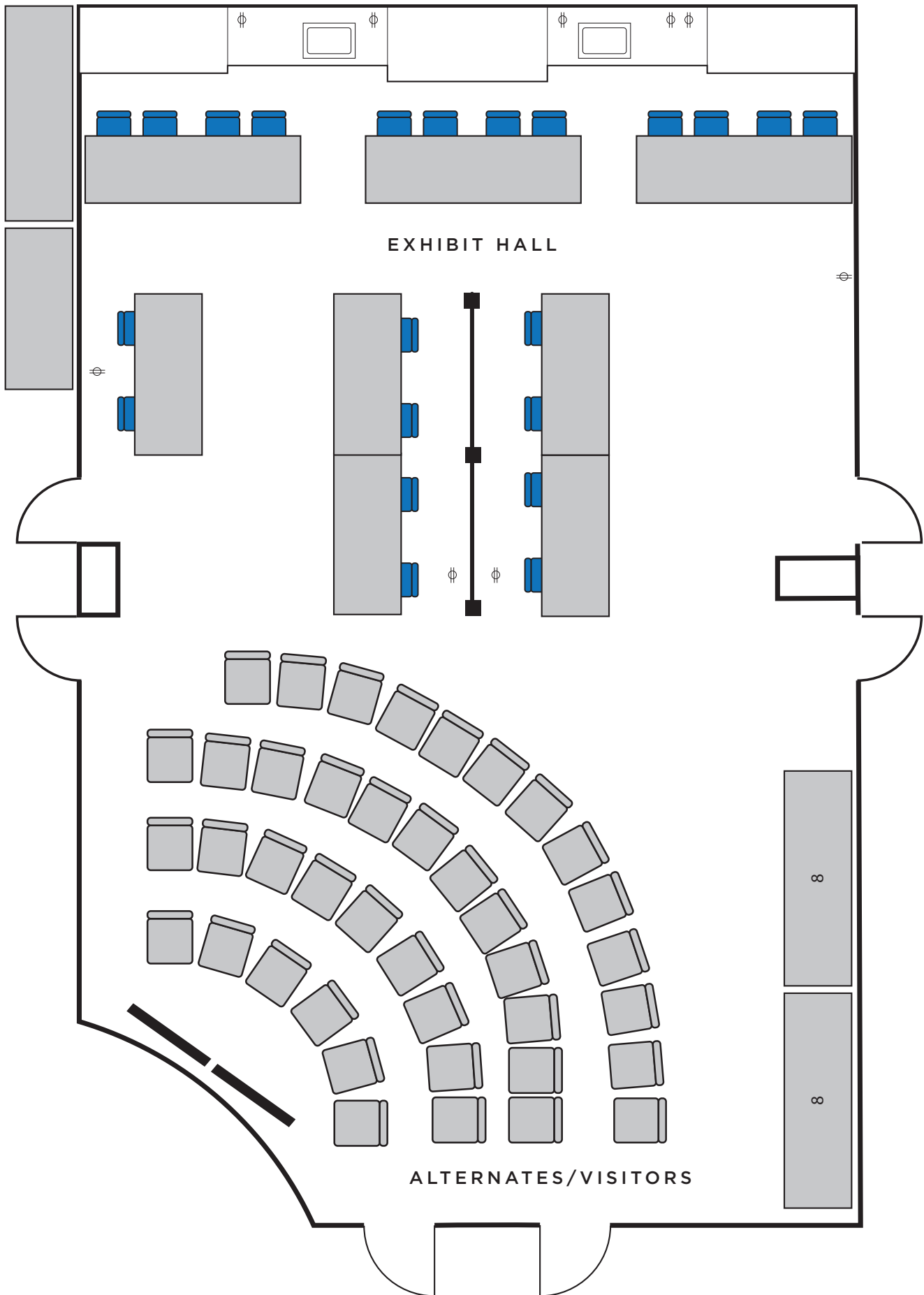
2023 DIOCESAN CONVENTION
FAITH CHURCH | CAMERON PARK
CONVENTION FLOOR MAP



CREDENTIAL CHECK

Important Notes:

- Convention Hall Opens at **9:00 am Friday**
- All seating is open except where Reserved
- Only Clergy, Lay Delegates, Seat & Voice and Office of the Bishop Staff Permitted on Convention Floor During Business





Episcopal Diocese
of Northern California

GOVERNANCE ELECTIONS

STANDING COMMITTEE

THE ROLE OF A COMMITTEE MEMBER 2.1

CLERGY NOMINEES

THE REV. ANNE PIERSON 2.2

LAY NOMINEES

BISMARCK MADDY 2.3

DONNAJO WOOLLEN 2.4

BOARD OF TRUSTEES

THE ROLE OF A TRUSTEE 2.5

CANON 16 2.6

NOMINEES

FERNANDO DIZON 2.8

DONALD TAYLOR 2.9

DAPHNE VERNON 2.10

The Role of a Standing Committee Member

A member of the Standing Committee shall be a confirmed member of The Episcopal Church, resident in The Episcopal Diocese of Northern California, and a communicant in good standing of a congregation of The Episcopal Diocese of Northern California.

There are eight positions on the Standing Committee, four clergy and four lay. All member terms are for four years. Diocesan Convention elects two members each year in November, one clergy and one lay. The standard diocesan process for applying to be elected is announced in June each year by the Office of the Bishop. The president and secretary are elected at the November meeting after Convention. The Constitution specifies how to fill a midterm vacancy. The president will produce and distribute the agenda a week before each meeting. The secretary will record the minutes and the president will distribute the document before or with the following month's agenda. A list of members' names are located on the diocesan website under Governance.

Members may expect to attend monthly meetings, augmented by the diocese's communications network. Meetings are customarily held on the third Friday morning of each month. Members may be invited to work on subcommittees. The bishop customarily attends SC meetings unless away at House of Bishops' meetings or on other necessary absences.

The Standing Committee:

- Serves as the Bishop's Council of Advice, meeting on request of the Bishop or on the Committee's own accord; Acts in matters such as recognizing new missions and missions becoming parishes, consenting to alienation or hypothecation of congregational or institutional property, consulting upon differences between a rector and vestry, approving the progress of individuals through the process for ordination to the diaconate or priesthood, approving the release and removal of individuals from

the ordained ministry, consenting to the deconsecration of churches, and, consenting, along with other standing committees (consent of a majority of standing committees being required), to the election of bishops of other dioceses or filling a vacancy in the office of presiding bishop;

- Serves as Ecclesiastical Authority for the exercise of specified episcopal functions when no bishop is authorized to act by reason of vacancy in office, bishop's absence from the diocese for more than six months, request of the bishop, or bishop's incapacity or suspension.
- Acts according to the Constitution and Canons of The Episcopal Church.

What The Standing Committee does by custom in this diocese:

Discernment: The Diocesan Commission on Ministry (DCOM) holds two or more discernment weekends with ordination nominees each year, usually at Mercy Center, Auburn. SC members are invited and expected to participate actively. The Ordination Process Coordinator of the Office of the Bishop works with the DCOM co-chairs and the SC president to facilitate the documentation of ordinands and their interviews.

Interface with Board of Trustees (BoT): The BoT holds a planning retreat in January of each year, usually at Mercy Center, Auburn. The president of the Standing Committee, or one member appointed by SC in his/her place, attends with full participation.



THE REV. ANNE PIERSON

CLERGY NOMINEE | STANDING COMMITTEE

CHRIST CHURCH | EUREKA

NOMINATED BY: SELF

Biographical Statement

I'm one of two deacons (with Archdeacon Pam) at Christ Church, Eureka. Within the church I serve as deacon for services alternating or sharing with Pam. I'm 80 years old and will have been ordained 7 years on 8/13/16. I schedule and help train the acolytes and Eucharistic Ministers, plus occasionally preach and actively offer healing prayer. I've been a volunteer chaplain at St. Joseph Hospital for 20 years. In the past I've served on the Vestry 4 times, led the team of Eucharistic Visitors, held Bible study, and was on the Board of the Diocese for 3 years some years ago. I have served the church since back at the end of the 1980's in various capacities including leading the youth group, organizing fellowship hours and receptions, among other things. Currently my home is used for church retreats and for mutual ministry reviews. It would be good to serve at the diocesan level once again.

What talents and spiritual gifts do you bring to the Standing Committee?

I'm a compassionate, caring person and am highly intuitive. I'm drawn to be with people when they are struggling with challenges in their lives and have had a 1-month intensive training as a spiritual director which has been a blessing. My experience as a volunteer chaplain at our local hospital has educated me in being with people from all walks of life and life experiences. I also have an extensive business background which can be drawn upon if there is a need as I've created and run a business for 26 years (1972-1998) and am now the owner of a shopping center (1998 to the present time).



BISMARCK MADDY

LAY NOMINEE | STANDING COMMITTEE

TRINITY CATHEDRAL | SACRAMENTO

NOMINATED BY: SELF

Biographical Statement

My name is Bismarck Maddy, born in Freetown, Sierra Leone. Unfortunately, both my parents have passed away. My father served as a preacher at Bishop Crowther Memorial Anglican Church in Cline Town, while my mother was a stewardess and member of the Mothers Union. I have two sisters and two brothers actively involved in various church roles. For my education, I attended the Cathedral Boys School for primary education and later the Sierra Leone Grammar for secondary education. Following high school graduation, I gained acceptance to the University of Sierra Leone, where I obtained a Diploma in Civil Engineering. In 1989, I immigrated to the USA to attend Sacramento State University. I am employed as a Public Works Senior Inspector in a private Geotechnical company, with a professional career spanning over twenty years. Within my community, I am chairman of our non-profit organization, the Sierra Leone Humanitarian Project, where I served as President for six years. I am happily married to my second wife, Marie Maddy, with whom I have been together for over eighteen years. We have four adult children.

What talents and spiritual gifts do you bring to the Standing Committee?

Since birth, I have been dedicated and involved in the Anglican Church. As I prepare to join the Standing Committee, I would like to highlight the talents and spiritual gifts I can bring:

Leadership and Vision: Utilizing my experience as Chaplain to the Vestry, leading its prayer and spiritual reflection, and my unwavering passion for the church, I will contribute by providing innovative ideas, strategic thinking, and a vision for congregational growth.

Compassion and Empathy: Through my involvement with non-profit organizations and outreach programs, I have nurtured a spirit of volunteering and developed understanding and empathy. I will advocate for marginalized individuals within the church community.

Biblical Knowledge and Teaching: My deep love for the Bible and volunteer work across various areas have equipped me with a strong understanding of scripture. I will bring this knowledge to discussions and decisions, ensuring our actions align with the church's teachings.

Cultural Awareness and Sensitivity: As a black American, I offer a unique perspective and understanding of cultural diversity. This will enable our Standing Committee to foster inclusivity and be sensitive to the needs and experiences of individuals from different backgrounds.

Problem-Solving and Analytical Skills: I possess strong analytical and problem-solving abilities thanks to my university education and professional background. I will utilize these skills to effectively address challenges and make informed decisions within the responsibilities of the Standing Committee.



DONNAJO WOOLLEN

LAY NOMINEE | STANDING COMMITTEE

EMMANUEL | GRASS VALLEY

NOMINATED BY: SELF

Biographical Statement

I discovered the Episcopal Church after years of searching. At St Mark's in King City I played the organ and occasionally baked cookies. After moving to Mt. Shasta after I retired I became much more involved. At St. Barnabas I played the organ, led a Gregorian Chant choir, and served as lay liturgist, lay preacher, Eucharistic Minister, Eucharistic visitor, diocesan convention delegate, and Verger. I served on the Mission Council and was twice Senior Warden.

On the diocesan level I was a member of the Commission on Ministry, the Board of Trustees, the Bishops Search Committee, and I was a deputy at General Convention. In August of 2020 I left Mt. Shasta and moved to Grass Valley to be near family.

As you may recall in August 2020 we were in the middle of a pandemic. Since I could not attend church in person I continued to attend St. Barnabas virtually but when Emmanuel opened its doors I was first in line! I attend Sunday Eucharist and Thursday Healing Service. I am on the Altar Guild, Woman's Prayer Circle, Worship Committee, Choir, and the vestry. I am a delegate to the Diocesan Convention. At the diocesan level I serve on the Episcopal Foundation and will attend my third General Convention in Louisville, Kentucky next summer.

What talents and spiritual gifts do you bring to the Standing Committee?

As may be clear from my biography, I like to be involved. I am interested in all things Church, and I find joy in service. My relationship with God is, in large part, lived out in communal worship and service to the church. I was a religious kid, and that passion has never abated. There have been times in my life when my lifestyle and behavior were less than holy-much less! But I have always eventually returned to that foundational relationship with God through church.

When I was on the Mission Council at St. Barnabas Church in Mt. Shasta I was in communication with the Standing Committee in relation to two projects. One was restoring a wetland to create a meditative walk and the other was creating a Sacred Scattering Ground next to the church. The respectful and thorough approach of the Standing Committee impressed me. I would like to be a part of that legacy of gracious service.

THE ROLE OF A TRUSTEE

A member of the Board of Trustees shall be a confirmed member of The Episcopal Church, resident in The Episcopal Diocese of Northern California, and a communicant in good standing of a congregation of The Episcopal Diocese of Northern California.

Trustees will:

- Through a Mutual Ministry process with the Bishop, help set goals for the diocese and periodically evaluate progress toward goals.
- Help develop Diocesan Policy and Strategy in support of mission priorities and operations priorities established by Diocesan Convention.
- Contribute to Strategic Planning for the diocese, looking ahead and helping develop policy options to meet changing circumstances.
- Help oversee Diocesan Finance and Administration in support of mission priorities, including the development and adoption of the annual operating budget of the diocese.
- Serve as Directors of the Diocesan Corporation, the civil legal face of the diocese, with duties set forth in State law, the Articles of Incorporation and the Bylaws of the Corporation, and in acts of Convention.
- Help oversee Diocesan Property and Development in support of mission priorities.
- The Diocesan Corporation is the owner of all of the assets of the diocese, including all real property, funds and other assets of the Missions in the diocese, with rights and responsibilities of such ownership.
- The Trustees shall use diligence to increase the principal funds of the endowments of the diocese.
- Trustees may expect monthly meetings augmented by the diocese's communications network. They may be invited to work on subcommittees. They are asked to participate in a planning retreat, in January each year.

Board of Trustees members shall:

- Pray for and actively support the mission of the diocese.
- Attend meeting, planning meetings and/or committee meetings.
- Comply with applicable canons, laws, policies and code of ethics.
- Accept the legal duties of loyalty and care while serving.
- Believe that all power rests with the full Board or Council, not individual members.
- Share wisdom and insights to help the Board and Council make good decisions and policy.
- Prepare well for all meetings.
- Be an advocate for programs and decisions.
- Seek opportunities to expand knowledge of the diocese.
- Regularly self-evaluate personal performance and determine need for improvement.
- Maintain confidentiality when necessary.

16.1. Creation. There shall be a Board of Trustees (“Trustees”) which shall be composed of the Bishop, who shall serve as President, seven elected deanery members, three appointed members, five elected at large members, the Chancellor, and the Treasurer of the Diocese. Unless serving as elected members, the Deans of the Deaneries shall be associate members without vote.

16.1.1. Selection. Elected and appointed members shall be selected as follows:

16.1.1.1. Elected Deanery Members. The elected deanery members shall be elected at Convention by a caucus of the convention delegates from the deanery they represent.

16.1.1.2. Appointed Members. The appointed members shall be appointed by the Bishop or the Ecclesiastical Authority if there is no Diocesan Bishop. The appointments shall be made before December 1 of each year.

16.1.1.3. Elected At Large Members. The elected at large members shall be elected by Convention.

16.1.1.4 Clergy and Lay Members. Of the elected and appointed members it is a goal that five shall be members of the clergy and that ten shall be members of the laity.

16.1.2. Terms. Each elected or appointed member shall serve a three-year term, each term to begin on the December 1 following election or appointment. No elected or appointed member may serve more than two successive three year terms without an intervening lapse of at least one year.

16.1.3. Qualifications. Subject to the provisions of Canon 23, a member of the Trustees shall be a confirmed member of The Episcopal Church, resident in the Episcopal Diocese of Northern California, and a communicant in good standing of a congregation of the Episcopal Diocese of Northern California. The elected deanery members shall be communicants in good standing of a congregation located in the deanery that they represent; or they shall be clergy associated with such a congregation; or they shall be the Dean of the deanery they represent.

16.1.4. Vacancies. The Board of Trustees shall have the power to fill vacancies in the elected membership of the Board until the next annual

Convention. Convention or caucus (whichever is appropriate) shall then elect a member to serve for the remaining unexpired term. The Bishop, or the Ecclesiastical Authority if there is no Diocesan Bishop, shall fill vacancies in the appointed membership by appointment for the remainder of the unexpired term.

16.1.5. Quorum. A majority of the members serving shall constitute a quorum.

16.2. Duties. The duties of the Trustees are as follow.

16.2.1. Policy and Strategy. The Trustees shall develop Diocesan policy and strategy in support of mission priorities and operations priorities established by Convention.

16.2.2. Strategic Planning. The Trustees shall act as strategic planner, looking ahead and developing policy options to meet changing circumstances.

16.2.3. Finance and Administration. The Trustees shall oversee finance and administration in support of mission priorities.

16.2.3.1. Department of Finance. The Trustees shall serve as the Department of Finance of the Diocese, as provided by the Canons of The Episcopal Church.

16.2.4. Property. The Trustees shall oversee property and development in support of mission priorities.

6.2.4.2. Assets. The Diocesan Corporation shall be the owner of all of the assets of the Diocese, including all real property, funds and other assets of the Missions in the Diocese, with rights and responsibilities of such ownership.

16.2.4.3. Endowments. The Trustees shall use diligence to increase the principal funds of the endowments of the Diocese.

16.2.5. Diocesan Corporation. The Trustees shall serve as the Board of Directors of the Diocesan Corporation, and their duties shall be those set forth in state law for directors of such a corporation, in the Articles of Incorporation and the Bylaws of the Corporation, or in acts of Convention. Any reference to the “Corporation” in the Constitution, Canons, Resolutions, or policies of the Diocese shall be deemed to refer to the Trustees.

16.3. Authority. Authority, whether delegated to the Trustees by Canons or by resolution of the Convention, or otherwise, shall belong to the Board of Trustees as a whole. The Trustees may create organizational substructures from their membership and others and may assign to its organizational substructures, by resolution or bylaw, such powers and responsibilities as it is able, and sees fit to assign. A permanent or irrevocable grant of powers to any such substructure is not authorized. Duties imposed upon and authority delegated to the former Board of Directors shall be deemed to be delegated to the Trustees.



FERNANDO DIZON

LAY NOMINEE | BOARD OF TRUSTEES

INCARNATION | SANTA ROSA

NOMINATED BY: SELF

Biographical Statement

I have been a member of the Church of the Incarnation in Santa Rosa for fifteen years, being received into the Episcopal Church on June 1, 2008 by Bishop Beisner. In that time I have served on its vestry for two 3- year terms and as junior warden for a total of 4 years. During clergy transition periods, I served on search and interview committees that evaluated candidates for priest-in-charge and rector. I also serve as a reader and usher for Sunday services. At the diocesan level, I currently serve on the Commission on Ministry and in the Academic Committee of that commission.

What talents and spiritual gifts do you bring to the Board of Trustees?

I have participated in Education for Ministry seminars for six years and continue to do so. I began this participation as a way to examine my religious and spiritual beliefs. Over the years in these seminars I have gained a deeper understanding of what being a Christian means. To me it means realizing that we are all children of God and are all part of Creation. Essentially this means that community and environment are central to being a Christian. Being in community means listening deeply to stories and experiences that others bring and valuing these stories. I believe that my most important talent and gift is that I strive to listen to and distill what others are saying with the objective of working towards understanding.



DONALD TAYLOR

LAY NOMINEE | BOARD OF TRUSTEES

TRINITY CATHEDRAL | SACRAMENTO

NOMINATED BY: SELF

Biographical Statement

I am professor emeritus of communication studies at California State University, Sacramento with specialty in international communication, mass communication, Intercultural Communication, and research methods in Communication Studies. I am a 2006-2007 Fellow of the American Council on Education (ACE) and served for 17 years in academic Administration retiring as Assistant Vice President for Academic Affairs with responsibility for overseeing accreditation of all degree programs. I also undertake consulting services in Africa delivering development communication that helps to strengthen delivery of quality health care in hard-to-reach rural populations. Having immigrated from Sierra Leone, West Africa I play a leadership role in several African Diaspora groups including the Center for African Peace and Conflict Resolution, Africa House Sacramento, The Sierra Leone Humanitarian Project, and The National Organization of Sierra Leoneans in North America. I come from a family line of Anglicans and was baptized in the Anglican communion as an infant and later confirmed at our family church in Freetown, Sierra Leone. Upon immigrating to the United States I transitioned to the Episcopal church continuing my Anglican tradition thereby maintaining my lifelong journey with Christ through the Episcopalian liturgy. I joined Trinity Cathedral 31 years ago. I am in my 3rd year on the Vestry, served on the Dean's Search Committee, and serve as Lector, Verger, Lay Eucharistic Minister and recently joined both the Liturgical Excellence and Civic Engagement committees of the Strategic Plan Implementation Teams. I am married to Esther Taylor and we have two children and 3 grandchildren.

What talents and spiritual gifts do you bring to the Board of Trustees?

During my career in academia, and my work in various communities, as well as in the church, I have taken shown leadership skills that help with problem solving, analytical reasoning, shaping visionary directions, and intercultural communication dynamics. In an increasingly multicultural society where the quest for inclusion, diversity, and equity have become central to good governance, I have found that intercultural competence is a key leadership quality. For this reason I have served as diversity trainer to International, State, County, city governments, Universities, and non-profit organizations.

Within, this space, I have been a member of the Land Acknowledgement Task Force at Trinity Cathedral that helped to write our Land Acknowledgement Statement that is read every Sunday at the start of services. That work continues so that we continue to respect the people and lands on which we sit. I am honored to have received the 2020 Dean's Award at Trinity that spoke eloquently to my work as Lector. It stated, inter alia, that "when you hear him read the words of scripture, you know he has a deep and personal relationship with our Creator." That gift or talent draws not just from my early career in broadcasting, but truly from my quest to share the word of God in meaningful and comprehensive ways: in short, to communicate and hopefully, achieve common understanding. Ultimately I come to my work as a leader with empathy, gratitude, and respect always guided by the quest to follow Christ in all I do, understanding.



DAPHNE VERNON

LAY NOMINEE | BOARD OF TRUSTEES

INCARNATION | SANTA ROSA

NOMINATED BY: SELF

Biographical Statement

Director of Spiritual Formation at Church of the Incarnation- I've been at Incarnation for over 20 years. I am also a Spiritual Director. I've been involved in formation for youth and adults. I was involved on the Diocesan level with Pathways for the first three years.

What talents and spiritual gifts do you bring to the Board of Trustees?

My Spiritual gifts are deep listening and reflecting. Looking for where God is in circumstances. I work well with others and can be a great team member. I am creative and can think outside of the box. I can work on the micro and macro levels. I bring institutional experience on wellness in communities and leadership. I have deep faith and believe in the future of the Episcopal Church and the health and wellbeing of our Diocese.



Episcopal Diocese
of Northern California

RESOLUTIONS | PETITIONS

2023 DIOCESAN CONVENTION | RESOLUTIONS | PETITIONS

RESOLUTIONS

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PETITIONS

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TITLE: R1-2023 | PETITION TO THE 81ST GENERAL CONVENTION TO ADD HOWARD W. THURMAN TO THE EPISCOPAL CHURCH CALENDAR

PROPOSED BY: James Richardson, clergy from Trinity Cathedral, Sacramento

PRESENTER AT CONVENTION: James Richardson, clergy from Trinity Cathedral, Sacramento

DATE SUBMITTED: July 18, 2023

RESOLUTION TEXT:

RESOLVED, That this 113th 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 petitions the 81st General Convention to designate April 10, or other appropriate date, on the Church Calendar as the annual celebration of the life and work of Howard W. Thurman, pastor, educator, theologian, and civil rights leader; and be it further

RESOLVED, That the Diocese of Northern California petitions General Convention to direct the Standing Commission on Liturgy and Music to prepare for trial use appropriate biblical lessons, collects and other liturgical resources commemorating the life and work of Howard W. Thurman; and be it further

RESOLVED, That the Diocese of Northern California commends to our congregations the celebration of Howard W. Thurman's life and work, and invites other dioceses to join us in this celebration.

RESOLUTION EXPLANATION:

This resolution follows-up on the petition our diocese submitted to General Convention in July 2022 to add Howard Thurman to the Church Calendar. That General Convention directed the Standing Commission on Music and Liturgy to examine whether Thurman should be added to the Calendar.

This resolution provides a legislative vehicle for the next General Convention, to be held in June 2024, to add Thurman to the calendar. This resolution also shows that our diocese remains in support of adding Thurman the calendar and invites our congregations and other dioceses to join us in this celebration.

Background:

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

In the 1930s Thurman led a six-month pilgrimage of African Americans to India where he met Mohandas Gandhi, who had a critical impact 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.

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.

RESOLUTIONS | R1-2023

In recent years there has been a resurgence of interest in Thurman's life and work. Thurman's book, *Jesus and the Disinherited*, is used in the Episcopal Church Sacred Ground program and as a supplemental text in the Education for Ministry program. Thurman's speeches, articles and books have been the topic of recent seminars, webinars and retreats in a wide spectrum of church and secular settings. And the Church for the Fellowship of All Peoples that he founded in San Francisco remains a vibrant worshipping community.

Our diocese convention in 2021 passed this resolution overwhelmingly on a vote of 279-3, indicating broad and enthusiastic local support. Since then, several of our congregations, including our cathedral, have held liturgical celebrations, seminars and forums focused on Thurman's life.

FISCAL IMPACT: None

TITLE: R2-2023 | MIGRATION WITH DIGNITY

PROPOSED BY: Matthew Woodward, clergy from Trinity Cathedral, Sacramento; James Richardson, clergy from Trinity Cathedral, Sacramento

PRESENTER AT CONVENTION: Matthew Woodward, clergy from Trinity Cathedral, Sacramento

DATE SUBMITTED: August 30, 2023

RESOLUTION TEXT:

RESOLVED, That this 113th Convention of the Diocese of Northern California adopts the following resolution and direct the Secretary of this Convention to forward it 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 petitions the 81st General Convention that, as all people are created in the image of God, we advocate for “Migration with Dignity,” a set of immigration policies that assure equal and respectful treatment of all people. And be it further,

RESOLVED, That, acknowledging that grave and serious mistreatment of ethnic minorities, migrants, and refugees is on the rise in the midst of record migration, the 81st General Convention, consistent with resolutions of previous General Conventions, declare itself to be in support of Migration with Dignity for all, including refugees, asylum seekers, displaced persons, and those who cross borders in search of opportunity. And be it further,

RESOLVED, That the 81st General Convention directs the Office of Government relations to promote Migration with Dignity in its work with the Federal Government. Advocating for the enforcement of existing laws and policies that uphold these principles, and supporting the enactment of new laws and policies guaranteeing the adoption of these Migration with Dignity Principles.

RESOLUTION EXPLANATION:

The Diocese of Northern California has been in the forefront of migrant issues with the recent arrival of displaced asylum seekers from Texas. We have participated in hosting them through Trinity Cathedral and our partnership with Sacramento ACT.

The resolution to the 113th Convention of the Diocese of Northern California is proposed in solidarity with other Episcopal Dioceses. It encourages the adoption of the Migration with Dignity framework, created in response to climate migration, but increasingly recognized as necessary as migration increases across the world. This resolution reaffirms and updates the Episcopal Church’s long-standing commitment to human rights as they pertain to the just treatment of refugees, asylum-seekers, and all migrants.

The resolution is grounded in Scripture:

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

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

The Migration with Dignity framework has been developed in anticipation of increased migration due to climate change. At the heart of the principles is a commitment to human dignity. This framework includes the following principles:

- A universal right of movement consistent with the United Nations Universal Declaration of Human Rights (UDHR), including freedom to leave and return to one's country of origin, and freedom of movement within one's country of origin or country of settlement (UDHR, Article 13).
- The right to be secure: from sexual violence including rape and sexual exploitation, human trafficking, slavery, forced labor, and arbitrary and abusive detention
- The right of equality, to include: 1) equal treatment with no discrimination under the law based on color, gender, language, religion, political affiliation, national origin, or disability; and
2) equal opportunity for upward mobility
- Rights to a basic quality of life, including employment rights, housing rights, and food rights
- The right to access services such as health care, education, and legal representation
- Civil and political rights guaranteeing the right to identity, to use of one's language, and to freedom of speech and religion;

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

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

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

FISCAL IMPACT: None

SUPPORTING DOCUMENTS:

1. Peace and Justice Studies Association "Chronicle" an article describing Migration with Dignity principles - https://www.peacejusticestudies.org/chronicle/migration-with-dignity-a-framework-to-manage-climate-change-and-prevent-conflict/#_edn13
2. The UN's Universal Declaration of Human Rights: [org/udhr](https://www.un.org/en/udhr/)
3. The Lambeth Human Dignity Call of 2022:
https://www.lambethconference.org/wp-content/uploads/2022/08/LC_Human-Dignity_ENG.pdf
4. Provided by DioCal: Analysis of previous General Convention and Executive Council resolutions, correlating them with the Migration with Dignity principles

TITLE: R3-2023 | CANONICAL AMENDMENT ON THE QUALIFICATION OF REGIONAL DEANS

PROPOSED BY: Barbara Jewell, Diocesan Chancellor

PRESENTER AT CONVENTION: Barbara Jewell, Diocesan Chancellor

DATE SUBMITTED: August 10, 2023

RESOLUTION TEXT:

RESOLVED, that Section 22.4.1 of the Canons of the Diocese be amended to read as follows:

Sec. 22.4.1. The Regional Dean is to be a priest or deacon in good standing in the diocese.

RESOLUTION EXPLANATION:

Canon 22 sets the number and boundaries of the seven Deaneries (subregions) of our diocese, and the qualifications and duties of the Deans appointed by the Bishop for each Deanery. The current canon requires that only priests in good standing may serve as a Dean. This canonical change would allow the appointment of both priests and deacons in good standing to serve as a Dean.

FISCAL IMPACT: None

TITLE: R4-2023 | CANONICAL AMENDMENT ON APPOINTMENTS TO THE DISCIPLINARY BOARD

PROPOSED BY: Barbara Jewell, Diocesan Chancellor

PRESENTER AT CONVENTION: Barbara Jewell, Diocesan Chancellor

DATE SUBMITTED: September 1, 2023

RESOLUTION TEXT:

RESOLVED, that Section 60.4.1 of the Canons of the Diocese of Northern California be amended as follows:

60.4.5 Election. The members of the Disciplinary Board from this Diocese shall be ~~elected by Convention~~ **appointed by the Bishop with the consent of the Standing Committee by November 1 of each year,** with terms beginning the following January 1.

RESOLUTION EXPLANATION:

EXPLANATION: Canon 60 sets the qualifications, number and terms of members of the diocesan Disciplinary Board. It currently requires election of members of the diocesan Board. This requested canonical change brings us into conformity with a compact we entered into in 2010 with the dioceses of El Camino Real, San Joaquin, and California for the sharing and cooperation in the administering, expenses and implementing of Title IV disciplinary canons of The Episcopal Church. The Diocese of Northern California is the only diocese among the four that has a canon requiring a diocese convention to elect members of the local disciplinary board. Finding candidates to run for this board has been difficult. This canonical change would allow the Bishop to appoint members of the board with the consent of the elected Standing Committee. Canon 60.4.6 already authorizes our bishops to appoint members of the board, with the consent of the Standing Committee, when there is a vacancy.

FISCAL IMPACT: None

TITLE: R5-2023 | ALL ARE WELCOME TO RECEIVE HOLY COMMUNION

PROPOSED BY: Martin Heatlie, Grace Church, Wheatland

ADDITIONAL PROPOSERS: Joe Waggershauer, Amelia Oliver, Anna Nelson, Jan Selter, Linda Tucker,
Dave Bare, Maree Gauper

PRESENTER AT CONVENTION: Martin Heatlie, Grace Church, Wheatland

DATE SUBMITTED: August 25, 2023

RESOLUTION TEXT:

RESOLVED, That The Episcopal Diocese of Northern California shall submit a Resolution at the next General Convention of the Episcopal Church to re-word Canon I.17.7 of the Constitution and Canons of The Episcopal Church. The new wording shall be:

“Episcopal churches welcome all to attend services, receive Holy Communion, be baptized, become confirmed, and to enjoy all the blessings of the Episcopal faith. There are no exceptions.”

RESOLUTION EXPLANATION:

CANON I.17.7 (2018 Revision, page 88) states: “No unbaptized person shall be eligible to receive Holy Communion in this Church.” Presiding Bishop Michael Curry, in his book Love is the Way quotes former presiding Bishop Edmund Browning, who stated in 1985: I want to be very clear: This Church of ours is open to all - there will be no outcasts. During Holy Communion, if Canon I 17.7 is adhered to, unbaptized attendees may feel they are outcasts. Professing that all are welcome to attend Episcopal services, but all are not welcome to receive Holy Communion creates outcasts within the church.

Baptism is a vital part of being a Christian. In no way does this resolution diminish how important baptism is. When the celebrant says: The gifts of God for the people of God, are not all people the people of God? As Jesus implored Peter: Feed my sheep.

When the post-communion prayer is offered, does it only apply to those who have been fed with the spiritual food of our Savior Jesus Christ?

FISCAL IMPACT: None

TITLE: P1-2023 | PETITION TO CHANGE THE STATUS OF ST. NICHOLAS EPISCOPAL CHURCH FROM SPECIAL FOCUS PARISH TO ORGANIZED MISSION.

PROPOSED BY: Nicci Lawhun

PRESENTER AT CONVENTION: The Rev. Dr. Richard Yale

DATE SUBMITTED: August 30, 2023

This Petition is addressed to the following officer and bodies of The Episcopal Church in the Diocese of Northern California:

Bishop
Standing Committee
Board of Trustees
Convention,

And represents the following:

The Petitioner, The Rector and Vestry of St. Nicholas' Episcopal Parish in Paradise, California, established in 1950 as a mission congregation of this Diocese.

In 1950, Mr. Harold Milkin ran an advertisement in the local paper inviting people to meet who were interested in starting a mission of the Episcopal Church in Paradise. The group met on October 4, 1950, to organize and elect a mission committee. The new mission was named after St. Nicholas of Myra, patron of sailors and children. The first Episcopal service held in Paradise was the next day, October 5, 1950, in the Paradise Memorial Hall, with orange crates reportedly used as the altar. There were 60 people in attendance.

The Petitioner built their first church structure (a nave) in 1954 and was established as a parish in 1982. By 1985, the congregation had outgrown that first building, and so they built a new parish hall with new worship space, classrooms, and offices. In 1999, the current worship space was built with seating for 229 people, and was consecrated by Bishop Lamb on December 3, 2000.

The Petitioner experienced decades of growth, with attendance peaking in the years 1998-2000. Then, attendance began to decline, and by 2004, the congregation struggled to pay their apportionment and was not able to make regular payments on their building loans from the diocese.

In the last decade, attendance, plate and pledge all peaked in 2012, with an ASA 82 and plate and pledge of \$152,522.00. Since the Camp Fire in 2018 and the COVID-19 pandemic, in the year 2022, the ASA has now dropped to 9, with a reported plate and pledge of \$20,630.00.

These metrics of declining attendance and finances should not detract from the vital mission and ministry that has been accomplished over the years. In 2015 the congregation was recognized as a national Jubilee Ministry for their Loaves and Fishes feeding ministry. Without the intervention of the devastating Camp Fire in November 2018 and the ensuing pandemic, there is a good reason to believe that St. Nicholas church would have continued to be an active small congregation.

The events that bring us to the current situation began on November 8, 2018, when the Camp Fire destroyed the town of Paradise and much of the adjoining community of Magalia (together known as "The Ridge"), where most of the members of St. Nicholas lived. Most lost their homes that day. In the diaspora that followed, the congregation saw its membership cut in half to about 30 people, who regathered for bimonthly worship held in the parish hall at St. John's, Chico starting in February of 2019. Some of those attending traveled significant distances from where they had found temporary lodging. Over time, many would settle down in these other locations and begin attending their local Episcopal churches.

Another factor prompting this petition for change in status of the congregation is that the buildings, while they did not burn down, sustained damage from the fire and were largely unusable for over a year. By the time the buildings were ready to be reoccupied the global COVID pandemic was upon us. All these factors, together with the trauma, grief, and burnout continued to take a toll on the congregation as well as on all the residents of the Ridge.

Despite the small size of the congregation, St. Nicholas continues to have a vital role to play in the recovery of the Ridge. The Petitioner not only foresees the opportunities for ministries in our facility, but also in the larger community. Our continued worship and fellowship empower those involved in the community in developing a flourishing Ridge through civic engagement.

The repaired and refurbished buildings are a prime asset on a rebuilding Ridge, where adequate space for meeting and engaging in the work of community healing and resilience is needed. In January 2023 the congregation hosted two Kintsugi workshops (the Japanese art of mending pottery used as a form of healing art). We have already served as the location for a gathering of community leaders planning the next steps of the recovery, and we look forward to hosting a future meeting of the Camp Fire Collaborative, the official Long Term Recovery Group of the Camp Fire. We will also be a site for “Imagine You” classes for recovery from trauma. Finally, our church members themselves continue to be assets for the recovery as with the Spirit’s gifts we are empowered for the work of ministry.

The Petitioner is grateful for a rich Episcopal theology of mission that is holistic, collaborative, and ecumenical. We believe that the witness of the Episcopal Church through the worship, fellowship, and mission of St. Nicholas continues to be important to the Ridge. We also believe that being disencumbered from some of the corporate obligations of parish status will free us to pursue the mission that Christ has set before us.

The Petitioner has been without the services of a rector since January 2020 and since then has neither sought nor been in a position to seek to call a rector. The time elapsed without calling a rector is greater than the reasonable time for doing so.

The Petitioner prays that:

The Standing Committee by a majority vote, pursuant to Canon 32.12 designate Petitioner as a Mission,

The Bishop as Ecclesiastical Authority grant consent to that designation,

The Diocesan Convention act by majority vote, pursuant to Canon 32.12 to change the status of St. Nicholas Episcopal Church from Special Focus Parish to Organized Mission.

Executed this 30th day of August 2023 by The Rector and Vestry of St. Nicholas’ Parish in Paradise, California by

Nicci Lawhun, Warden



Episcopal Diocese
of Northern California

FINANCIAL REPORTS

FINANCIAL REPORTS:

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DIOCESAN TREASURER'S REPORT

John Nykamp, Diocesan Treasurer

The Diocesan Treasurer is Co-Chair of the Budget and Finance Committee. The committee is responsible for assisting the Bishop's Office staff in assembling the diocesan budget and is tasked with reviewing and recommending actions on all financial matters going to the Board of Trustees. As I complete my seventh year as diocesan treasurer, I want to thank the Bishop, Trustees, Budget and Finance Committee, and the Bishop's Office staff for working hard to maintain the integrity of the finances of the diocese.

Another aspect of my role is to help coordinate reviews of congregation accounting and financial practices. The current Congregation Accounting and Financial Reporting Standards were established in late 2014 and have been used by the congregation audit team in their reviews. We have an excellent team of auditors who have helped congregations review their financial practices, develop standardized reporting, and achieve compliance with diocesan and national church reporting requirements. Unfortunately, due to a limited number of available auditors we have not been able to complete reviews for all congregations within the diocese and we are actively working on solutions to make sure that all parishes and missions within the diocese have a method to review their financial and accounting practices and have a resource to help them with questions in these areas. During 2023, we focused on working with parishes, large or small to do their own internal review and submit that review to the bishop's office. Our goal is to use this information to gain a better picture of the financial health of all of the parishes within the diocese.

Below is a summary of the financial reports included in the convention packet.

Budget to Actual Summary and Detail for the Six Months ended June 30, 2023.

The diocesan financial statements for the six months ending June 30, 2023 show a net operating surplus including reserve allocations (line 33) of \$33,741 as compared to a budgeted deficit of \$93,200. Due primarily to unrealized market gains, unrestricted net assets for the first six months of the year (line 44) have increased by \$1,053,525.

Statement of Financial Position as of June 30, 2023

As of June 30, 2023, The Diocese of Northern California had Net Assets of \$16,174,383. This includes assets with and without donor restrictions. Donor restricted assets of \$546,541 (line 70) include all funds for which donations are earmarked for a specific purpose by the donors to the funds. These funds can only be used for those designated purposes. Of the \$15,627,842 of funds without Donor Restrictions (line 55), \$4,620,711 have been designated by the Board of Directors for specific future purposes or, as in the case of the Camp Noel Porter proceeds, set aside while the Board determines the long-term use of those funds. Our total unrestricted and undesignated net assets are \$11,007,131 of which \$2,067,395 is property and equipment and the remaining balance of \$8,939,736 is unrestricted funds invested to generate income for the operating budget and growth of the unrestricted funds.

Diocesan 2022 Year-end Financials

The June 30 2023 Budget to Actual Summary and Statement of Financial Position also includes year-end information for 2022.

2022 Net Operating Income including reserve allocations was \$284,040 and, due to unrealized investment losses, the net decrease in Unrestricted Net Assets was \$1,372,290.

Net Assets at the end of 2022 totaled \$15,459,803 and cash Unrestricted Net Assets were \$8,544,991.

The 2022 diocesan audit was completed in October 2023. The audit did not uncover any issues and issued a qualified opinion but stated that the diocesan financials presented fairly, in all material respects, the financial position of the Diocese. The reason for the qualified opinion is the records lost when the prior Office of the Bishop was destroyed in a fire.

2024 Diocese of Northern California Operating Budget

While the goal of the Board of Trustees was to have a balance budget, in order to meet the priorities set out by the Bishop and Board, the board approved the 2024 budget with a deficit using an additional draw from unrestricted reserves. The Board of Trustees approved the Episcopal Diocese of Northern California's 2024 Budget on September 9, 2023. The Operating Budget is included with commentary later in the convention book.

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2023 and December 31, 2022

	June 2023	December 2022	Line #
ASSETS			
Current Assets			
Checking/Savings			
Cash and Equivalents (Diocesan)			
Cash on Hand	\$ 745,894	\$ 960,753	1
Cash Investments	4,723	4,612	2
Total Cash and Equivalents (Diocesan)	750,617	965,365	3
Cash Held for Others	1,489,297	2,587,089	4
Total Checking/Savings	2,239,914	3,552,454	5
Accounts Receivable			
Accounts Receivable	171,068	251,921	6
Allowance for Uncollectable	(53,000)	(53,000)	7
Total Accounts Receivable	118,068	198,921	8
Other Current Assets			
Mission Apport. Accrual	20,623	25,912	9
Undeposited Funds	8,773	-	10
Other Receivables	185,291	197,131	11
Prepaid Expenses	30,023	26,887	12
Group Ins. & Comp-Prepaid	12,684	11,427	13
Total Other Current Assets	257,394	261,357	14
Total Current Assets	2,615,376	4,012,732	15
Fixed Assets			
Property-Church Use, net	695,298	700,659	16
Property & Equipment, net	1,372,097	1,396,223	17
Total Fixed Assets	2,067,395	2,096,882	18
Other Assets			
Long Term Receivables	16,549	16,849	19
Investments	13,217,841	12,321,821	20
Investments Held for Others	19,806,006	16,961,955	21
Notes Receivables, net of reserve allowance	335,033	320,347	22
Deposits	6,409	6,409	23
Right of Use Leased Assets	313,979	313,979	24
Total Other Assets	33,695,817	29,941,360	25
TOTAL ASSETS	\$ 38,378,588	\$ 36,050,974	26

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2023 and December 31, 2022

	June 2023	December 2022	Line #
LIABILITIES & NET ASSETS			
Liabilities			
Current Liabilities			
Accounts Payable	\$ 38,908	\$ 99,997	27
Credit Cards	-	1,623	28
Other Current Liabilities			
Accrued Expenses	109,192	110,067	29
Pass-Through & Held for Others	423,194	423,606	30
Deferred Revenue	8,810	78,035	31
Total Other Current Liabilities	<u>541,196</u>	<u>611,708</u>	32
Total Current Liabilities	<u>580,104</u>	<u>713,328</u>	33
Long Term Liabilities			
Investments-Held for Others	21,295,302	19,549,044	34
Operating Lease Liability	328,799	328,799	35
Total Long Term Liabilities	<u>21,624,101</u>	<u>19,877,843</u>	36
Total Liabilities	<u>22,204,205</u>	<u>20,591,171</u>	37
Net Assets			
Without Donor Restrictions			
Undesignated - Non Property & Equipment	8,939,736	8,544,991	38
Undesignated - Net Property & Equipment	2,067,395	2,096,882	39
Total Undesignated	<u>11,007,131</u>	<u>10,641,873</u>	40
Designated			
Bishop Noel Porter Fund	4,170,119	3,861,139	41
Bishop/CTO Autos	68,216	58,216	42
Bishop/CTO Sabbatical	15,353	12,853	43
Bishop Search	40,000	20,000	44
Center at St. Matthews	20,599	-	45
Church Planting	16,000	15,000	46
Communications Hubs	12,697	15,748	47
Ecclesiastical Court	26,985	26,985	48
General Convention	44,885	27,385	49
Lambeth	12,424	10,925	50
Pilgrimage Fund	17,500	15,000	51
Redway Ministries	166,814	153,591	52
Theological Education Fund	9,119	7,933	53
Total Designated	<u>4,620,711</u>	<u>4,224,775</u>	54
Total Without Donor Restrictions	<u>15,627,842</u>	<u>14,866,648</u>	55

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2023 and December 31, 2022

	June 2023	December 2022	Line #
With Donor Restrictions			
Archdeacon Fund for Education	17,578	11,385	56
Charitable Remainder Trusts	14,398	14,398	57
Diocesan Clergy Wellness Fund	312	288	58
Disaster Relief Fund	127,508	167,407	59
Disaster Resilience and Recovery Fund	30,732	46,157	60
Discretionary Fund	44,130	45,707	61
Francis Lana Ordinand Education	1,042	1,042	62
Haden Education Funds	20,922	19,263	63
Lamb Fund for Campus Min - Perm	31,382	31,382	64
Lamb Fund for Campus Ministry	18,458	14,508	65
Roanridge Grant (DFMS)	1,042	1,042	66
Robert and Winifred Gaines Fund	20,644	18,981	67
St. Matthew's Project Donation	170,151	171,001	68
Turnbull - Retiree Health Insurance	48,242	50,594	69
Total With Donor Restrictions	546,541	593,155	70
Total Net Assets	16,174,383	15,459,803	71
TOTAL LIABILITIES & NET ASSETS	\$ 38,378,588	\$ 36,050,974	72

FINANCIAL REPORTS | BUDGET TO ACTUAL THROUGH 6/20/2023

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA BUDGET TO ACTUAL- SUMMARY Six Months Ended June 30, 2023

	6/30/2023 ACTUAL	YTD 2023 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	ANNUAL 2023 BUDGET	12/31/22 ACTUAL	LINE #
UNRESTRICTED NET ASSETS:						
REVENUES:						
Mission Apportionment, net	861,607	839,811	21,797	1,679,621	1,669,054	1
Contributions	1,961	-	1,961	-	1,900	2
St. Matthews	41,633	83,550	(41,917)	167,100	167,314	3
Missioner for Disaster Resilience	79,395	50,688	28,708	101,375	222,661	4
Other revenues	56,843	106,790	(49,947)	193,579	152,393	5
Revenue from Investments (Note 1)	307,420	307,420	-	614,840	558,945	6
Total revenues	1,348,859	1,388,258	(39,399)	2,756,515	2,772,267	7
EXPENSES:						
Diocesan Operating:						
Office of the Bishop:						
Personnel	551,409	586,096	34,687	1,172,191	895,958	8
Operating Costs	249,550	263,492	13,942	508,651	482,370	9
Governance	17,463	48,438	30,975	96,875	129,190	10
Total diocesan operating expenses	818,422	898,025	79,603	1,777,717	1,507,518	11
Program expenses:						
Youth and Young Adults	77,759	73,560	(4,199)	103,370	53,018	12
Outreach	79,836	99,235	19,399	198,469	172,629	13
Congregational Development and Support	157,663	215,233	57,570	370,465	441,107	14
Total program expenses	315,258	388,027	72,769	672,304	666,754	15
TEC Assessment	154,206	154,206	-	308,412	312,033	16
Province 8 Assessment	2,250	2,250	-	4,500	4,500	17
Total expenses	1,290,136	1,442,508	152,372	2,762,933	2,490,805	18
NET OPERATING INCOME (LOSS)	58,723	(54,251)	112,974	(6,418)	281,462	19
Reserve ALLOCATIONS:						
Archdeacon Fund for Education	-	(13,000)	13,000	(13,000)	(16,421)	20
Bishop Search	20,000	20,000	-	20,000	20,000	21
Bishop/CTO Autos	10,000	10,000	-	10,000	15,562	22
Church Planting	1,000	1,000	-	1,000	5,000	23
Communication Hubs	(3,051)	(3,051)	-	(3,051)	(4,252)	24
General Convention	17,500	17,500	-	17,500	(22,615)	25
Lambeth	1,500	1,500	-	1,500	(9,852)	26
Pilgrimage Fund	2,500	2,500	-	2,500	5,000	27
Sabbaticals	2,500	2,500	-	2,500	5,000	28
Board Approved Additional Reserve Transfers:						
Noel Porter Fund (EYE Event)	(24,308)	-	(24,308)	-	-	29
Unrestricted Undesignated (Commission on the Environment)	(1,500)	-	(1,500)	-	-	30
Unrestricted Undesignated (Revival 2024)	(1,159)	-	(1,159)	-	-	31
Total Reserve Allocations	24,982	38,949	(13,967)	38,949	(2,578)	32
NET OPERATING INCOME (LOSS) AFTER RESERVE ALLOCATIONS	33,741	(93,200)	126,941	(45,367)	284,040	33
OTHER CHANGES TO NET ASSETS:						
Cash items:						
Investment Interest and Dividends, Net of Fees	115,042	-	115,042	-	219,757	34
Realized Gains (Losses)	65,229	-	65,229	-	76,510	35
Employee Retention Credit	-	-	-	-	151,024	36
Unclassified Credit Card Expenses	(6,010)	-	(6,010)	-	(651)	37
Total cash items	174,261	-	174,261	-	446,640	38
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS BEFORE NON-CASH ITEMS	208,002	(93,200)	301,202	(45,367)	730,680	39
Non-cash items:						
Depreciation	(32,147)	-	(32,147)	-	(59,650)	40
Reduction in Allowance for Doubtful Accounts	-	-	-	-	44,630	41
Unrealized Gains (Losses) from Investments	877,670	-	877,670	-	(2,043,320)	42
Total non-cash items	845,523	-	845,523	-	(2,102,970)	43
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS	1,053,525	(93,200)	1,146,725	(45,367)	(1,372,290)	44
DONOR RESTRICTED NET ASSETS (excludes investment earnings):						
Contributions:						
General contributions	3,596	-	3,596	-	4,551	45
Discretionary Funds	6,229	-	6,229	-	24,469	46
Disaster Relief and Disaster Resilience contributions	68,072	-	68,072	-	202,319	47
Expenses:						
Discretionary Funds	(7,807)	-	(7,807)	-	(18,796)	48
Disaster Resilience and Relief Funds	(123,395)	-	(123,395)	-	(292,536)	49
St. Matthews's Renovation Fund	(850)	-	(850)	-	(2,146)	50
Turnball Retiree Health Insurance Fund	(2,352)	-	(2,352)	-	(6,504)	51
INCREASE (DECREASE) IN TEMPORARILY RESTRICTED NET ASSETS	(56,507)	-	(56,507)	-	(88,643)	52
PERMANENTLY RESTRICTED NET ASSETS:						
Change in value of charitable remainder trust assets	-	-	-	-	4,250	54
INCREASE (DECREASE) IN NET ASSETS	997,018	(93,200)	1,090,218	(45,367)	(1,456,683)	53

FINANCIAL REPORTS | BUDGET TO ACTUAL THROUGH 6/20/2023

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA BUDGET TO ACTUAL- SUMMARY Six Months Ended June 30, 2023

RECONCILIATION TO GAAP BASIS						
Unrestricted/Designated Net Assets used for Operations <i>(Note 1)</i>	(307,420)	(307,420)	-	(614,840)	(558,945)	54
Reserve Allocations	24,982	38,949	(13,967)	38,949	(2,578)	55
INCREASE (DECREASE) IN NET ASSETS GAAP BASIS	714,580	(361,671)	1,076,251	(621,258)	(2,018,206)	56
NET ASSETS, Beginning of the year - GAAP <i>(Note 1, 2 and 3)</i>	15,459,803	15,459,803	-	15,459,803	17,478,009	57
Increase in Net Assets for GAAP	714,580	(361,671)	1,076,251	(621,258)	(2,018,206)	58
Net ASSETS, End of period - GAAP <i>(Note 1, 2 and 3)</i>	16,174,383	15,098,132	1,076,251	14,838,545	15,459,803	59

Notes:

- (1) Excludes revenue from investments and reflects the use of investment net assets for current operations as the usage is already reflected in net assets.
- (2) Excludes the net change in reserve allocations as the allocations are net asset designations of the Board of Trustees and effectively result in a reclass from undesignated net assets without donor restrictions to designated net assets without donor restrictions.
- (3) The Budget to Actual Summary is prepared in a format to reflect the diocesan budget and is not reported according to GAAP but does accurately reflect the operations of the diocese. Year-end audited financials will be reported in GAAP format for auditing purposes.

FINANCIAL REPORTS | BUDGET TO ACTUAL THROUGH 6/20/2023

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA BUDGET TO ACTUAL DETAIL Six Months Ended June 30, 2023

	6/30/2023 ACTUAL	YTD 2023 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	% VARIANCE	ANNUAL 2023 BUDGET	12/31/22 ACTUAL	Line #
REVENUES							
OPERATING REVENUE							
Mission Apportionment, net	861,607	839,811	21,797	3%	1,679,621	1,669,054	1
Contributions, Bequests, etc.	1,961	-	1,961	100%	-	1,900	2
St. Matthews Center							
Contributions	16,872	26,250	(9,378)	-36%	52,500	99,990	3
Rental Income	24,761	56,300	(31,539)	-56%	112,600	67,324	4
Other Income	-	1,000	(1,000)	-100%	2,000	-	5
Total St. Matthews Center	41,633	83,550	(41,917)	-100%	167,100	167,314	6
Missioner for Disaster Resilience							
Payroll & Benefits	42,430	28,938	13,493	47%	57,875	82,182	7
Program Costs	36,965	21,750	15,215	70%	43,500	140,479	8
Total Missioner for Disaster Resilience	79,395	50,688	28,708	57%	101,375	222,661	9
Other Revenue							
Event Revenue	37,777	73,188	(35,411)	-48%	126,375	89,215	10
Interest Revenue (Non Investment Funds)	7,730	16,309	(8,579)	-53%	32,617	22,992	11
Other Revenue	11,336	17,294	(5,958)	-34%	34,587	40,186	12
Total Other Revenue	56,843	106,790	(49,947)	-47%	193,579	152,393	13
Revenue from Investments	307,420	307,420	-	0%	614,840	558,945	14
TOTAL OPERATING REVENUE	1,348,859	1,388,258	(39,399)	-3%	2,756,515	2,772,267	15
OPERATING EXPENSES							
DIOCESAN OPERATING EXPENSES							
OFFICE OF THE BISHOP							
PERSONNEL							
Bishop	83,970	83,971	1	0%	167,941	159,488	16
Canon to the Ordinary	53,936	53,936	-	0%	107,872	59,758	17
Director of Operations	50,014	48,558	(1,457)	-3%	97,115	92,227	18
Executive Assistant to the Bishop	38,657	38,657	-	0%	77,314	73,423	19
Executive Staff Support	31,125	30,698	(427)	-1%	61,396	61,650	20
Executive Staff Support II	23,894	22,494	(1,401)	-6%	44,987	43,275	21
Missioner for Church Life	40,515	42,120	1,605	4%	84,240	30,000	22
Missioner for Communications	30,929	30,929	(1)	0%	61,857	56,485	23
Missioner for Disaster Resilience	34,223	34,223	(1)	0%	68,445	65,000	24
Receptionist and Administrative Support	16,319	23,625	7,306	31%	47,250	35,038	25
Vacation Buyouts and Termination Pay-Outs	-	-	-	100%	-	1,045	26
Benefits	147,827	171,887	24,060	14%	343,774	218,569	27
Merit Increase	-	5,000	5,000	100%	10,000	-	28
Total Personnel	551,409	586,096	34,687	6%	1,172,191	895,958	29
OPERATING COSTS							
Accounting/Auditing Fees	64,698	64,167	(531)	-1%	110,000	107,804	30
Autos - Bishop & Canon	4,209	8,500	4,291	50%	17,000	12,981	31
Communications	9,377	12,500	3,123	25%	25,000	15,110	32
Communications Hubs	7,963	7,526	(438)	-6%	15,051	9,252	33
Continuing Education	3,914	5,000	1,086	22%	10,000	7,279	34
Equipment, Furniture, Software	23,533	25,750	2,217	9%	51,500	49,019	35
Hospitality and Travel	17,388	20,000	2,612	13%	40,000	32,826	36
Insurance	6,604	6,500	(104)	-2%	13,000	13,032	37
Legal Fees	-	1,500	1,500	100%	3,000	-	38
Miscellaneous Office	27,017	25,550	(1,467)	-6%	51,100	60,302	39
Office Rent and Storage	84,847	86,500	1,653	2%	173,000	174,765	40
Sabbaticals	-	-	-	100%	-	-	41
Total Operating Costs	249,550	263,492	13,942	5%	508,651	482,370	42
GOVERNANCE							
Board of Trustees	14,348	10,000	(4,348)	-43%	20,000	19,404	43
Standing Committee	-	500	500	100%	1,000	-	44
Diocesan Convention	170	32,938	32,768	99%	65,875	58,763	45
General Convention	-	-	-	100%	-	40,115	46
Lambeth	-	-	-	100%	-	9,853	47
Other Committees	-	250	250	100%	500	38	48
Revival - 2024	1,159	-	(1,159)	100%	-	-	49
Strategic Planning	-	3,750	3,750	100%	7,500	-	50
Ecclesiastical Support	1,786	1,000	(786)	-79%	2,000	1,017	51
Total Governance	17,463	48,438	30,975	64%	96,875	129,190	52
TOTAL DIOCESAN OPERATING EXPENSES	818,422	898,025	79,603	9%	1,777,717	1,507,518	53

FINANCIAL REPORTS | BUDGET TO ACTUAL THROUGH 6/20/2023

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA BUDGET TO ACTUAL DETAIL Six Months Ended June 30, 2023

	6/30/2023 ACTUAL	YTD 2023 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	% VARIANCE	ANNUAL 2023 BUDGET	12/31/22 ACTUAL	Line #
PROGRAM EXPENSES							
YOUTH AND YOUNG ADULTS							
Campus Ministries & Chaplains	43,750	43,750	-	0%	43,750	40,000	54
Grant to Camp Living Waters	2,500	1,250	(1,250)	-100%	2,500	2,970	55
Pathways	25,883	25,560	(323)	-1%	51,120	4,273	56
Youth Discipleship & Camperships	5,626	3,000	(2,626)	-88%	6,000	5,775	57
Total Youth and Young Adults	77,759	73,560	(4,199)	-6%	103,370	53,018	58
OUTREACH							
Companion Diocese	-	2,000	2,000	100%	4,000		59
Episcopal Community Services	3,875	3,875	-	0%	7,750	7,750	60
Disaster Preparedness	-	1,000	1,000	100%	2,000		61
Sustainable Development Goals (.007 of total revenue)	-	5,810	5,810	100%	11,619	11,664	62
St. Matthew's Center	75,961	83,550	7,589	9%	167,100	146,715	63
Outreach - Other	-	3,000	3,000	100%	6,000	6,500	64
Total Outreach	79,836	99,235	19,399	20%	198,469	172,629	65
CONGREGATIONAL DEVELOPMENT AND SUPPORT							
Archdeacon	200	4,500	4,300	96%	9,000	1,200	66
Best Skills	33,027	35,000	1,973	6%	35,000	34,396	67
College for Congregational Development	-	1,000	1,000	100%	2,000	2,794	68
Deacon Formation	6,303	9,000	2,697	30%	18,000	16,702	69
Deaneries	4,234	8,750	4,516	52%	17,500	10,462	70
Fresh Start	2,185	5,000	2,815	56%	10,000	6,311	71
Conferences							
Clergy Conference	26,746	25,000	(1,746)	-7%	25,000	45,330	72
Congregational Leadership Conferences	1,528	2,500	972	39%	5,000	5,406	73
Total Conferences	28,274	27,500	(774)	-3%	30,000	50,736	74
Congregation and Clergy Support							
Clergy Support and Development	8,333	15,000	6,667	44%	30,000	31,105	75
Congressional Assistance	6,374	25,000	18,626	75%	50,000	67,907	76
Congregational Development Group	-	7,000	7,000	100%	14,000	16,930	77
Missioner for Disaster Resilience	36,965	21,750	(15,215)	-70%	43,500	140,479	78
Racial Reconciliation	4,650	4,850	200	4%	9,700	13,001	79
Safe Church Training	-	1,700	1,700	100%	3,400	270	80
Transitional Ministry/Deployment	4,555	5,000	445	9%	10,000	9,901	81
Theological Education	200	4,000	3,800	95%	8,000	6,717	82
Total Congregation and Clergy Support	61,077	84,300	23,223	28%	168,600	286,310	83
Ministries and Commissions							
Christian Formation	519	4,250	3,731	88%	8,500	8,224	84
Commission for Intercultural Ministries	-	4,233	4,233	100%	8,465	7,134	85
Commission on Ministry	1,620	6,000	4,380	73%	12,000	8,116	86
Commission on the Environment	2,500	500	(2,000)	-400%	1,000	1,032	87
Ecumenical Ministries	1,764	850	(914)	-108%	1,700	1,351	88
Health Ministries	2,454	2,900	446	15%	5,800	4,706	89
Indigenous (Native American) Ministries	-	2,500	2,500	100%	5,000	83	90
Liturgy & Music	-	250	250	100%	500	300	91
Racial Audit	10,670	16,200	5,530	34%	32,400	-	92
Stewardship Commission	2,836	2,500	(336)	-13%	5,000	1,250	93
Total Ministries and Commissions	22,363	40,183	17,820	44%	80,365	32,196	94
Total Congregational Development and Support	157,663	215,233	57,570	27%	370,465	441,107	95
TOTAL PROGRAM EXPENSES	315,258	388,027	72,769	19%	672,304	666,754	96
TEC ASSESSMENT	154,206	154,206	-	0%	308,412	312,033	97
PROVINCE 8 ASSESSMENT	2,250	2,250	-	0%	4,500	4,500	98
TOTAL OPERATING EXPENSES	1,290,136	1,442,508	152,372	11%	2,762,933	2,490,805	99
NET OPERATING INCOME/ (LOSS)	58,723	(54,251)	112,974	208%	(6,418)	281,462	100

FINANCIAL REPORTS | BUDGET TO ACTUAL THROUGH 6/20/2023

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA EVENTS BUDGET TO ACTUAL Six Months Ended June 30, 2023

Program/Event	6/30/2023	YTD	6/30/2023	YTD	6/30/2023	YTD Net	Net Cost		2023	2023	2023 Net	Line #
	Revenue Actual	Revenue Budget	Expense Actual	Expense Budget	Net Cost Actual	Cost Budget	Favorable (Unfavorable) Variance	Net Cost % Variance	Revenue Budget	Expense Budget	Cost Budget	
Best Skills	900	10,500	33,027	35,000	(32,127)	(24,500)	(7,627)	31%	21,000	35,000	(14,000)	1
Clergy Conference	22,800	20,000	26,746	25,000	(3,946)	(5,000)	1,054	-21%	20,000	25,000	(5,000)	2
College for Congregational Development	-	-	-	1,000	-	(1,000)	1,000	-100%	-	2,000	(2,000)	3
Congregational Leadership Conferences	2,050	250	1,528	2,500	522	(2,250)	2,772	-123%	500	5,000	(4,500)	4
Diocesan Convention	8,370	24,938	170	32,938	8,200	(8,000)	16,200	-203%	49,875	65,875	(16,000)	5
Fresh Start	-	-	2,185	5,000	(2,185)	(5,000)	2,815	-56%	-	10,000	(10,000)	6
Events Other	3,657	-	-	-	3,657	-	3,657	100%	-	-	-	7
Pathways	-	17,500	25,883	25,560	(25,883)	(8,060)	(17,823)	221%	35,000	51,120	(16,120)	8
Total Event/Program Summary	<u>37,777</u>	<u>73,188</u>	<u>89,539</u>	<u>126,998</u>	<u>(51,762)</u>	<u>(53,810)</u>	<u>2,048</u>	<u>-4%</u>	<u>126,375</u>	<u>193,995</u>	<u>(67,620)</u>	9
St. Matthews Center	<u>41,633</u>	<u>83,550</u>	<u>75,961</u>	<u>83,550</u>	<u>(34,328)</u>	-	<u>(34,328)</u>	<u>100%</u>	<u>167,100</u>	<u>167,100</u>	-	10
Missioner for Disaster Resilience	<u>79,395</u>	<u>50,688</u>	<u>79,395</u>	<u>50,688</u>	-	-	-	<u>100%</u>	<u>101,375</u>	<u>137,021</u>	<u>(35,646)</u>	11

JULY 2023 EPISCOPAL FOUNDATION FINANCIAL REPORTS

Tamoya Bell, Sr. Account

The financial statements for July 2023 include the following:

1. Statement of Financial Position compared to previous year ended July 31, 2022
2. Actual to Budget through July 2023
3. Net Asset Roll forward compared to previous year ended December 31, 2022

The organization realized income of \$19,569 which is 138% of the annual budgeted income. This amount includes \$19,569 of realized gain on investments.

Year-to-date, the Foundation experienced an unrealized gain.

The Episcopal Foundation of Northern California
Statement of Financial Position

Accrual Basis

	Jul 31, 23	Jul 31, 22	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1002 · Checking - UBOC	9,006.29	23,214.33	(14,208.04)
1003 · Checking - Trust account	21,628.98	40,518.06	(18,889.08)
Total Checking/Savings	30,635.27	63,732.39	(33,097.12)
Other Current Assets			
1205 · Other Receivable	0.00	136.71	(136.71)
1300 · Prepaid Insurance	162.67	148.09	14.58
1330 · Investment Fund - C Fund	16,442.63	15,770.72	671.91
Total Other Current Assets	16,605.30	16,055.52	549.78
Total Current Assets	47,240.57	79,787.91	(32,547.34)
Other Assets			
1800 · Foundation Investments	2,741,083.31	2,695,774.01	45,309.30
1852 · Investments-Held for Others	218,327.43	207,802.32	10,525.11
1928 · Charitable Remainder Trusts	4,791.59	3,383.00	1,408.59
Total Other Assets	2,964,202.33	2,906,959.33	57,243.00
TOTAL ASSETS	3,011,442.90	2,986,747.24	24,695.66
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable	18,522.83	7,915.50	10,607.33
Credit Cards	328.34	510.00	(181.66)
Other Current Liabilities			
2400 · Pass-through donations			
2410 · Stock Transfers	12,084.35	0.00	12,084.35
2400 · Pass-through donations - Other	253.07	200.00	53.07
Total 2400 · Pass-through donations	12,337.42	200.00	12,137.42
Total Other Current Liabilities	12,337.42	200.00	12,137.42
Total Current Liabilities	31,188.59	8,625.50	22,563.09
Long Term Liabilities			
2700 · Held for Other Agencies	218,327.43	207,802.32	10,525.11
Total Long Term Liabilities	218,327.43	207,802.32	10,525.11
Total Liabilities	249,516.02	216,427.82	33,088.20
Equity			
3100 · Without Donor Restrictions	909,246.33	976,964.57	(67,718.24)
3200 · With Donor Restrictions	583,232.89	532,096.18	51,136.71
3300 · Perm. Restricted Net Assets	1,269,447.66	1,261,274.83	8,172.83
3400 · Change in Net Assets	(199,185.35)	382,337.34	(581,522.69)
Net Income	199,185.35	(382,353.50)	581,538.85
Total Equity	2,761,926.88	2,770,319.42	(8,392.54)
TOTAL LIABILITIES & EQUITY	3,011,442.90	2,986,747.24	24,695.66

The Episcopal Foundation of Northern California
Actual to Budget
For Seven Months Ending July 31, 2023 (58.3%)

Accrual Basis

	Jan - Jul 23	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4000 · Donations/ Contributions				
4010 · Gifts from Individuals/ Estates	0	100	(100)	0%
4070 · Annual Appeal (Mailer)	0	1,000	(1,000)	0%
4080 · Mustard Seed Donations	0	100	(100)	0%
Total 4000 · Donations/ Contributions	0	1,200	(1,200)	0%
4900 · Investment Income				
4910 · Investment Interest/ Dividends	15,398	20,000	(4,602)	77%
4920 · Realized Gains/ Losses	6,953	0	6,953	100%
4925 · Investments Expenses	(2,782)	(7,000)	4,218	40%
Total 4900 · Investment Income	19,569	13,000	6,569	151%
Total Income	19,569	14,200	5,369	138%
Gross Profit	19,569	14,200	5,369	138%
Expense				
6220 · Bank and Credit Card Fees	60	320	(260)	19%
6350 · Database	1,608	3,180	(1,572)	51%
6410 · Dues & Subscriptions	347	730	(384)	47%
6432 · Event expense	0	500	(500)	0%
6436 · Grant to New/Emergent Ministry				
6436.1 · 100k Grants	0	100,000	(100,000)	0%
Total 6436 · Grant to New/Emergent Ministry	0	100,000	(100,000)	0%
6437 · Insurance	1,066	2,119	(1,053)	50%
6440 · Office Supplies	1,038	200	838	519%
6460 · Meals & Entertainment	60	100	(40)	60%
6461 · Mustard Seed Expenses	0	1,000	(1,000)	0%
6463 · Printing & Copies	0	1,000	(1,000)	0%
6466 · Postage	0	350	(350)	0%
6467 · Professional Fees				
6100 · Accounting Fees	4,381	7,000	(2,619)	63%
6150 · Audit and Tax Fees	10,500	11,100	(600)	95%
6444 · Administrative Support	15,870	27,205	(11,335)	58%
Total 6467 · Professional Fees	30,751	45,305	(14,554)	68%
6515 · Website/ Hosting	340	156	184	218%
6516 · Weaver Fund Grants	0	5,000	(5,000)	0%
Total Expense	35,269	159,960	(124,691)	22%
Net Ordinary Income	(15,701)	(145,760)	130,059	11%
Other Income/Expense				
Other Income				
4915 · Unrealized Gains/ Losses	110,459	0	110,459	100%
8100 · Temporarily Restricted Activity				
8105 · Restricted Investment Int/ Divd	17,320	0	17,320	100%
8110 · Restricted Realized gains/loss	8,082	0	8,082	100%
8115 · Restricted Unrealized gain/ los	128,829	0	128,829	100%
8200 · Restricted Investment Expense	(3,241)	0	(3,241)	100%
8300 · Restricted Distributions	(46,543)	0	(46,543)	100%
Total 8100 · Temporarily Restricted Activity	104,447	0	104,447	100%
Total Other Income	214,906	0	214,906	100%
Other Expense				
8551 · Trustee Expenses				
8552 · Life Insurance premiums	20	51	(31)	39%
Total 8551 · Trustee Expenses	20	51	(31)	39%
Total Other Expense	20	51	(31)	39%
Net Other Income	214,886	(51)	214,937	(421,345)%
Net Income	199,185	(145,811)	344,996	(137)%

**The Episcopal Foundation of Northern California
Net Asset Rollforward
For the Periods Ended December 31, 2022 and July 31, 2023**

	Balance 12/31/2022	Income	Expenses/ Distributions	Net Income	Transfers Release	Balance 7/31/2023
Unrestricted						
				-		-
Unrestricted Operating Funds	71,340	20,416	(35,231)	(14,815.23)	986	57,511
Hazel Bittle Funds - Board Designated	44,056			-		44,056
David Cavanagh Funds	39,154			-		39,154
2023 \$100K Grants	-			-		-
Tilton (Stock Transfer)	302			-		302
Annual Appeal	7,837		(58)	(58.18)		7,778
Blackmore Fund earnings for EFNC	107,070	19,123		19,123.02		126,193
Brooks Fund - Board Designation (Original Gift \$4,445)	6,630	924	-	924.24	384	7,938
Efra C. Zollinger Fund - Board Designation (Original Gift \$10,000)	54,325	6,137	-	6,137.14		60,462
Jenkins Fund earnings for EFNC	174,031	36,941	-	36,941.41		210,972
John R. Bergen Fund - Board Designation (Original Gift \$13,540)	20,322	2,296	-	2,295.85		22,618
Lackey Fund earnings for Camperships (as of 12/31/2019)	30,078	5,835	(936)	4,899.00		34,977
Real Estate Opportunity Fund	112,803	12,744	-	12,743.52		125,546
Sheila Hard Endowment Fund	11,412	1,289	-	1,289.22		12,701
Sims Fund earnings for EFNC	82,069	13,360	-	13,359.82		95,429
Somerville Fund earnings for EFNC	5,047	1,700	-	1,699.87		6,747
Donald R. Walk Fund - Board Designation (Original Gift \$19,197)	27,685	3,128	-	3,127.63		30,813
Williams Fund earnings for EFNC	19,914	6,134	-	6,134.44		26,048
	814,074.42	130,027	(36,226)	93,801.75	1,370	909,246
Temporarily Restricted						
Charitable Remainder Unitrusts						
George R. Henry and Barbara A. Henry CRUT	4,799			-		4,799
AIDS Ministry Fund earnings	1,901	376		375.72		2,276
Blackmore Fund earnings for St. Martin's, Davis	46,539	12,177	(1,967)	10,209.80		56,749
Braxton Fund earnings for Trinity Cathedral	875	926	(383)	542.65		1,417
Jenkins Fund earnings for Trinity Cathedral	165,388	35,678	(5,764)	29,914.46		195,302
Sherriffs Fund earnings for St. Paul's, Healdsburg	47,650	24,853	(4,015)	20,838.38		68,488
Shrader Fund earnings for Trinity Cathedral	32,890	5,780	(934)	4,846.56		37,736
Sims Fund earnings for Trinity Cathedral	49,640	9,612	(1,553)	8,059.08		57,699
Anita Weaver Fund for elderly housing	72,177	8,154		8,153.91		80,331
Williams Fund earnings for Grace Cathedral/St. John's, Lakeport	14,504	6,134	(991)	5,143.49		19,647
Wilson Fund earnings for St. John's, Chico	56,370	32,419	(30,000)	2,418.63		58,788
	492,730	136,109	(45,606)	90,502.68	-	583,233
Permanently Restricted						
Incredible Shrinking Insurance Policies						
Barry L. Beisner Fund (\$25,000)	8,484	958	-	958.37	-	9,442
Brooks Insurance Fund (\$5,000)	5,000	384	-	384.42	(384.42)	5,000
Ernest E. Brown Fund (\$5,000)	4,816	367	-	366.81	(182.80)	5,000
Michael Patrick Crosse Fund (\$10,000)	10,000	803	-	802.94	(802.94)	10,000
James Christopher Delisle Fund (\$100,000)	24,981	2,822	-	2,822.17	-	27,804
Hollingshead Family Fund (\$10,000)	3,096	350	-	349.70	-	3,445
Pamela Kepler Fund (\$50,000)	16,689	1,885	-	1,885.39	-	18,574
Rita A. Kresha Fund	35,224	3,979	-	3,979.36	-	39,204
Robert E. and Cynthia J. Mohler Fund (\$5,000)	3,666	414	-	414.14	-	4,080
Somerville Fund (\$10,000)	10,000			-	-	10,000
AIDS Ministry - Endowed fund	1,425			-		1,425
Dorothy Blackmore Fund (\$124,406)	124,406			-		124,406
Anne T. and John T. Braxton Fund	7,585			-		7,585
Patricia J. Hill Fund	31,568			-		31,568
Patricia J. Hill 2007 donation	22,283			-		22,283
Herbert W. and Caroline Jenkins Fund	305,933			-		305,933
Harry Tidd Lackey Memorial Fund	46,633	2,918	-	2,917.62		49,550
Rosalie Sherriffs Charitable Trust	174,107			-		174,107
Charmian Shrader Fund	18,742			-		18,742
Albert B. Sims Fund	72,378			-		72,378
Henry C. and Berthilde F. Williams Fund	80,695			-		80,695
Dorothy Wilson Children's Ministries Endowment	248,226			-		248,226
	1,255,937	14,881	-	14,880.92	(1,370.16)	1,269,448
Total Net Assets	2,562,742	281,017	(81,832)	199,185.35	-	2,761,927

FINANCIAL REPORTS | EFNC FINANCIALS THROUGH 7/31/2023

Endowment Memorial Trust Fund FOUNDATION FUNDS

C Fund	%	Interest/ Dividends	Fees	Realized Gains/Losses	Unrealized Gains/Losses	Purchases	Sales	Balance 7/31/2023
Unrestricted Operating Fund	100%	135.57	(32.88)	-	-			16,442.63
Total C Fund:	100%	135.57	(32.88)	-	-	-	-	16,442.63
							Per Summary Difference	16,442.63 0.00

A Fund	%	Interest/ Dividends	Fees	Realized Gains/Losses	Unrealized Gains/Losses	Purchases	Sales	Balance 7/31/2023
Incredible Shrinking Insurance Policies								
Barry L. Beisner Fund (\$25,000)	0.69%	20.43	(10.44)	5.89	202.21			9,441.87
Brooks Insurance Fund (\$5,000)	0.38%	11.08	(5.66)	3.19	109.61			5,000.00
Ernest E. Brown Fund (\$5,000)	0.38%	11.08	(5.66)	3.19	109.61			5,000.00
Michael Patrick Crosse Fund (\$10,000)	0.75%	22.15	(11.32)	6.38	219.22			10,000.00
James Christopher Delisle Fund (\$100,000)	2.05%	60.17	(30.75)	17.33	595.44			27,803.66
Hollingshead Family Fund (\$10,000)	0.25%	7.46	(3.81)	2.15	73.78			3,445.28
Pamela Kepler Fund (\$50,000)	1.37%	40.20	(20.54)	11.58	397.79			18,574.38
Rita A. Kresha Fund	2.88%	84.85	(43.36)	24.44	839.58			39,203.84
Robert E. and Cynthia J. Mohler Fund (\$5,000)	0.30%	8.83	(4.51)	2.54	87.38			4,080.35
Somerville Fund (\$10,000)	1.23%	36.24	(18.52)	10.44	358.65			16,746.82
AIDS Ministry - Endowed fund (\$1,425)	0.27%	8.01	(4.09)	2.31	79.27			3,701.40
Dorothy Blackmore Fund (\$62,203 - 1/2 of original gift - EFNC portion)	13.86%	407.74	(208.35)	117.43	4,034.66			188,395.89
Herbert W. and Caroline Jenkins Fund (\$152,967 - 1/2 of original gift - EFNC portion)	26.77%	787.66	(402.48)	226.85	7,794.07			363,938.94
Albert B. Sims Fund (\$36,189 - 1/2 of original gift - EFNC portion)	9.68%	284.86	(145.56)	82.04	2,818.71			131,617.93
Anita Weaver Fund for elderly housing	5.91%	173.86	(88.84)	50.07	1,720.35		-	80,330.64
John R. Bergen Fund (\$13,540)	1.66%	48.95	(25.01)	14.10	484.39			22,618.13
Brooks Fund (\$4,445)	0.58%	16.92	(8.65)	4.87	167.47			7,938.26
Real Estate Opportunity Fund	9.24%	271.72	(138.84)	78.25	2,688.68			125,546.41
Donald R. Walk Fund (\$19,197)	2.27%	66.69	(34.08)	19.21	659.88			30,812.67
Efra C. Zollinger Fund (\$10,000)	4.45%	130.86	(66.86)	37.69	1,294.84			60,461.83
Sheila Hard Endowment Fund	0.93%	27.49	(14.05)	7.92	272.01			12,701.20
Unrestricted Operating Funds	14.10%	414.71	(211.91)	119.44	4,103.65			191,971.84
	0.00%	-	-	-	-			
Total A Fund:	100%	2,941.95	(1,503.28)	847.29	29,111.25	-	-	1,359,331.34
							Per Summary Difference	1,359,331.34 (0.00)
EFNC Funds	1.00	2,941.95	(1,503.28)	847.29	29,111.25	-	-	1,359,331.34
Held for Other Funds	-	-	-	-	-	-	-	-



Episcopal Diocese
of Northern California

2024 BUDGET

2023 CONVENTION | 2024 BUDGET

2024 BUDGET:

2024 BUDGET NARRATIVE	5.1
2024 BUDGET SUMMARY	5.4
2024 OPERATING BUDGET	5.5
2024 EVENT SUMMARY	5.7
2024 CENTER AT ST. MATTHEW’S	5.8
2024 CONGREGATION RANGE SHEET	5.9

The 2024 Operating Budget for the Diocese of Northern California is a collaborative effort with input from Diocesan programs, ministries & commissions who were asked to submit their proposed budgets to the Office of the Bishop. Staff then used these proposals to develop a draft budget that met as many of these proposals as possible. After a cycle of reviews by staff, the Budget and Finance Committee and the Board of Trustees, the final budget was reviewed by the Budget and Finance Committee in August and forwarded to the Board of Trustees for approval. The 2024 Operating Budget was approved by the Board of Trustees at its September 9, 2023, meeting.

As part of the budget process, the various budget requests were reviewed to make sure that they fell within the priorities outlined below.

MISSION PRIORITIES

Bishop Megan's priorities continue to be:

1. Church Vitality: practical tools and capacity building for Ministry
2. Discipleship: welcome and growth in faith, for all
3. Whole Community Engagement: steps toward Beloved Community and wide connections with those surrounding our Congregations

Priorities in developing the 2024 budget included:

- Continuing support for diocesan programs
- Living into our DEI (diversity, equity, and inclusion) statement
- Support for training through the West Coast Collaborative for Deacon postulants, as well as Lay Preachers, in partnership with the Episcopal Dioceses of El Camino Real and San Diego
- Continuing support for The Belfry ministry at UC Davis
- Support Pathways Youth Pilgrimage
- Create opportunities for connection and relationship building
- Support of small and large churches through Best Skills Best Churches non-profit management training

- Continuing support of communication hubs throughout the Diocese
- Continue to fund the Racial Justice Audit process as approved by the 2021 Diocesan Convention
- Respond to and fulfill recommendations that come out of the Racial Justice Audit
- Apply the diocesan investment spending policy

On the following pages, you will find comments on key areas of the 2024 operating budgeted income and expenses. Within the comments you will see references to line numbers which refer to the numbers on the right side of the budget pages. As you will see on the Budget Summary, the 2024 budget does show a deficit of \$157,485 **[Line #38]**. While the Board of Trustees' goal was to have a balanced budget, in order to meet the other priorities outlined by the Bishop and board, the Board of Trustees approved a deficit budget using a portion of the current nine million dollars in unrestricted reserves rather than eliminating support needed to achieve the other priorities in the budget.

INCOME

Mission Apportionment is projected to increase by 2%. This increase is based on the 2023 actual apportionment figures as churches continue to return to normal operations after the pandemic. **[Line #1]** St. Matthew's Center represents the income generated by the diocesan-owned outreach ministry program at the Center for St. Mathews in Sacramento. This income is directly offset by the expenses of operating the center. We are budgeting that there will be no net cost to the diocese to operate this outreach program. **[Lines #3-6]**

The position of the Missioner for Disaster Resilience continues to be covered by grants from Episcopal Relief and Development and Diocesan Disaster Relief funds through August 2024. Since the funding for this program is not "income" we have moved the funding to be reflected on the Budget Summary page as a draw from restricted funds **[Lines #31-32]**. Total resources for this ministry are \$122,850 and total projected expenses are \$161,822. We hope to receive additional grant funding in 2024 to continue to fund the

program, but the Board of Trustees is committed to supporting this critical program even if additional funding is not received.

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. **[Line #14]** Because of the decrease in market returns during 2022, this figure is 10% lower than investment revenue amount in the 2023 budget.

DIOCESAN OPERATING COSTS

Personnel:

Personnel costs include a 5.8% cost-of-living increase and a projected 6% increase to benefit costs. While this increase is higher than the projected current year increase in cost-of-living, it follows the policy established by the Board of Trustees in 2022 to base the increase in cost-of-living on a three-year historical average. There are no budgeted changes to staffing for 2024.

Operating Costs:

The Board of Trustees has a policy to replace the vehicles used by the Bishop and Canon to the Ordinary every four years or 100,000 miles. To make this possible, the annual budget sets aside funds to cover the future replacement of vehicles. While the budget for 2024 shows \$65,000 for Autos **[Line #31]**, \$50,000 of that figure is being transferred from previously reserved funds.

In 2022, the Board of Trustees approved a proposal from the Disaster Resilience team to create a network of communications hubs around the Diocese to provide a backbone for communications during emergencies and as a backup to traditional communication networks. **[Line #33]**

The lease for the offices of the Office of the Bishop expires at the end of 2024. The Bishop and Board of Trustees is exploring options for meeting the future needs of the Office and its staff. **[Line #40]**

Governance:

Diocesan Convention costs are reduced in 2024 because the convention will be held virtually which eliminates the costs associated with venues and travel. **[Line #45]**

The triennial General Convention will be held in 2024. Costs associated with travel and lodging for the deputies is projected to be \$58,000. We reserve for this in our annual budgets so \$40,500 of this amount will be transferred from previously reserved funds. **[Line #46]**

The Board of Trustees has committed to a strategic planning process and has budgeted funds in 2024 to start the process. **[Line #49]**

PROGRAM EXPENSES

Youth and Young Adults:

Continued support of the Belfry at UC Davis in partnership with the Lutheran church. **[Line #53]**

In 2023, Pathways was replaced with participation in the national EYE (Episcopal Youth Event) held in Baltimore, MD. Plans are to return to an in-person Pathways experience for our youth in 2024. **[Line #55]**

Outreach:

As mentioned in the income comments, St. Matthews Center is fully funded by donations and rental income with no net cost to the Diocese. **[Line #62]**

Congregational Development & Support:

Best Skills Best Churches program (designed to meet the professional needs of leaders of nonprofit and public organizations) continues to be presented online and subsidized by the Diocese to encourage more people to attend. **[Line #66]**

The budget for Deacon Formation has been increased to develop new training for Deacon postulants, in partnership with the Episcopal Diocese of El Camino Real, using the Iona Collaborative. This increase is offset by a draw from the Archdeacon Fund for Education as shown on the reserve transfers. **[Line #68]**

The budget for Congregational Assistance has increased by \$10,000 to provide added support to parishes to help them explore avenues to increase their financial viability. **[Line #75]**

The expenses for the Missioner for Disaster Resilience are based on the funds available from the current grants received for the program. The amount available for 2024 will change depending on the extent that funds currently budgeted in 2023 are not spent or additional grants received in 2024. There are no budgeted expenses for the program that are not covered by grants. **[Line #77]**

In 2022, the Diocesan Convention approved Resolution R1-2022 which had the goal of the diocese being carbon-neutral by the year 2030. As part of this process, the Commission on the Environment has contracted with an energy consultant to provide parishes who are interested with an energy use analysis and recommendations for reducing energy usage and attaining carbon neutrality. During 2023 they received funding from the Board of Trustees and outside grants to complete this analysis for over 20 parishes. The 2024 budget includes \$25,000 to provide the energy audit to an additional ten parishes. **[Line #86]**

In 2021, the Diocesan Convention approved Resolution R3-2021 which urged the Board of Trustees to devote no less than 1% of the annual budget to funding a racial justice audit. Based on the approval of this resolution and a projected budget submitted by the Commission for Intercultural Ministries, the Board of Trustees approved a \$32,400 budget to continue the racial justice audit in 2023. **[Line #91]**

RESERVES

In addition to annual operating expenses, the budget 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.

The reserves section of the Budget Summary page **[Lines #20-37]** is broken down into three categories:

Reserve allocations for future use

These reserves are moved annually from unrestricted undesignated reserves to Board designated reserve funds to provide the necessary funding once these future expenses occur.

Draws from Designated and Restricted Funds

In the year that a non-annual expense occurs, the operating budget shows the full expense that expense. To offset the non-recurring expense, funds are released from designated reserves to offset the cost. For 2024, this includes a release from the Bishop/CTO Autos Fund, and the General Convention Fund.

Some operating expenses are budgeted to be fully or partially subsidized by draws from designated or restricted funds. In 2024, this includes using the Archdeacon Fund for Education to subsidize the cost of Deacon Formation, Communications Hubs Fund to subsidize the cost of emergency communication hubs within the diocese, and the use of Disaster Relief and Disaster Resilience funds to pay the costs associated with the Disaster Resilience program.

Board Approved Draws from Unrestricted/Undesignated Reserves

The draws from Unrestricted/Undesignated Reserves represents expenses associated with major projects approved by Diocesan Convention which become operating expenses but fall outside of normal diocesan operating costs.

PROJECT SUMMARY SCHEDULE

There are numerous programs within the budget that have an income and expense component. Since it's difficult to track event revenue against the expenses listed in the budget, we have provided a Project Summary Schedule that shows the projected revenue and expenses for a number of events and programs to show the net cost to the operating budget for the programs.

CENTER AT ST. MATTHEW'S

The operating budget for the Center at St. Matthew's is provided for reference. The total income and total expense for the program is included in the body of the Diocesan Operating Budget.

2024 DIOCESAN BUDGET | SUMMARY

	2024 BUDGET	2023 BUDGET	CHANGE IN BUDGET	2022 ACTUAL	Line #
UNRESTRICTED NET ASSETS:					
REVENUES:					
Mission Apportionment, net	1,713,213	1,679,621	33,592	1,669,054	1
Contributions	-	-	-	1,900	2
St. Matthews	176,190	167,100	9,090	167,314	3
Missioner for Disaster Resilience	-	101,375	(101,375)	222,661	4
Other revenues	145,617	193,579	(47,962)	152,393	5
Revenue from Investments	553,355	614,840	(61,485)	558,945	6
Total revenues	2,588,375	2,756,515	(168,140)	2,772,267	7
EXPENSES:					
Diocesan Operating:					
Personnel	1,232,889	1,172,191	(60,698)	895,958	8
Operating Costs	562,293	508,651	(53,642)	482,370	9
Governance	105,000	96,875	(8,125)	129,190	10
Total diocesan operating expenses	1,900,182	1,777,717	(122,465)	1,507,518	11
Program expenses:					
Youth and Young Adults	89,500	103,370	13,870	53,018	12
Outreach	213,440	198,469	(14,971)	172,629	13
Congregational Development and Support	438,315	370,465	(67,850)	441,107	14
Total program expenses	741,255	672,304	(68,951)	666,754	15
TEC Assessment (The Episcopal Church)	346,977	308,412	(38,565)	312,033	16
PROVINCE 8 Assessment	4,500	4,500	-	4,500	17
Total Expenses	2,992,914	2,762,933	(229,981)	2,490,805	18
NET OPERATING SURPLUS (DEFICIT)	(404,539)	(6,418)	(398,121)	281,462	19
Reserves Allocations for Future Use					
Bishop/CTO Autos	10,000	10,000	-	15,562	20
Bishop Search	20,000	20,000	-	20,000	21
Church Planting	1,000	1,000	-	5,000	22
General Convention	-	17,500	(17,500)	-	23
Lambeth	-	1,500	(1,500)	(9,852)	24
Pilgrimage Fund	2,500	2,500	-	5,000	25
Sabbaticals	2,500	2,500	-	5,000	26
Total Reserve Allocations for Future Use	36,000	55,000	(19,000)	40,710	27
Draws from Designated and Restricted Funds					
Archdeacon Fund for Education	(8,000)	(13,000)	5,000	(16,421)	28
Bishop/CTO Autos	(50,000)	-	(50,000)	-	29
Communication Hubs	(3,051)	(3,051)	-	(4,252)	30
Disaster Relief Fund	(86,036)	-	(86,036)	-	31
Disaster Resilience and Recovery Fund	(36,814)	-	(36,814)	-	32
General Convention	(40,500)	-	(40,500)	(22,615)	33
Total Draws from Designated and Restricted Funds	(224,401)	(16,051)	(208,350)	(43,288)	34
Board Approved Draw from Unrestricted/Undesignated Reserves					
For Racial Audit	(33,653)	-	(33,653)	-	35
For Commission on the Environment	(25,000)	-	(25,000)	-	36
Total Board Approved Draw from Unrestricted/Undesignated Reserves	(58,653)	-	(58,653)	-	37
NET OPERATING SURPLUS (DEFICIT) AFTER RESERVE ALLOCATIONS	(157,485)	(45,367)	(112,118)	284,040	38

2024 DIOCESAN BUDGET | OPERATING BUDGET

	2024 Budget	2023 Budget	CHANGE IN BUDGET	2022 Actual	Comments	Line #
REVENUES						
OPERATING REVENUE						
Mission Apportionment, net	1,713,213	1,679,621	33,592	1,669,054		1
Contributions, Bequests, etc.	-	-	-	1,900		2
St. Matthew's Center					*See CSM Detail for breakdown	
Contributions	57,200	52,500	4,700	99,990		3
Rental Income	116,990	112,600	4,390	67,324		4
Other Income	2,000	2,000	-			5
Total St. Matthews Center	176,190	167,100	9,090	167,314		6
Missioner for Disaster Resilience						
Payroll & Benefits	-	57,875	(57,875)	82,182		7
Program Costs	-	43,500	(43,500)	140,479		8
Total Missioner for Disaster Resilience	-	101,375	(101,375)	222,661	*See Reserve Allocations for Net Income	9
Other Revenue						
Event Revenue	73,000	126,375	(53,375)	89,215	*See Program Summary for Schedule Net Cost	10
Interest Revenue (Non Investment Funds)	32,617	32,617	-	22,992		11
Other Revenue	40,000	34,587	5,413	40,186		12
Total Other Revenue	145,617	193,579	(47,962)	152,393		13
Revenue from Investments	553,355	614,840	(61,485)	558,945		14
TOTAL OPERATING REVENUE	2,588,375	2,756,515	(168,140)	2,772,267		15
OPERATING EXPENSES						
DIOCESAN OPERATING EXPENSES						
PERSONNEL						
Bishop	177,682	167,941	(9,741)	159,488	*Includes 5.8% COLA (3-year SSA average)	16
Canon to the Ordinary	114,129	107,872	(6,257)	59,758		17
Director of Operations	105,830	97,115	(8,715)	92,227		18
Executive Assistant to the Bishop	81,798	77,314	(4,484)	73,423		19
Executive Staff Support	64,957	61,396	(3,561)	61,650		20
Executive Staff Support II	49,977	44,987	(4,990)	43,275		21
Missioner for Church Life	89,126	84,240	(4,886)	30,000		22
Missioner for Communications	65,445	61,857	(3,588)	56,485	*This is a three-quarter time position	23
Missioner for Disaster Resilience	72,415	68,445	(3,970)	65,000	*See Program Summary for Schedule Net Cost	24
Receptionist and Administrative Assistant	46,213	47,250	1,037	35,038		25
Benefits	355,318	343,774	(11,544)	218,569	*includes pension for both clergy & lay	26
Merit Increase	10,000	10,000	-	-		27
Vacation Buyouts and Termination Pay-Outs	-	-	-	1,045		28
Total Personnel	1,232,889	1,172,191	(60,698)	895,958		29
OPERATING COSTS						
Accounting/Auditing Fees	113,000	110,000	(3,000)	107,804		30
Autos - Bishop & Canon	65,000	17,000	(48,000)	12,981	*Bishop car to be replaced in 2024	31
Communications	20,000	25,000	5,000	15,110		32
Communication Hub	15,051	15,051	-	9,252		33
Continuing Education	10,000	10,000	-	7,279		34
Equipment, Furniture, Software	51,500	51,500	-	49,019		35
Hospitality & Travel	40,000	40,000	-	32,826		36
Insurance	13,500	13,000	(500)	13,032		37
Legal Fees	3,000	3,000	-	-		38
Miscellaneous Office	51,000	51,100	100	60,302	*Bank Fees, Church Audits, Membership/Dues, Office Supplies, Payroll Processing, Postage, Printing, etc.	39
Office Rent & Storage	180,242	173,000	(7,242)	174,765		40
Sabbaticals	-	-	-			41
Total Operating Costs	562,293	508,651	(53,642)	482,370		42
GOVERNANCE						
Board of Trustees	25,000	20,000	(5,000)	19,404		43
Standing Committee	1,000	1,000	-	-		44
Diocesan Convention	11,000	65,875	54,875	58,763	*See Program Summary for Schedule Net Cost	45
General Convention	58,000	-	(58,000)	40,115		46
Lambeth	-	-	-	9,853		47
Other Committees	500	500	-	38		48
Strategic Planning	7,500	7,500	-	-		49
Ecclesiastical Support	2,000	2,000	-	1,017		50
Total Governance	105,000	96,875	(8,125)	129,190		51
TOTAL DIOCESAN OPERATING EXPENSES	1,900,182	1,777,717	(122,465)	1,507,518		52

2024 DIOCESAN BUDGET | OPERATING BUDGET

	2024 Budget	2023 Budget	CHANGE IN BUDGET	2022 Actual	Comments	Line #
PROGRAM EXPENSES						
YOUTH AND YOUNG ADULTS						
Campus Ministries & Chaplains	44,000	43,750	(250)	40,000	*Belfry	53
Grant to Camp Living Waters	2,500	2,500	-	2,970		54
Pathways	35,000	51,120	16,120	4,273	*See Program Summary for Schedule Net Cost	55
Youth Discipleship & Camperships	8,000	6,000	(2,000)	5,775		56
Total Youth & Young Adults	89,500	103,370	13,870	53,018		57
OUTREACH						
Companion Diocese	8,000	4,000	(4,000)	-		58
Episcopal Community Services	8,000	7,750	(250)	7,750		59
Disaster Preparedness	2,500	2,000	(500)	-		60
Sustainable Development Goals	12,750	11,619	(1,131)	11,664		61
St. Matthew's Center	176,190	167,100	(9,090)	146,715	*See CSM Detail for breakdown	62
Outreach - Other	6,000	6,000	-	6,500		63
Total Outreach	213,440	198,469	(14,971)	172,629		64
CONGREGATIONAL DEVELOPMENT AND SUPPORT						
Archdeacon	8,500	9,000	500	1,200		65
Best Skills	36,000	35,000	(1,000)	34,396		66
College for Congregational Development	2,000	2,000	-	2,794		67
Deacon Formation	25,000	18,000	(7,000)	16,702		68
Deaneries	18,165	17,500	(665)	10,462		69
Fresh Start	7,500	10,000	2,500	6,311	*See Program Summary for Schedule Net Cost	70
Conferences						
Clergy Conference	32,500	25,000	(7,500)	45,330	*See Program Summary for Schedule Net Cost	71
Congregational Leadership Conferences	6,000	5,000	(1,000)	5,406	*See Program Summary for Schedule Net Cost	72
Total Conferences	38,500	30,000	(8,500)	50,736		73
Congregation and Clergy Support						
Clergy Support and Development	35,000	30,000	(5,000)	31,105		74
Congregational Assistance	60,000	50,000	(10,000)	67,907		75
Congregational Development Group	18,000	14,000	(4,000)	16,930		76
Missioner for Disaster Resilience	43,500	43,500	-	140,479		77
Racial Reconciliation	15,691	9,700	(5,991)	13,001		78
Safe Church Training	3,450	3,400	(50)	270		79
Transition Ministry/Deployment	10,000	10,000	-	9,901		80
Theological Education	8,000	8,000	-	6,717	*eFm also included here	81
Total Congregation and Clergy Support	193,641	168,600	(25,041)	286,310		82
Ministries and Commissions						
Christian Formation	8,700	8,500	(200)	8,224		83
Commission for Intercultural Ministries	2,906	8,465	5,559	7,134		84
Commission on Ministry	16,000	12,000	(4,000)	8,116		85
Commission on the Environment	31,000	1,000	(30,000)	1,032		86
Ecumenical Ministries	2,000	1,700	(300)	1,351		87
Health Ministries	5,900	5,800	(100)	4,706		88
Indigenous (Native American) Ministries	5,100	5,000	(100)	83		89
Liturgy & Music	1,000	500	(500)	300		90
Racial Audit	33,653	32,400	(1,253)	-		91
Stewardship Commission	2,750	5,000	2,250	1,250		92
Total Ministries and Commissions	109,009	80,365	(28,644)	32,196		93
Total Congregational Development and Support	438,315	370,465	(67,850)	441,107		94
TOTAL PROGRAM EXPENSES	741,255	672,304	(68,951)	666,754		95
TEC Assessment	346,977	308,412	(38,565)	312,033		96
PROVINCE 8 Assessment	4,500	4,500	-	4,500		97
TOTAL OPERATING EXPENSES	2,992,914	2,762,933	(229,981)	2,490,805		98
NET OPERATING SURPLUS/ (DEFICIT)	(404,539)	(6,418)	(398,121)	281,462		99

2024 DIOCESAN BUDGET | PROJECT SUMMARY SCHEDULE

Program/Event	2024 Revenue Budget	2023 Revenue Budget	Change in Budget	2024 Expense Budget	2023 Expense Budget	2024 Budget NET COST to Diocese	2023 Budget NET COST to Diocese	2022 ACTUAL NET COST to Diocese	Line #
Best Skills	14,000	21,000	(7,000)	36,000	35,000	(22,000)	(14,000)	(21,096)	1
Clergy Conference	23,000	20,000	3,000	32,500	25,000	(9,500)	(5,000)	(14,865)	2
College for Congregational Development	-	-	-	2,000	2,000	(2,000)	(2,000)	(2,794)	3
Congregational Leadership Conferences	1,000	500	500	6,000	5,000	(5,000)	(4,500)	(3,836)	4
Diocesan Convention	5,000	49,875	(44,875)	11,000	65,875	(6,000)	(16,000)	(13,937)	5
Fresh Start	-	-	-	7,500	10,000	(7,500)	(10,000)	(6,311)	6
Pathways	30,000	35,000	(5,000)	35,000	51,120	(5,000)	(16,120)	(4,273)	7
TOTAL PROGRAM / EVENT SUMMARY	73,000	126,375	(53,375)	130,000	193,995	(57,000)	(67,620)	(67,112)	8

Center at St. Matthew's	2024 Revenue Budget	2023 Revenue Budget	Change in Budget	2024 Expense Budget	2023 Expense Budget	2024 Budget NET COST to Diocese	2023 Budget NET COST to Diocese	2022 ACTUAL NET COST to Diocese	Line #
St. Matthew's Center	176,190	167,100	9,090	176,190	167,100	-	-	20,599	9
TOTAL ST. MATTHEW'S SUMMARY	176,190	167,100	9,090	176,190	167,100	-	-	20,599	10

Missioner for Disaster Resilience	2024 Revenue Budget	2023 Revenue Budget	Change in Budget	2024 Expense Budget	2023 Expense Budget	2024 Budget NET COST to Diocese	2023 Budget NET COST to Diocese	2022 ACTUAL NET COST to Diocese	Line #
Missioner for Disaster Resilience	122,850	101,375	21,475	161,822	137,021	(38,972)	(35,646)	(59,828)	11
TOTAL DISASTER SUMMARY	122,850	101,375	21,475	161,822	137,021	(38,972)	(35,646)	(59,828)	12

2024 DIOCESAN BUDGET | CENTER AT ST. MATTHEW'S

	2024 Budget	2023 Budget	Change in Budget	2022 Actual	Line #
Ordinary Income/Expense					
Income					
4000 · Contributions					
4010 · Individual Contributions	25,000	35,000	(10,000.00)	55,305	1
4020 · Organizational Contributions	32,200	16,000	16,200.00	44,685	2
4040 · Restricted Contributions	0	1,500	(1,500.00)	0	3
Total 4000 · Contributions	57,200	52,500	4,700.00	99,990	4
4250 · Rental Income	116,990	112,600		67,324	5
4500 · Other Income	2,000	2,000	0.00	5,325	6
Total Income	176,190	167,100	9,090.00	172,639	7
Gross Profit					
Expense					
5000 · Compensation & Related Expenses					
5010 · Salaries and Wages					
Salary - St. Matthew's Ex. Dir	60,696	55,855	4,841.06	54,120	8
5020 · Payroll Taxes	4,643	4,273	370.10	4,140	9
5030 · Health Benefits	723	720	3.00	686	10
5035 · PTO Benefit	3,642	3,351	290.70	(171)	11
5040 · Retirement Benefits	5,463	5,027	436.06	4,871	12
5050 · Workers Compensation	180	250	(70.00)	164	13
Total 5000 · Compensation & Related Expenses	75,347	69,476	5,870.92	63,810	14
Equipment, Furniture, Software					
5460 · Equipment Leases	4,200	4,200	0.00	4,820	15
5660 · Repairs & Maintenance					
5620 · Permits & Licenses	135	135	0.00	168	16
5670 · Repairs & Maintenance- Building	8,200	20,204	(12,003.61)	20,100	17
5660 · Repairs & Maintenance- Other	0	0	0.00	0	18
Total 5660 · Repairs & Maintenance	8,335	20,339	(12,003.61)	20,268	19
5680 · Telecommunications	1,640	1,640		1,402	20
5860 · Web Development/Hosting	200	200	0.00	199	21
Total Equipment, Furniture, Software	14,375	26,379	(12,003.61)	25,287	22
5500 · Insurance	15,200	15,000	200.00	14,223	23
5510 · Legal Fees	0	0	0.00	0	24
Office Expenses					
5520 · Marketing & Promotions	3,000	0	3,000.00	0	25
5560 · Membership Dues & Subscriptions	100	100	0.00	35	26
5570 · Office Supplies & Expenses	4,800	4,800	0.00	4,427	27
5590 · Outside Services	10,200	10,200	0.00	4,052	28
5600 · Postage & Delivery	600	600	0.00	0	29
5610 · Printing & Production	250	250	0.00	0	30
5625 · Program Supplies & Expenses	500	500	0.00	0	31
5630 · Real Estate Taxes	1,700	1,700	0.00	572	32
Total Office Expenses	21,150	18,150	3,000.00	9,086	33
Office Rent and Storage					
5770 · Utilities	50,119	38,095	12,023.69	39,674	34
Total Expense	176,190	167,100	9,090.00	152,080	35
Net Ordinary Income	0	0	0.00	20,559	36

FINANCIAL REPORTS | CONGREGATION RANGE SHEETS

The Episcopal Diocese of Northern California Congregation Ranges - 2024

Church Name	Page 3	Page 5				Points Comparison				Compensation Ranges 2024	
	Sunday Attendance #13	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2023 Points	Change from Prior Year **	2024 Points		No House Provided	With House Provided

Bishop Salary> \$177,682

Range G (500 & up)		8 Delegates Allowed*				Base>				
Trinity Cathedral (Sacramento)	246	287	\$1,176,246	\$970,084	\$33,875	840.11		738.31	Midpoint>	\$101,006 \$77,686
Trinity (Folsom)	221	201	\$769,686	\$638,786	\$61,693	465.66	**WAS F	521.19	High>	\$122,384 \$94,145 \$143,765 \$110,593

Range F (335.00 - 499.99)		7 Delegates Allowed				Base>				
Grace (Saint Helena)	84	99	\$674,836	\$584,103	\$173,240	408.77		469.79	Midpoint>	\$92,972 \$71,520
Incarnation (Santa Rosa)	124	149	\$708,396	\$618,932	\$51,601	401.04		448.25	High>	\$111,693 \$85,914 \$130,405 \$100,310
St. Michael's (Carmichael)	75	128	\$640,511	\$537,945	\$152,510	365.11		447.26		
St. Martin's (Davis)	82	131	\$553,406	\$482,155	\$106,562	317.10		383.23		
St. John's (Roseville)	130	119	\$480,128	\$411,213	\$73,474	310.13	**WAS E	339.05		

Range E (223 - 334.99)		6 Delegates Allowed				Base>				
St. Mary's (Napa)	111	109	\$466,044	\$390,636	\$69,605	268.41		322.82	Midpoint>	\$87,624 \$67,404
St. Augustine (Rocklin)	89	72	\$450,576	\$409,543	\$61,390	252.54		296.23	High>	\$105,003 \$80,774 \$122,377 \$95,191
St. John's (Chico)	93	73	\$444,370	\$384,585	\$54,904	293.89		291.14		
Faith (Cameron Park)	93	106	\$327,445	\$282,381	\$144,877	281.19	***covid F	285.91		
Emmanuel (Grass Valley)	98	78	\$465,476	\$404,772	\$9,463	269.83		281.47		
St. Paul's (Benicia)	76	72	\$368,732	\$318,831	\$20,139	211.31		231.44		
St. Patrick's (Kenwood)	44	55	\$375,403	\$320,521	\$36,889	206.30	**WAS D	230.90		

Range D (170 - 222.99)		5 Delegates Allowed				Base>				
St. Luke's (Woodland)	57	35	\$339,221	\$318,495	\$10,771	153.24	**WAS C	198.00	Midpoint>	\$82,282 \$63,296
Christ (Eureka)	75	84	\$289,106	\$250,505	\$19,989	166.68		194.30	High>	\$98,320 \$75,643 \$114,366 \$87,974
All Saints (Sacramento)	48	55	\$304,664	\$252,968	\$15,060	210.38		185.61		
St. Luke's (Auburn)	95	77	\$275,321	\$238,035	\$9,000	175.19		185.16		
St. Paul's (Healdsburg)	67	72	\$219,389	\$196,095	\$70,915	174.82		179.90		
St. Stephen's (Sebastopol)	52	43	\$296,533	\$255,096	\$6,080	164.64	**WAS C	175.06		

Range C (120 - 169.99)		4 Delegates Allowed				Base>				
All Saints' (Redding)	62	54	\$248,780	\$215,765	\$19,270	152.27	***covid D	163.03	Midpoint>	\$76,932 \$59,181
St. John's (Petaluma)	42	39	\$281,732	\$238,462	\$2,079	155.63	***covid D	162.16	High>	\$91,643 \$70,489 \$106,344 \$71,520
Holy Trinity (Nevada City)	72	57	\$248,375	\$227,240	\$7,087	152.43	***covid D	159.98		
Trinity (Sonoma)	44	47	\$207,889	\$172,886	\$763	127.52		127.08		
St. Alban's (Arcata)	42	45	\$181,602	\$157,385	\$16,480	103.55		120.79		

Range B (90 - 119.99)		3 Delegates Allowed				Base>				
Grace (Fairfield)	36	45	\$186,118	\$175,253	\$8,278	114.31		117.45	Midpoint>	\$68,913 \$53,008
Epiphany (Vacaville)	42	33	\$171,289	\$156,739	\$14,068	106.56	***covid C	111.43	High>	\$80,941 \$62,262 \$87,682 \$71,520
Our Saviour (Placerville)	45	48	\$136,793	\$124,056	\$9,681	95.77		96.49		

* = One additional Delegate is allowed for every 100 Congregational Points, in the previous year, above the Diocesan Standard.

** = Change from the prior year.

***covid = Due to unforeseen affects of Covid, the Board of Trustees elected to keep congregation under their 2021 Congregation Range in both 2022 & 2023.

FINANCIAL REPORTS | CONGREGATION RANGE SHEETS

The Episcopal Diocese of Northern California Congregation Ranges - 2024

Church Name	Page 3	Page 5				Points Comparison			Compensation Ranges 2024	
	Sunday Attendance #13	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2023 Points	Change from Prior Year **	2024 Points	No House Provided	With House Provided

Range A (below 90)

3 Delegates Allowed

Per agreement of
Bishop/Congregation

St. Paul's (Sacramento)	35	32	\$110,947	\$108,142	\$20,872	68.48		82.66	
Ascension (Vallejo)	41	31	\$120,075	\$100,930	\$1,777	82.49		78.93	
St. George's (Carmichael)	31	22	\$104,588	\$91,983	\$3,406	62.52		67.25	
St. Michael's (Fort Bragg)	20	28	\$96,931	\$94,474	\$0	53.00		60.47	
St. Barnabas (Mount Shasta)	36	21	\$67,151	\$60,087	\$16,807	53.99		56.23	
St. Peter's (Red Bluff)	19	18	\$87,883	\$87,883	\$1,903	60.50		54.14	
St. Luke's (Calistoga)	27	26	\$71,164	\$67,974	\$5,094	53.48		51.38	
Christ (Quincy)	24	21	\$66,775	\$66,775	\$11,627	48.30		50.45	
St. James (Lincoln)	30	22	\$46,376	\$43,337	\$15,783	84.25	***covid B	44.08	
St. John's (Marysville)	14	15	\$72,629	\$67,359	\$0	67.65	***covid B	43.56	
St. Stephen's (Colusa)	13	14	\$47,523	\$44,408	\$22,694	32.01		41.86	
Trinity (Sutter Creek)	14	20	\$42,574	\$38,324	\$22,935	57.97		41.25	
St. Paul's (Oroville)	12	6	\$64,239	\$64,239	\$6,140	54.01		39.69	
St. Luke's (Galt)	18	17	\$55,201	\$48,767	\$4,150	34.09		38.43	
Shepherd by the Sea (Gualala)	28	11	\$49,416	\$46,470	\$7,684	31.13		38.30	
St. Francis (Fortuna)	14	16	\$53,440	\$48,595	\$7,907	35.41		38.17	
Holy Trinity (Ukiah)	19	21	\$53,928	\$48,021	\$307	37.25		37.12	
St. Mary's (Elk Grove)	22	20	\$50,057	\$44,285	\$236	59.82		35.65	
St. James (Yuba City)	17	17	\$32,830	\$29,320	\$15,271	23.63		32.55	
Good Shepherd (Cloverdale)	27	22	\$33,419	\$30,267	\$6,930	28.81		32.42	
St. Michael's (Anderson)	19	9	\$37,360	\$33,642	\$11,883	27.44		31.62	
St. Francis (Willits)	18	28	\$22,854	\$21,495	\$12,478	25.87		29.17	
St. Clement's (Rancho Cordova)	40	29	\$12,690	\$0	\$7,792	91.90	**WAS B	27.49	
St. Paul's (Crescent City)	20	11	\$28,241	\$26,067	\$8,904	20.31		26.32	
St. Michael's (Alturas)	7	9	\$35,067	\$31,165	\$6,795	21.33		24.93	
St. Andrew's (Antelope)	17	0	\$41,339	\$41,339	\$0	32.65		24.92	
St. Timothy's (Gridley)	16	14	\$30,142	\$26,649	\$3,331	14.30		24.24	
Holy Trinity (Willows)	11	8	\$30,008	\$27,591	\$50	13.62		19.78	
Grace (Wheatland)	12	8	\$25,084	\$23,220	\$3,993	19.47		19.54	
St. John's (Lakeport)	10	10	\$24,971	\$21,827	\$115	13.18		17.54	
Good Shepherd (Susanville)	8	8	\$18,571	\$18,571	\$0	6.94		13.29	
St. Andrew's (Corning)	7	0	\$8,323	\$7,943	\$7,943	9.31		9.88	
Holy Spirit (Lake Almanor)	8	4	\$3,383	\$3,029	\$9,275	11.01		9.33	
St. Nicholas (Paradise)	9	12	\$940	\$0	\$0	43.52		5.72	
St. Matthew's (Sacramento)	11	4	\$1,529	\$0	\$1,200	10.88		5.11	

Compensation Ranges include a 5.80% COLA approved by the Board of Trustees (BoT) for 2024. The COLA is recommended to parishes to adopt. The board understands not all parishes will be able to pay this full amount. They encourage parishes to offer what they can.

Compensation Ranges include: regular salary, housing, allowance for social security, etc. The ranges do not include health insurance, travel, pension, education, etc.

Transitional Deacon should be paid at 90% of Range "B" Base (100% when ordained a priest).

Diocesan executive staff are paid at Range "E"; program staff are paid per hire letter.

All other ordained clergy, if employed by a congregation must be compensated at Range "B" or greater. This is prorated based on full time equivalent.

For regional missionaries combine total points from each church. Below 120 points, minimum is Range "B" Base plus \$1,500. For 120 points and higher, minimum is Range "C" Base plus \$1,500. Maximum is Range "C".

For Congregations receiving assistance, maximum clergy salary is Range "B" Base.

See Article V, Section 5 of the Constitution of the Episcopal Church in the Diocese of Northern California for guidance on Lay Delegates to Convention.

* = One additional Delegate is allowed for every 100 Congregational Points, in the previous year, above the Diocesan Standard.

** = Change from the prior year.

***covid = Due to unforeseen affects of Covid, the Board of Trustees elected to keep congregation under their 2021 Congregation Range in both 2022 & 2023.

Points are calculated as follows from Parochial Report line items:	
Line #13 x 25% +	
Line #1 x 25% +	
(Total Lines 13, 16, 17, 18, 12, 14)/1000 x 50%	
For example:	
Average attendance (#13) = 200 x 25% =	50
# of pledge cards (#1) = 120 x 25% =	30
Work Outside (#13, 16, 17, 18) = 20,000 +	
Operating Exp (#12, 14) = 100,000 =	
120,000/1000 x 50%	60
Total Points	140
Points of 140 reflects Range C	



Episcopal Diocese
of Northern California

GOVERNANCE REPORTS

2023 DIOCESAN CONVENTION | GOVERNANCE REPORTS

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GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS

BISHOP TRAQUAIR'S OFFICIAL ACTS

	Made Candidate 3
<i>2022 Diocesan Convention to 2023 Diocesan Convention</i>	House of Bishops 2
Visitations 28	Clergy Conference 1
Celebrate Holy Communion 44	Funerals 2
Sermons Preached 34	Suspensions 0
Persons Baptized 2	Consent to Bishop Consecration 9
Persons Confirmed 38	Consent to Bishop Resignation 0
Persons Received 19	General Convention 0
Persons Reaffirmed 8	Dedications 3
Ordinations to the Diaconate 1	There are canonically and resident in the Episcopal Diocese of Northern California at the present time: 1 Diocesan Bishop, 2 retired Bishops, 150 Priests canonical, 112 Priests canonical and resident, 29 licensed Priests, 37 canonically resident Deacons, 2 licensed Deacons.
Ordinations to the Priesthood 1	
Received by Letters Dimissory 0	
Transferred by Letters Dimissory 3	
Services of Institution 0	
Installation of Bishops 0	
Consent to Marriage 14	
Consecrations 0	
Deconsecrations 0	
Made Postulant 4	

GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS

ORDINATIONS

		David Powell	12/11/2022
<i>To the Diaconate</i>		David Shewmaker	2/9/2023
Name	Date	Gary Brown	7/13/2023
Katherine Frederick	1/25/2023		

To the Priesthood

Name	Date
Katherine Frederick	7/29/2023
<i>By Bishop Megan Traquair</i>	

To Postulancy

Name	Date
Joanie Cahill	12/5/2022
Diana Deen	12/5/2022
Jay Elmquist	12/5/2022
Maggie Rutherford	12/5/2022

To Candidacy

Name	Date
Emily Hyberg	4/21/2023
Paul Mallatt	5/26/2023
Mark Dibelka	7/21/2023

ACCEPTED BY LETTERS DIMISSORY

There was no one accepted by Letters Dimissory for the 2022-2023 Convention year

TRANSFERRED BY LETTERS DIMISSORY

Name	Diocese
Date	
Doyle Dietz Allen	Long Island
1/1/2023	
Todd Bruce	Maryland
3/1/2023	
Matthew Warren	California
9/22/2023	

LOSSES BY DEATH

James Hargis	10/11/2022
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CLERGY LICENSED

**indicates date licensed by Bishop Traquair*

Name	Congregation Affiliation	Date Licensed
Jeffrey Cave	Shepherd-by-the-Sea, Gualala	*March 3, 2023
Tansy Chapman	St. Michael's, Fort Bragg	October 25, 2006
Gregg Churchill	All Saints', Redding	March 29, 2006
Restituto Coloma	St. Mary's, Elk Grove	November 18, 1971
David Davidson-Methot	Emmanuel, Grass Valley	February 4, 2014
Melanie Donahoe	St. John's, Petaluma	*May 26, 2022
Jerayne Gray-Reneberg	St. Francis', Fortuna	November 11, 2010
Merritt Greenwood	Trinity, Folsom	*October 1, 2022
Deborah Hawkins	St. Martins', Davis	*July 6, 2022
Pamela Higgins	St. Paul's, Benicia	April 1, 2015
Arthur Holder	St. Paul's, Benicia	September 4, 2008
Karen King	St. Patrick's, Kenwood	March 5, 2014
Amy Lawrence	Trinity Cathedral, Sacramento	April 9, 1999
Connor Lynn	St. Martin's, Davis	August 17, 2015
Deborah Magdalene	St. Alban's, Arcata	*September 10, 2021
Linda Maloney	Faith, Cameron Park	August 15, 2013
Lesley McCloghrie	Christ Church, Eureka	January 29, 2013
Mary Morrison	Trinity Cathedral, Sacramento	December 4, 2018
Barbara Elizabeth Nixon	St. Luke's, Galt	May 1, 2012
Bob Phillippi	Trinity Cathedral, Sacramento	February 4, 2004
William Stomski	St. John's, Chico	*September 8, 2022
James Townsend	St. Luke's, Galt	May 28, 2004
Claudia Jo Weber	Trinity Cathedral, Sacramento	December 4, 2018
Ellen K. Wondra	Incarnation, Santa Rosa	*October 26, 2020
Ronald Zoesch	St. Mary's, Elk Grove	May 20, 2014

CONSENTS TO ELECTIONS AND CONSECRATION OF BISHOPS

By Bishop Traquair

Ordination and Consecration of Pastor Elías García Cárdenas to be Bishop in the Diocese of Columbia

Ordination and Consecration of Anne Jolly to be Bishop in the Diocese of Ohio

Ordination and Consecration of Matthew Foster Heyd to be Bishop in the Diocese of New York

Ordination and Consecration of Melissa Skelton to be Bishop in the Diocese of Olympia

Ordination and Consecration of Justin S. Holcomb to be Bishop in the Diocese of Central Florida

Ordination and Consecration of Sally French to be Bishop in the Diocese of New Jersey

Ordination and Consecration of David G. Read to be Bishop in the Diocese of West Texas

Ordination and Consecration of Ann Ritonia to be Bishop Suffragan in the Armed Forces and Federal Ministries

Ordination and Consecration of Carrie Schofield-Broadbent to be Bishop coadjutor in the Diocese of Maryland

BOARD OF TRUSTEES 2023 REPORT

Submitted by Margie Harrison-Smith, Vice President

It has been a busy and energizing year for the Board of Trustees. In addition to ongoing projects for the Board relating to property and finance, we adopted goals to support new multi-year projects for the diocese. Look for our presentation about the strategic plan at convention.

The Board demonstrated that we are all in for the youth in Northern California by designating \$100,000 towards sending students and chaperones to the Episcopal Youth Event (EYE) in July. We sent 19 youth and 4 chaperones to Baltimore which was the biggest group from Province VIII and among the largest groups to attend EYE23.

The Board heard about the ongoing work of our disaster resilience projects throughout the diocese. Our work, led by Missioner for Disaster Resilience Mark Dibelka, serves as a model for the country. Episcopal Relief and Development has allocated staff time to develop a handbook for other dioceses to use to grow Project ReStart around the Episcopal church. Northern California is building a reputation for resiliency – not only because disasters happen here, but also how we respond with care for ourselves and our neighbors.

The Board listened to feedback concerning a desire to gather as a diocesan community in ways beyond convention, which is often limited to elected representatives. The Board discussed other ways our diocese could gather to celebrate our diverse community – with broader representation from our churches. We are excited about our upcoming Fearless Faith Revival with Presiding Bishop Michael Curry on April 27, 2024 in Roseville. It will be a once-in-a-lifetime event not to be missed!

The Board received updates from the Racial Justice Audit team. Along with other members of diocesan committees, we participated in surveys that went

out to leaders in the first year. Next year the survey will roll out to congregational leaders. The Board listened to the diocese regarding racial justice, funded the two-year audit, and looks forward to hearing the recommendations going forward.

Excited about the work of the Commission on the Environment, the board agreed to fund the first rounds of the Carbon Neutral by 2030 project. We formed a partnership with Interfaith Power and Light to conduct energy audits throughout the diocese. We hope that the participating congregations will increase their energy efficiency and transition to renewable energy sources. No other diocese in The Episcopal Church (TEC) is working towards carbon neutrality in this way.

The Board approved a diversity statement (found at www.norcalepiscopal.org/diocesan-commitment-to-diversity/). Created in consultation with human resources executives from around the diocese, this statement combines their best practices with our baptismal covenant, so that our hiring practices reflect the diversity of Northern California. Shortly after adoption, our brothers and sisters in Vacaville used the diversity statement to help support LGBTQIA+ rights during Pride month.

This year the Board also focused on ways to support our churches without clergy. One key way to offer support is training new clergy to serve in Northern California. The Board heard a report about our West Coast Collaborative partnership: our cooperative project with the Diocese of El Camino Real and the Diocese of San Diego to train deacons and lay leaders. This year the program had 28 students and is conducting training in English and Spanish.

It is our hope that this collaboration will bring new leaders and energy to our area.

All this is to say the Board has listened thoughtfully and with care over this last year. We harvest the fruits of the work here in our diocese, and we lead

the way for TEC as a whole on the West Coast.



The Board of Trustees and Standing Committee meeting in September

Front Row – Left to right: Donnie Wallace, Leta Parks. Middle Row – Left to right: Anne Seed, Adrienne Collom, Margie Harrison-Smith, Bishop Megan Traquair, Bob Hall, The Rev. Aidan Rontani, The Rev. Seth Kellerman. Back Row – Left to right: The Rev. Rod McAulay, Diane Curtis Page, The Rev. Karen Freeman, Canon Julie Wakelee, The Very Rev. Tammy Smith Firestone, The Rev. Jim Richardson, The Very Rev. Matthew Woodward.

Board of Trustee members missing from the picture: The Rev. Dr. Pamela Dolan, Kevin Donahue, Jim Evans, The Very Rev. Ed Howell, The Very Rev. Rick Laughman, The Very Rev. Lesley McCloghrie, The Very Rev. Perry Polk, The Rev. Nancy Streufert, Daphne Vernon, and John Nykamp.

2023 CHANCELLOR'S REPORT

Submitted by Barbara Jewell

The Chancellor is a diocesan officer learned in the law who is elected each year at Convention. On request, the Chancellor renders opinions on the Constitution and Canons of the Diocese and The Episcopal Church and provides legal advice to the Bishop, the Convention, the Board of Trustees, the Corporation, parishes and missions. This year I served as Chancellor and was assisted by Canon Charles Mack, Chancellor Emeritus and Vice-Chancellor, Malcolm McDowell and Kevin Donohue, Vice-Chancellors. The knowledge and skill of the Vice Chancellors has been invaluable.

During 2023 I attended regular meetings of the Board of Trustees of the diocesan corporation (BoT) and the Board of the Episcopal Foundation of Northern California, as the Chancellor is a member of both boards pursuant to the Canons. In addition, I attended regular meetings of the Board's investment, budget & finance, convention and property committees. As part of the Foundation, I participated in continued development of the grant process for the Foundation, selection of recipients, and review of the Foundation's finances.

Policy formation: Provided advice regarding various provisions of the national and diocesan canons.

Property: Prepared documents necessary for loans to a diocesan priest and to a parish for acquisition of a solar energy system. Advised a parish seeking payback of a loan from its former priest. Participated in review of cell tower leases for two parishes. Also advised parishes regarding development of investment policies as well as proper identification and use of reserve funds. The Vice-Chancellors made themselves available for advice, meeting with vestries, and to discuss legal issues that arose over the year.

Miscellaneous Matters: Continued to monitor

the bankruptcy of the Boy Scouts of America and consulted with our insurance carrier regarding potential claims. Attended the Chancellor's Conference in Orlando, Florida, and benefited greatly from the many continuing legal education courses that were presented. Met with other chancellors and learned how they share in helping dioceses carry out TEC resolutions.

It has been a pleasure serving you in these matters.

EMPLOYMENT PRACTICES AND BENEFITS COMMITTEE

Submitted by: Anne Seed

Our Purpose: The Employment Practices and Benefits Committee (EP&B) for the Episcopal Diocese of Northern California is one of several committees and commissions within the organizational structure of the Office of the Bishop (OoB). Working with Bishop Megan and the OoB staff, the purpose of the EP&B is to provide guidance related to employment practices and benefits to the Bishop and to the Board of Trustees (BOT), that impact all paid Diocesan staff.

Who We Are: Current members of EP&B include Rev. Tim McDonald, Anne Seed, and Margie Harrison-Smith. Work of the committee is assisted and supported by staff in the Office of the Bishop. The Committee meets on a regular basis; 2023 meetings have all been held virtually via Zoom.

2023 Projects and Assignments

Clergy Compensation: At the request of the Board of Trustees, the EP&B Committee has taken on the study of clergy compensation for the Diocese. To help with this work, HRtoGO (Human Resources Outsourcing and Consulting firm) was hired to perform a comprehensive clergy compensation study throughout our diocese. A review of similar dioceses has also been engaged.

This study is wrapping up and should be ready for review by EP&B in Fall 2023. EP&B will then discuss the results of the study and make recommendations to the BOT.

2024 Annual Enrollment Updates & Changes:

The Church Medical Trust has not made any changes to the medical plan offerings for 2024; enrollment for medical plans will be passive. However, dental plan offerings are changing effective January 1, 2024. Cigna will no longer be offered and is being replaced by Delta Dental. For this reason, enrollment for dental plans will be

active, and individuals must actively select a Delta Dental plan for 2024, otherwise they will lose their dental coverage.

At the September 9, 2023, Board of Trustees meeting a motion was made that the Board of Trustees do not remove or add any additional medical plans for 2024. The motion was seconded and passed.

Gratitude to the OoB staff, Kati Braak, Director of Operations, and Michelle Karimi, Executive Staff Support, for their countless hours of research, guidance, and support to EP&B.

HISTORIOGRAPHER'S REPORT 2023

Canon Charles R. Mack, Historiographer

It shall be the duty of the Historiographer of the Diocese to collect and preserve as property of the Diocese such materials as can be obtained relative to the History of the Diocese, its Bishops, Parishes, Missions, institutions and undertakings and so to arrange, catalog, and classify all such books, documents, photographs and papers in his custody as to make their content accessible for reference and research. Canon 12.4.

Your Historiographer has custody of a wide range of historical materials and has used them for several historical research projects concerning clergy and congregations of the Diocese. In particular he has investigated the history of Holy Spirit Mission, Orleans and St. Andrew's Mission, North Highlands. He has assisted a member of St. Luke's Woodland in canvassing and classifying a large collection assembled by a recently deceased member of the congregation extending to its foundation and including activities of the church and its members and obituaries of members and related people.

It is a pleasure to serve you in these matters.

STANDING COMMITTEE

Report To Convention 2023

Standing Committee meetings were held via Zoom.

The Standing Committee consented to the following elections of Bishops:

The Rev. Pastor Elías García Cárdenas, Diocese of Columbia

The Rt. Rev. Melissa Skelton, Diocese of Olympia-Provisional

The Rev. Anne Jolly, Diocese of Ohio

The Rev. Sally French, Diocese of New Jersey

The Rev. Justin Holcomb, Diocese of Central Florida

The Rev. Ann Ritonia, Bishop Suffragan of the Armed Forces and Federal Ministries

The Rev. David G. Read, Bishop Coadjutor of the Diocese of West Texas

The Rev. Carrie Schofield-Broadbent, Bishop Coadjutor of the Diocese of Maryland

The Rev. John T.W. Harmon, Diocese of Arkansas

Approved the following for candidacy:

Mark Dibelka-Candidacy for Priesthood

Emily Hyberg-Candidacy for Priesthood

Paul Mallatt-Candidacy for Diaconate

Approved the following for ordination:

Katherine Frederick-Priesthood

We met with a member of the standing committee for the Diocese of Florida to discuss questions around the election of Bishop-elect Charlie Holt.

The Rev. Seth Kellermann, President

The Rev. Tim McDonald, Vice President

The Rev. Sally Hubbell, Secretary

Dr. Sandra Takagi

Ms. Donnie Wallace

Ms. Leta Parks

Mr. Mark McMillen

The Very Rev. Matthew Woodward

The Standing Committee approved the lease of Wallace House, Cloverdale. St. Augustine's Rocklin was approved to pursue sale of part of their land. St. Clement's Rancho Cordova was approved to grant city an encumbrance on their land for the installation of fiber optic cabling. St. Luke's Woodland was approved to obtain a loan for the installation of solar. Approved St. John's Roseville to accept new contract for cell phone tower in church spire.



Episcopal Diocese
of Northern California

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THE BELFRY

Report for Diocesan Convention Fall 2023

In the 2022-23 academic year, The Belfry Lutheran Episcopal Campus Ministry continued to run its long-standing campus ministry to U.C. Davis and piloted a new program to Sacramento City College. Both were run by Chaplain Portia Hopkins and assisted by Seminarian Betsy McElroy. This report will cover both sites.

Sacramento City College

The ideal opportunity arose to pilot a campus ministry to Sacramento City College in the combination of Rev. Portia's connection as priest associate to All Saints Episcopal Church in Sacramento, situated directly across the street from Sac City, and the enrollment of parish administrator Lachlan Still as a student. On Wednesdays during the fall semester, Portia and sometimes Lachlan would sit on campus for an hour or two with a sign saying "Christian and LGBTQ+ Affirming" and "We are here to listen." A variety of really good conversations, and some initial relationship building ensued; we were able to get a better sense of student need, but still had not found a way to attract students to events off campus at the church.

In Spring semester, we decided to offer a series of large BBQ events outside the church as a way of attracting student attention. On the day of the first BBQ, Portia Lachlan, and Betsy, assisted by volunteers from All Saints, served over 100 meals in an hour and a half! Students universally expressed gratitude for the meal and the connection, and many asked for an ongoing chance to gather and eat together. BBQ's in April and May had similar results.

On the Wednesdays in-between BBQ events, Portia and Lachlan opened up the church to offer a simple lunch and conversation time. Students visiting have learned to see that the church is a welcoming place with people who care about them and their needs, and who want to offer support for their journeys.

UC Davis

Fall 2022 at Davis began well, with the first Eucharist and dinner of the term having 13 participants. Attendance continued strong throughout the quarter. Fall featured a lovely outdoor St. Francis Day service, with visitors from Davis Lutheran Church, Lutheran Church of the Incarnation, and St. Martin's joining the Belfry for a service and (vegetarian!) barbeque.

A highlight of the fall is always the Interfaith Moveable Feast, where numerous campus ministries connect to plan a progressive dinner. Last fall, Lutheran Interim Bishop Claire Burkat joined The Belfry and more than 50 students from numerous faiths for appetizers and mocktails.

An annual special event of the winter quarter is prayer bead making for Lent. This year we had more than a dozen students participate, with many sessions at the local bead shop. It's wonderful introducing students to brand-new prayer practices for Lent.

Another first-ever-but-now-annual event was inviting members of the Episcopal Church of St. Martin to the Belfry to bring prayer shawls to students. Over 20 people from the church joined our 14 or so regular Belfry participants in a chaotic and wonderful Eucharist and dinner. The Belfry's little chapel was filled to overflowing, but also filled with joy.

During Spring Break, Portia and the U.C.C. Chaplain from Cal Aggie House led a student retreat. Eight students spent three days in the Sierra foothills working on wholeness as individuals and in community. Three of those students were baptized the very next weekend at the Easter Vigil at St. Martin's, and two were confirmed a few weeks later at Episcopal Bishop Megan's visitation.

In the last week of April 2023, tragedy struck the Davis community. A well-beloved Davis resident known as "The Compassion Guy" was brutally stabbed to death early Thursday morning, and a UC Davis student was stabbed to death on Saturday

evening. The student, Kirim Abou Najm, was not a Belfry student, but was a friend of many of the Belfry regulars. There was a third non-fatal stabbing of an unhoused woman on Monday night, and The Belfry offered its space as a temporary overnight shelter during the crisis. In the following weeks, the entire Belfry community spent much time together, grieving and processing and offering love and support.

It seems a shame to end a report so filled with joyous happenings on this note of deep sadness. But one of the most important, though hopefully infrequent, tasks of a campus ministry is to help the campus community through devastating events. While no one would ever want to be in the position that Davis was last spring, it is an honor and a privilege to be a chaplain walking alongside in times such as this.



CAMP LIVING WATERS STEERING COMMITTEE

Emily Armstrong Buck, Camp Coordinator

Camp Living Waters is a week-long Episcopal summer camp. It is a non-profit camp based at St. Alban's parish in Arcata and draws its staff members from the faith communities of the north coast who lead, supervise and encourage campers and counselors. The week is based around a daily schedule including crafts, outdoor activities, swimming, Bible discussion, worship, and nightly campfire, with additional special activities throughout the week such as stargazing and archery. Campers aged 9 to 15 make new friendships and explore their faith and ask questions; counselors do this and learn leadership skills in a supportive atmosphere. The week is spent living and building a Christian community based on the values of love, faith, service and fun. Camp Living Waters 2023 saw a revitalization of our camp structure and staff structure. We had

an unusually low population of minors due to a confluence of factors, and also a number of new excellent staff members and a whole team of young adult staff who had aged up from being counselors to take on new responsibilities and new leadership.

Our theme this year was "Walk in Love". We contemplated and learned how to walk in love with ourselves, God, the land, and others. We did our first Sacred Saunter at Camp, ending in a prayer circle which inspired a new campfire and Worship seating arrangement. We learned a way to pray our own inspired Prayers of the People using a 5-fingered structure.

It is a method to help people remember categories of folks to pray for. **Thumb:** Those closest to your heart – family and friends; **Pointer finger:** Those giving direction – teachers, doctors...etc.; **Index finger:** Those in leadership – Government, business, church; **Ring finger:** Those who are weak – sick, poor; **Pinky finger:** Yourself.

Each night, staff members go to each tent and lead a brief bedtime prayer with each tent group, usually 3-5 kids and a teenage counselor. Worship and Bible Study was overseen and often led by the Reverend Sara Potter, with the help of 4 other clergy members throughout the week, including the triumphant return of the Right Reverend Megan Traquair and initiation of the Reverend Mack Olson. Total staff included 22 who stayed for the entire week (including 9 young adult staff) plus five staff members who came for part of the week. Final registration tally included 18 kids and counselors. One sixth of campers and counselors were financially supported by our donation-enabled scholarships or their home parishes.

We were thrilled to see high levels of engagement and lots of thoughtful work both in labor and in fellowship from our young adult staff. Many of these folks have, like your humble narrator, been coming to camp since they were camper age, and it deeply enhances the experience for everyone present to have their energy and input.

We continue working to improve everything we do at Camp Living Waters with an eye for sustainability. One key for us this year is early promotion of Camp through official channels and word-of-mouth. We are thrilled to have reached an agreement with our facility, the beautiful Cookson Ranch, to store our gear on-site, eliminating a significant ongoing logistical challenge. We remain extremely grateful for the generous support of the Diocese and look forward to increasing our numbers and new ways to learn and praise together at Camp Living Waters 2024! It is set for July 21 to 26. We look forward to seeing your camper-age children at camp.



PATHWAYS YOUTH PILGRIMAGE TO EYE - 2023

The Rev. Mack Olson & Elizabeth Potts

Pathways seeks to connect high school-age young adults across our diocese in a community of faith, learning, and reconciliation. By thinking in the past, present, and future, Pathways participants explore the histories of our Californian backyards, learn from organizations and individuals working against current social injustices, and brainstorm ways in which we can all work together towards an equitable future of reconciliation through the words of the Gospel and our faith.

Since its institution in 2016, Pathways has traveled to the Oregon border, Yosemite, Sonoma, and Humboldt, and hosted two summers' worth of virtual programming during the peak of the pandemic. This year, we were ecstatic to kick off our first return to in-person programming in the summer of 2023, when 19 young adults and 4 chaperones from our diocese flew to College Park, Maryland, to participate in EYE (*pronounced E-Y-E*). EYE stands for Episcopal Youth Event. It is a gathering of youth ages 15-19 from around

the world who assemble on a college campus to learn, laugh, and worship together. With the theme "**Regreso A Casa: A New Age of Faith,**" our Pathways group enjoyed lively worship and preaching, with the highlights being our time with the Presiding Bishop Michael Curry and the President of the House of Deputies, Julia Ayala Harris. With close to 1,500 people in attendance (including youth, their adult mentors, clergy, and bishops from around the church), EYE programs focused on helping develop leadership skills, spiritual practices, and early stages of vocational discernment. Time was spent in worship, large group presentations, small group discussions, workshops on a variety of topics (participants selected the workshops they wish to attend.), and time to hang-out and meet Episcopalians from around the world (we met youth from Taiwan, the Virgin Islands, and everywhere in between!). Our youth got to know people who share their Episcopal faith in all its diversity.

As the largest delegation from the state of California, and one of the largest overall delegations at EYE, the Pathways group not only got spent time getting to know other young adults from around the Episcopal Church, perhaps the best part was having the chance to build a strong community with their peers in our diocese.

Thanks to the generosity of the leadership in our diocese, Pathways covered all costs of travel and program registration associated with attending EYE. With this blessing in mind, we encouraged our Pathways participants to “Pay It Forward”, a challenge to pass on their experiences and thanksgivings to others in the diocese. So far, many of our participants have given presentations to their home congregations, shared music and worship learned during EYE, participated as volunteers in church projects, and more.

For years to come, we look forward to continuing our goals of building and strengthening the young adult community while championing human rights and equity in the Episcopal Diocese of Northern California and beyond.

THE CENTER AT ST. MATTHEW'S EPISCOPAL CHURCH REPORT

Jim Schaal, Executive Director

+ Feed the Hungry + Welcome the Refugee + Care for the Homeless + Lift Up Hearts +

The Center at St. Matthew's is an innovative community service center and outreach ministry of the Episcopal Diocese of Northern California. The Center serves neighbors in need in the Arden Arcade area of Sacramento County, one of the most poverty-stricken communities in the state's capital region that is also home to the largest community of Afghan refugees in the nation. On our campus, the Center hosts a large food bank and an adult school offering English language and literacy education to refugees and immigrants. Beyond our campus, the Center's leaders are active in collaborative efforts to provide local resources for the homeless. At the spiritual heart of the Center is the Mission at St. Matthew's, an Episcopal congregation offering worship, pastoral care, and formation to the Arden Arcade community.

Feed the Hungry: River City Food Bank at St. Matthew's

The Center at St. Matthew's partners with River City Food Bank—Sacramento's oldest continuously serving food bank—to provide emergency food assistance and referral services. Since opening its second distribution center here on the St. Matthew's campus in 2018, RCFB has expanded to serve more than 3000 people per week out of the former church sanctuary. The food bank welcomes a wide variety of guests, including a growing number of refugees from the war in Ukraine.

Welcome the Refugee: Highlands Community Charter School at St. Matthew's

The Center at St. Matthew's partners with Highlands Community Charter School—Northern California's largest nonprofit adult school network—to offer English language and literacy education to refugees and immigrants. Since

2016, Highlands has expanded to serve about 300 students per weekday out of the former Sunday School classrooms and modular buildings. Like the food bank, Highlands currently welcomes a growing number of refugees from the war in Ukraine as well as newcomers from Afghanistan.

Welcome the Refugee: Diocesan Refugee Resettlement Team

Since its establishment as a diocesan ministry in 2016, the Center at St. Matthew's has been at the forefront of diocesan support for refugees and immigrants. As such, Center leaders participate actively in the diocesan Refugee Resettlement Team capably chaired by Bob Wohlsen. We meet monthly to share information and inspiration among at least six congregations now sponsoring refugees from Afghanistan and Ukraine and supporting immigrants from Latin America.

Care for the Homeless: Arden Arcade HART (Homeless Assistance Resource Team)

Beyond our campus, the Center at St. Matthew's works with Arden Arcade HART to care for unhoused neighbors. AAHART continues to coordinate several congregations and other volunteer organizations to distribute meals in encampments. In 2023, AAHART is working closely with homeless student services in the San Juan Unified School District while exploring options for a daytime respite center in the community.

Lift Up Hearts: The Mission at St. Matthew's

The Mission at St. Matthew's continues in faithful Christian service to the community. The Mission and its Phoenix Chapter of the Daughters of the King distributes meals to unhoused neighbors through Arden Arcade HART. In August 2023, we welcomed the Rev. Kathy Hopner as the newly appointed Vicar of the Mission. On September 17, 2023, we celebrated the congregation's 80th anniversary on the Feast of St. Matthew with a visit from our Bishop, the Rt. Rev. Megan Traquiar, a

festive potluck, and an open house for the Center at St. Matthew's. Many thanks to our lay leaders and volunteer clergy, including the Rev. Grant Bakewell (Priest Associate) and the Rev. Babette Haggenjos (Vocational Deacon).

Center Committee Leadership

The Center Committee is delegated by the diocesan Board of Trustees to guide the Center at St. Matthew's. In 2023, we have been blessed by the leadership of the Rev. Jim Richardson (Chair), Kevin Donohue (Vice Chair), Janet Lane (Clerk), the Rev. Grant Bakewell, the Rev. Babette Haggenjos, the Rev. Kathy Hopner (Vicar), Charles Mack, Vicki McCartney, and Elisabeth Padula. In July 2023, the Rev. Julie Wakelee (Canon to the Ordinary) facilitated a leadership retreat to help us explore strategic visions and sustainable models for the Center.

Thanks to Our Partner Parishes and Diocesan Ministries

We are deeply grateful to all the parishes that have provided support to the Center at St. Matthew's over the past year: All Saints Episcopal Church, Sacramento; Christ Episcopal Church, Eureka; Epiphany Episcopal Church, Vacaville; Episcopal Church of St. Martin, Davis; St. Augustine of Canterbury Episcopal Church, Rocklin; St. Brigid of Kildare Episcopal Church, Rio Vista; St. John's Episcopal Church, Roseville; St. Michael's Episcopal Church, Carmichael; St. Paul's Episcopal Church, Sacramento; and Trinity Episcopal Cathedral, Sacramento. We are also grateful for grants from Episcopal Community Services of Northern California, the Episcopal Foundation of Northern California, and the diocesan Sustainable Development Goals Commission.

Matching Gift Invitation: Double Your Donations in 2023!

Building on the success of our "Forward with Families" giving campaign in 2022, we are currently inviting donations to match a generous new gift

from Janet Lane, Clerk of the Center Committee. Donations received in 2023 will be doubled up to the matching gift amount of \$15,000!

To donate by mail, send check to:

Episcopal Diocese of Northern California
350 University Ave. Suite 280
Sacramento, CA 95825
Memo Line: Center at St. Matthew's

To donate online, visit <https://www.norcalepiscopal.org/give/> and select "Center at St. Matthew's" and enter your credit card information

To donate by phone, text "EDNC Center" to 73256

HONDURAS COMPANION DIOCESE REPORT

The Rev. Daniel C. Green

As with other ministries that were in a state of uncertainty and suspension during the peak years of the Covid pandemic, the Companion Diocese relationship between Northern California and Honduras has again been on the agenda in 2023. The Bishop has made it clear, both in internal meetings with staff and leaders in our diocese, and in conversation with Bishop Allen of Honduras at House of Bishops gatherings, that she considers this long-standing relationship important to our ministry and wishes to renew and strengthen it. With her blessing I convened a Zoom meeting in June of clergy and lay leaders with an interest in this ministry, out of which emerged a plan to send a "Friendship Mission" to Honduras in early 2024.

The objective of this mission will be to reaffirm existing relationships and form new ones, inform ourselves about the present conditions in Honduras and in the Church, and have conversations with leaders there about how our mutual presence to each other might enliven our respective missions. Some areas of common interest that we hope to explore in these conversations include agrarian ministries, youth and young adult ministry and exchange, Spanish language immersion for lay and clergy leaders, climate disruption and disaster response and recovery, and the rights of migrants and causes of migration.

Subsequent planning has determined that the participants in this mission will be myself, Canon Julie Wakelee, Rev. Mack Olson, and a lay leader yet to be named. Our visit will coincide with the annual convention of the Diocese of Honduras in Siguatepeque on March 2, 2024. The 2024 Diocesan Budget includes program funding for the Friendship Mission, but an appeal for additional support has also been made through the Bishop's Book of Dreams. Contributions from the congregations and members of the diocese

will enable us to offset the cost to the Diocese of Honduras, and others we visit, of hosting us, and is warmly appreciated.

On a slightly different topic: over the last couple of years, with the generous support of many of you, we have been able to join Episcopal congregations in Louisiana and Texas in helping an outstanding student from Honduras to pursue her educational goals. Hillary Barrera, daughter of the Rev. Olga Barrera, was admitted to St. Martin's Episcopal School in New Orleans in 2021 for a senior year of high school studies, under the Honduras Scholars program. In 2022 Hillary enrolled at University of New Orleans, where she completed her freshman year this spring with a 4.0 GPA, and was accepted into the Residential Adviser program for the fall. This provides her with a full tuition scholarship, and on-campus housing with meal plan.

Finally, I would be remiss if I did not end this report with an expression of gratitude for the ministry of the Rev. Kent McNair, whose love and support to the church in Honduras has been generous, unflagging, and filled with the grace and peace of Jesus Christ, over many years. We pray for him and his family.

EPISCOPAL COMMUNITY SERVICES

The Rev. Canon Cookie Clark, President

The Episcopal Community Services Board continues to meet monthly on the 3rd Monday by Zoom. In November will meet in person in Willits with the Bishop for our annual retreat.

Eight Churches received grant money this year totaling \$39,450.

- All Saints, Redding, will receive 2 grants:
 - Year 2 of a Warren Dunning Social Justice Grant to support refugees,
 - Year 1 of a Rt. Rev. Barry L Beisner Grant in order to have an on-going supply of Project Restart bins available;
- St. Alban's, Arcata: Jerry and Jane Lamb Grant to replace equipment for Camp Living Waters;
- St. Andrew's, Corning: Missionary Development Grant for utilities to be able to continue to host AA and NA groups;
- St. Martin's, Davis: Catherine and David Cavanagh Grant for Land Based Ministry;
- St. Luke's, Calistoga: Ministry Development Grant for the pre-School;
- Christ Church, Eureka: Missionary Development Grant for a weekly child-centered Eucharist with outreach to foster and homeless children as well their youth;
- Emmanuel, Grass Valley: Missionary Development Grant, to refurbish an adjacent building for outreach to local youth; and
- St. Paul's, Sacramento: Year 3 of a 3-year Warren Dunning Social Justice Grant for Hope's Space providing respite for local medical staff;

One of our goals is to have videos of "how to".

Before the end of year, we expect to post one on starting a feeding program featuring Epiphany, Vacaville, and Good Shepherd, Willets; and one on community gardens featuring St. George's, Carmichael, and St. James, Yuba City. The idea is to offer dissimilar approaches to the same ministry.

We have tried to work closely with the smaller congregations. We are always amazed how these congregations, with limited resources and limited persons are able to serve their communities. They are truly apostles for Christ.

This year our Transformer Awards will go to St. Mary's, Elk Grove; St. Matthew's Church, Alta Arden, Sacramento; and St. Timothy's, Gridley. The Transformer Award is given to congregations who work with their community to transform their community for Christ.

Thank you for your continued support of ECS. Stop by our booth for some cookies. And learn about what ECS does and what you can do for ECS.

EPISCOPAL RELIEF & DEVELOPMENT

Catherine Maloney, Diocesan Ministry Partner

Episcopal Relief and Development continues its three primary areas of focus: women, children, and climate issues. In addition, they continue to provide disaster assistance in the US and globally.

In 2023, ERD provided assistance

- after earthquakes in Morocco, Libya, Turkey, and Syria
- in Africa, Asia, and South America after cyclones, flooding, and resulting mudslides
- to those affected by the fires in Hawai'i
- continuing aid to those affected by the Russian invasion of Ukraine, in partnership with the ACT Alliance

This is in addition to their ongoing work to help provide nutrition, education, and training to communities in Africa, Asia, and South America that will help them become self-sufficient and adapt to the changing resources and climate in their regions. Gifts made through ERD's Gifts for Life program help to support and further this work.

ERD received two significant grants this year:

- A Conrad Hilton Foundation research grant of \$530,000 to study an ongoing early childhood development program in Kenya that ERD has had in place since 2012, in order to determine its effectiveness and adapt and expand it for the future
- A 5-year, \$5 million grant from Trinity Church Wall Street to respond to disasters and strengthen the resilience of marginalized communities around the world. With the support of this grant, ERD will work with community-based Anglican partners to meet the immediate needs of one million people impacted by disaster and bolster the economic stability of an additional 125,000.

Locally, ERD has partnered with our Missioner for Disaster Resilience, Mark Dibelka, to continue to provide assistance to those recovering from the wildfires in Northern California in the last few years, including ongoing needs of Caldor survivors, who I have been able to work with directly.

Ongoing support from individual parishes, and directly from our diocese, helps to support these ongoing efforts, as well as coming back to provide assistance for our own communities when needed.



ARCHDEACON REPORT

November 2023

The Venerable Pam Gossard and the Venerable Margaret Grayden, Archdeacons

The canons of The Episcopal Church state that Deacons serve directly under the authority of and are accountable to the Bishop. They also stipulate that the Bishop may appoint one or more Deacons as Archdeacon(s) to assist the Bishop in the formation, deployment, supervision, and support of the Deacons or those preparing to be Deacons, and in the implementation of the canons. In the Episcopal Diocese of Northern California, it is customary for the Archdeacons to continue serving as Deacons in the parishes to which they have been assigned.

The care, support, and formation of Deacons involve many conversations and meetings. Most of our communications have been conducted by text, phone, email, and/or Zoom meetings.

The Episcopal Diocese of Northern California currently has a total of thirty-eight Deacons licensed and/or canonically resident. Of the thirty-eight, twenty are currently active and assigned to a congregation and the remainder are retired.

The Archdeacons attend monthly Commission on Ministry meetings with seat and voice, but no vote. We have been involved in an ongoing discussion and exploration of specific ways to meet the formation needs of those seeking ordination to the diaconate in this diocese.

The Archdeacons participated as facilitators for a breakout session during the April Day of Discernment.

The Archdeacons resumed the Transitional Deacon Experience program in 2023 where we engaged in lively monthly conversations centering around assigned readings and living out the diaconal vows taken at ordination.

This year Bishop Megan, the Archdeacons, and diocesan Deacons were able to meet in person during the May Clergy Conference held at Bishop's Ranch. All were grateful for this time of community building and mutual support. (See photo)

The Archdeacons meet regularly with Bishop Megan.

The Archdeacons attended the annual Association for Episcopal Deacons online June conference for Archdeacons and Directors and other AED sponsored conferences throughout the year on the Life and Work of Deacons.

ALTA CALIFORNIA DEANERY

The Very Rev. Tammy Smith-Firestone, Dean

I have the privilege of serving the deanery of Alta California covering the I-5 corridor from Willows to Mt. Shasta, with a western branch of the 99 into Chico and Paradise. We are a rural deanery, which means we draw from the strength of community and face the challenges of smaller, and often dwindling populations, as well as the effects of climate change.

As dean, I have been able to meet with all vestries this past year and visit all but two congregations on a Sunday morning. All of our congregations have strong lay-leadership involved in the life and outreach of the church. Yet, all except for one congregation are in transition or without a part-time or full-time priest-in-charge.

All Saint's Redding is thriving under the priestly care and leadership of Rev. Aidan Rontani. St. Barnabas, Mt. Shasta gives thanks for the dedicated service of Rev. Larry Holben, who retired in April of this year, and is currently under the care of its Senior Warden and supply clergy in an interim process. St. Nicholas, Paradise gives thanks for the dedicated service of Rev. Delia Faye, and is now under the interim leadership of Episcopal Liaison for the Ridge, Rev. Richard Yale. With this, we pray for St. Nicholas as they present a petition at this Convention to move from a Parish to an Organized Mission of our Diocese.

St. John's, Chico is under the interim care and leadership of Rev. William Stomski and will begin its search profile and process this fall; while St. Peter's, Red Bluff is under my part-time interim leadership and is discerning next steps. St. Michaels, Anderson and Holy Trinity, Willows are under the care of their Senior Wardens and have supply clergy regularly on Sundays. St. Andrew's, Corning is under the care of its Senior Warden and without regular supply priests. We give thanks for the support and

guidance of Bishop Megan, Cannon Julie, and Kati Braak, as well as for the commitment and service of all Senior Wardens and vestries. We also deeply appreciate our "retired" clergy in the region who celebrate Eucharist throughout the deanery and provide pastoral support, both those whose names were mentioned above and also Rev. Maryly Adair and Rev. Charles Cornell.

While our deanery faces growth, financial, and clergy challenges in addition to some being directly affected by wildfires in our region, we continue in our mission - God's mission - to serve our communities. We prepare Disaster Bins in the ReStart project under the leadership of Mark Dibelka and are actively exploring and involved in community relationships that meet the needs of those affected by disasters, especially up on the Ridge. One of our congregations has started a service in Spanish. We also look to the future with the formation of lay leadership and clergy, and we participated in EYE with three youth and two counselors.

We ask for your prayers and trust that our God who has started a good work in and through us will indeed carry it to completion through Christ Jesus, Our Lord.

CAPITAL DEANERY REPORT

The Very Rev. Tom Gartin, Dean

The Capital Deanery held its first Clericus gathering for clergy since before the pandemic, and has begun planning a regional VBS. The thirteen congregations of our deanery are each very distinct and contribute something special to our shared life of ministry.

Faith, Cameron Park celebrated the installation of the Rev. Tom Gartin as rector, and has continued to partner with various service organizations, support groups, and other churches in serving its neighbors. Members are preparing to embark on a joint pilgrimage with Trinity Cathedral to the Holy Land. Faith is honored to host this year's convention, and looks forward to what God will do through our shared life of ministry in the year ahead.

St. George's, Carmichael has continued working with the International Rescue Committee in hosting a community garden where refugees (mostly from Ukraine) can have garden plots, as well as continuing to offer space to 12-step groups, now hosting 14 groups every week. St. George's also responded to the challenges of resurfacing their parking lot and replace the air conditioning system, and is part of the Vitality Improvement Project.

St. Michael's, Carmichael www.stmichaelscarmichael.org

St. Mary's, Elk Grove www.stmaryselkgrove.org

Trinity, Folsom www.trinityfolsom.org

St. Luke's, Galt started the year with three damaged roofs, but stayed very active in their community by being part of the Galt Saturday Market, and sponsoring a ceramic stepping stone workshop as well as the First Old Galt Festival. They also held their 109th Annual Bazaar, supporting local and international missions projects.

Our Savior, Placerville welcomed a new music director and bookkeeper, accomplished numerous building repairs, and responded to needs for temporary shelter for the homeless when the regular shelter lost power. In addition to an active schedule of formation activities, they celebrated

Rogation Sunday for the first time with a procession and blessings throughout the historic streets of Placerville, and resumed a COVID-delayed outreach, offering a Foster Care Date Night Out for families with foster children.

St. Clement's, Rancho Cordova www.saint-clements.com

Trinity Cathedral, Sacramento celebrated the Rev. Kathy Hopner's decade of service as Director of Formation as she retired in January, and welcomed the Rev. Alex Leach as the new Director of Formation in July. Trinity also worked with a consultant to develop a new mission statement and strategic plan that will guide ministry priorities for the next 5 years.

All Saints', Sacramento is looking forward to welcoming a new rector in the coming months, having spent much of the past year with an interim rector, posting a parish profile and job description, and forming an Applicant Review Committee. Campus ministry to Sacramento City College in partnership with The Belfry is in its second year. All Saints' returned to offering an 8:00 Sunday service, and has begun a renovation of its parish hall.

St. Matthew's, Sacramento www.stmatthewschurchsacramento.org

St. Paul's, Sacramento www.stpaulssacramento.org

Trinity, Sutter Creek www.trinitysuttercreek.org

2023 CENTRAL DEANERY REPORT

The Very Rev. Richard Laughman, Dean

2023 has been a year of transitions for the congregations that comprise the Central Deanery. We have enjoyed collaborating and supporting one another as all of us do our best with God's help to bring the good news of God's way of love to our communities making disciples, raising up saints and transforming our communities for Christ.

It has been a year of renewing and reviving our worship post Covid. We continue to use the lessons learned during the pandemic to reach out to our congregations and communities using social media. It has also been a year of working to find clergy to meet the needs of three of our churches. St Timothy's Gridley has the Rev. David England celebrating the Eucharist on Sundays and providing formation classes. St James Lincoln employs supply priests. St John's Marysville has Rev. Delia Fey and Rev. John Mangels most Sundays. Grace Episcopal Wheatland has Rev John Day, the Very Rev. Rick laughman and other supply priests to celebrate with them. The Rev Peter Rogers retired from St Andrews Antelope. St Andrew's church building suffered a total loss in a fire and has been worshipping with a local Lutheran church. We will work with the Office of the Bishop to help St Andrews continue its services. St John's Marysville is working with the Canon to consolidate with St James Yuba City. St James and St John's share worship services once a month. All our congregations are being ably led by both clergy and lay leadership. We are blessed by some outstanding leaders.

This past year, on the First Sunday in Advent the deanery was hosted by St. John's Roseville for a beautiful service of Lessons and Carols. It was a chance for all of us to enjoy their beautiful sanctuary as well as their gracious hospitality. The service is a Central Deanery tradition. We are planning an Advent service on Sunday, December 3 at church to be determined to begin the new church

year and Advent season. That same afternoon St. Stephen's (Colusa) will hold their annual chocolate festival, the proceeds of which will fund their outreach ministries.

Outreach activities occur throughout our deanery. Through community gardens, food closets, meal programs, clothing drives, counseling, children's special needs services and other activities, our churches actively serve those in need in our particular communities. This year, many of our churches assisted the Disaster Preparedness efforts filling bins with clothes, bedding, cleaning, and hygiene materials.

We also attended to our spiritual and formation needs throughout the year. Our congregations participate in bible studies, Advent and Lent devotional studies, confirmation classes, Sacred Ground classes and Education for Ministry courses. Additionally, the people of St. James (Lincoln) have hosted several Special Needs worship and ministry activities.

The Central Deanery's ten congregations continue to work collaboratively and look for ways in which we are able to support our respective ministries. We continue to grow together in faith and ministry, letting the transforming love of Jesus Christ guide us as the Holy Spirit inspires us. It is with great joy and anticipation that we begin another year.

RUSSIAN RIVER DEANERY REPORT

The Very Rev. Ed Howell, Dean

The Russian River Clergy met twice so for this year and the clergy and delegates gathered for the Convocation in preparation for the 2023 Convention.

Our emphases this year was on ensuring that our parishioners were catching up on safe church and Racial Reconciliation training and reviewing lay licenses.

One major push, spear headed by Daphne Vernon, our deanery representative on the Board of Trustees, was to organize the filling of 50 (Re)Start bins to be located around the Deanery. A “fill the bins” party is planned at Incarnation for people from several congregations to fill the bins and get them to various locations. Congregations and individuals gave the money to buy the bin items and a disaster preparedness fund managed by The Church of the Incarnation made sure all 50 bins were filled.

One Sacred Ground Group met, sponsored by Good Shepherd, Cloverdale, with more in the planning and more people enrolled in Best Skills.

The Deanery also has responded to calls from several aspirants for Holy orders, by forming Regional Discernment Groups to interview them.

A Deanery meeting is being planned to discuss the strategic plan being formulated by the Bishop and Trustees.

We are thankful that there have been no floods or fire or earthquakes in our Deanery and we pray for the people who have experienced these calamities.

SIERRA DEANERY REPORT

NO REPORT SUBMITTED

SEMPER VIRENS DEANERY REPORT

The Very Rev. K. Lesley McCloghrie, Dean

The faith communities of the Semper Virens Deanery are Christ Church—Eureka, St. Alban's—Arcata, St. Francis Mission—Fortuna, and St. Paul's Mission—Crescent City.

Clergy and lay leadership work together to share resources and opportunities for contextual ministries throughout our deanery.

Disaster Relief

At 2:34am on December 20, 2022, a 6.4 earthquake, located about 10 miles southwest of Ferndale, struck our region. This caused significant damage in some areas of our deanery, in particular Rio Dell, Ferndale and Fortuna. Our congregations and those across the diocese immediately rallied to help those in need. 59 (Re)Start bins were sent to the Community Resource Center in Rio Dell, 15 of which were airlifted, or trucked in from congregations in Sacramento, Shasta, Lincoln, and Ukiah. 10 bins were packed using monies donated by St. John's Chico, All Saints' Redding, and St John's Roseville. \$6,550 in gas, grocery, and Visa cards were donated, \$2,000 of which came from our Bishop's Disaster Fund. 28 sleeping bags, pet food, pet gift certificates, and miscellaneous items including batteries, hats, gloves, and towels were also donated. The Rev. Geri Cunningham and the Rev. Cindy Woods worked at the Rio Dell Local Assistance Center on December 29 & 30, Deacon Cindy Woods continued to work at the County Emergency Operations Center during January. As part of the earthquake assistance, we also sent 14 (Re)Start bins and \$400 in gift cards to the Loleta Community Resource Center. Our thanks go to our Missioner for Disaster Resilience Mark Dibelka, for his support during this time. Working as a team to provide this much needed assistance, brought our congregations closer together.

Holy Week Collaboration

Three of our congregations joined to celebrate the liturgies of Holy Week. Unfortunately, because of

the distance involved, 85 plus miles, St. Paul's Crescent City was unable to participate. Tenebrae was held at St. Francis, Fortuna, the Maundy Thursday Liturgy with Agape Dinner, at St. Alban's, Arcata, and the Solemn Liturgy of Good Friday, at Christ Church, Eureka. All of these were well attended by members of the three parishes.

Creation Care

All four congregations of our deanery have been active in pursuing our goal of having carbon-neutral operations by 2030. Three have already completed their energy audit and facilities assessments. In recent years St. Alban's, Arcata has been very proactive in this field, installing solar, replacing appliances, and updating one of their furnaces with an energy efficient heat pump.

Continuing Ministries

Our Deanery Sacred Saunters take place about once a month, the location varying with the host parish. Deanery wide EfM, mentored by the Rev. Nancy Streufert, continues to meet on Thursdays. Parish Outreach Programs continue, with support of the Arcata House Partnership, Food for People, The Wood Street Chapel Food Pantry, The Betty Chinn Homeless Foundation, and Mission Possible: Lunches for unhoused people. Camp Living Waters had a wonderful camp this year, please see the separate report.

New Ventures

Afghan Refugees

In July St. Alban's, in collaboration with the International Rescue Committee, and with support from the Diocesan Commission for Intercultural Ministries, became co-sponsor for resettling a young Afghan family as permanent residents of the United States. The newly formed St. Alban's Resettlement Group trained in preparation for the arrival of the family. Much was done to help this family begin to settle in their new country, but in

this hard-to-find housing area, the team was unable to find the family permanent accommodation. The family ultimately decided to out-migrate to Sacramento where a two-bedroom apartment awaited them.

Joy Mass

On Sunday October 1, Christ Church, Eureka, began a new worship service. The Joy Mass, designed for children and families, takes place each Sunday at 9:30am. A great deal of planning and preparation went into designing, publicizing, and staffing this offering, including the obtaining of a grant of \$3,500 from Episcopal Community Services. This was used to purchase supplies and fund publicity. The terms of the grant require Christ Church to serve as a resource for other churches in the Diocese who may be interested in a Joy Mass Family Service.

WINGFIELD DEANERY REPORT

The Very Rev. Perry W. Polk, Dean

This year has been a bittersweet year for the churches in Wingfield. The fourth Sunday of Advent saw the ending of the ministry of St. Brigid's Rio Vista. Other churches received the consecrated material goods of the church; the faithful remnant is worshipping at other churches.

One of our Rectors continues to suffer from long COVID. The Rev. Alex Leach left St. Lukes' Woodland for Trinity Cathedral. The Rev. John Heidel came as the Priest-in-Charge at Epiphany, Vacaville. Two of our Rectors began Sabbaticals this summer. The Rev. Debbie Hawkins retired from the Diocese of California and has been busy supplying St. Martin's Davis. I served Epiphany, Vacaville and Ascension, Vallejo for multiple weeks.

Our Regional Discernment Teams have helped several people through the discernment process including one for the Sierra Deanery. We have a cadre of fourteen trained RDT members.

For the most part attendance has returned to near normal after the pandemic. Most churches continue to offer online services.

Wingfield is supplying leadership in many Diocesan Committees, the Board of Trustees, and the Episcopal Foundation of Northern California.

MISSION FOR DISASTER RESILIENCE

Mark G. Dibelka, Missioner for Disaster Resilience

So far, calendar year 2023 has been relatively uneventful. It did not start out that way, however, and some of our capabilities were tested. The primary lesson learned this year is that while the disasters may have dropped in intensity, our efforts in disaster preparedness and recovery are still running full steam; this is a drain on our disaster funding, and people do not donate when a disaster is not happening. **We need your donations to the Bishop's Disaster Fund.** Please consider both individual and congregational donations as part of your stewardship of our church.

We were active through the holidays (2022-2023) starting with the Humboldt County Earthquake on 20 December, 2022. In an effort to help relieve those who had been displaced when their homes were uninhabitable, the diocese contacted our partner agency California Disaster Airlift Response Team (CalDART) to move Project (Re)Start bins into Humboldt County from all over the diocese. Bins were even sent by St. Luke's, Galt, which now holds the record for sending relief the furthest, within our diocese.

As those efforts were wrapping up, the atmospheric river storms started and the diocese again contacted a partner agency for assistance. This time, the American Red Cross provided tents to assist the Center at St. Matthew's, and its associated ministries, in returning shelter to the chronically unhoused who had lost their shelter in the flooding.

While the fire season has been much more relaxed than in recent years, the Mission for Disaster resilience is still involved in supporting fire survivors by providing volunteers, materials, and financial support to the long-term recovery groups for the Bear, Caldor, Camp, Dixie, McKinney, and Mill Fires.

Episcopal Relief & Development has called upon the Mission for Disaster Resilience to provide training

within their nationwide and global programming. This year I presented at Kanuga in North Carolina to disaster responders from various dioceses from Texas to Puerto Rico. Our services were also put to use in teaching, mentoring, and functioning as liaison with the Episcopal Diocese of Hawaii, as they reeled following the tragic fire in Maui.

Summary overview of what has been done so far this year by you, the congregations, and the diocese:

- Coordinated and supported community and commemorative events for the Mill Fire survivors
- Creation of disaster readiness kits and training for the community of Grizzly Flats (in conjunction with the West Slope Foundation)
- Distribution of Project (Re)Start bins to the Humboldt Earthquake and local residential fires – 95 bins distributed to date

Project (Re)Start congregations:

All Saints', Redding
Christ Church, Eureka
Christ the King, Quincy
Epiphany, Vacaville
Faith, Cameron Park
Grace, Wheatland
Holy Trinity, Ukiah
Incarnation, Santa Rosa
St. Alban's, Arcata
St. Barnabas, Mt. Shasta
St. Francis, Fortuna
St. James', Lincoln
St. James', Yuba City
St. John's, Chico
St. John's, Marysville
St. Luke's, Galt
St. Michael's, Alturas
St. Paul's, Sacramento
St. Peter's, Red Bluff
St. Timothy's, Gridley
Trinity, Sutter Creek

- Funded mental health training for Paradise/Magalia/Concow (in conjunction with Magalia Community Park)
- Established mental health outreach ministry for Mill Fire survivors in the historically black neighborhood of Lincoln Heights in Weed, CA
- Rebuilt homes in the Camp Fire and Caldor Fire recovery areas
- Hosted the Be Disaster Ready Expo at St. John's, Roseville
- Provided training to other dioceses across the nation to support their disaster resilience efforts
- Hosted the bishop and a delegation from the Episcopal Church of the Philippines, Diocese of Southern Philippines, for a program exchange sharing best practices in disaster recovery

Finally, I wish to acknowledge that volunteers are the core of this ministry and we could not have gotten this far without Catherine Maloney (Faith, Cameron Park), Sherry Wallmark (St. John's, Chico), and Tim Tribble (St. Matthew's, Sacramento) as lead volunteers, while so many others have helped support our local efforts. Please consider volunteering with us.

EDUCATION FOR MINISTRY (EfM)

Barbara Phillips-Barrett

Through **study, prayer, reflection, and fellowship** EfM invites participants into small, mentored groups that provide the framework for exploring the Bible, the history of Christianity, Christian theology, their own beliefs and ministry. The program created in 1975 at the Sewanee Theological Seminary, is now worldwide with an average of 5,000 participants per year. Currently eight parishes in the diocese host EfM groups and 6 participants graduated in 2023.

Study - Participants are given resource guides and study assignments which are discussed in the weekly meetings. Though the readings can be lengthy, members can read and study as simply or deeply as they choose. EfM is not strictly speaking a bible study program. Each year the reading covers a different area of Christianity.

Year One: The Hebrew Bible

Year Three: Church History

Year Two: The New Testament

Year Four: Theology, Ethics, and Interfaith Encounters

Theological Reflection – Each week, using a process called Theological Reflection participants examine diverse topics through Christian tradition, culture, personal position and personal experience. They gain insight into their own beliefs and ministry and are reminded of God’s work in today’s world.

Prayer -The seminar is supported by a life of prayer and regular worship. In some groups participants contribute prayers for worship from all over the world.

Fellowship - One of the most important blessings of EfM is sharing the seminar with others. Participants get to know each other in a unique way, enjoying conversations that they rarely if ever

have on topics as diverse as a loaf of bread and Black Lives Matter.

Mentors - EfM groups are under the leadership of mentors who serve as guides and administrators, not educators. Mentors attend yearly training to enhance their EfM group leadership skills as well as to deepen their own understanding of their relationship to God and humanity.

Cost: \$325 per year. Books and study materials are not included in the cost. Scholarships may be available on an individual basis. The groups typically meet September thru May. With the advent of the COVID pandemic, many groups are meeting online or a combination of in-person and online. The day, time and place of the meetings vary depending on the schedules of the the mentors and participants.

For Additional Information:

Contact your parish office to find a mentor in your parish or the Diocesan EfM Coordinator:

Barbara Phillips-Barrett

bpb@napanet.net

707.529.1329



SAFE CHURCH CONVENTION REPORT

Michelle Karimi, Diocesan Safe Church Coordinator

In 2022, The Episcopal Church (TEC) launched a new program called Safe Church, Safe Communities in partnership with the Task Force to Develop Model Sexual Harassment Policies and Safe Church Training, and the risk management vendor Praesidium. Since then, it has begun the process of translating the trainings into other languages of the dioceses of The Episcopal Church.

In 2023, the Safe Church Office for TEC set a goal of training two Safe Church trainers per diocese. With 51+ participants from 9 provinces, TEC is well on its way to fulfilling their goal. Our diocese has completed 2,276 Safe Church classes from January 2023-September 2023. To learn more about Safe Church, visit

www.norcalepiscopal.org/site/safe-church/

Finally, we'd like to express our appreciation to all of the Safe Church Administrator across the diocese for their hard work in ensuring everyone receives the necessary trainings. As the Diocesan Safe Church Coordinator, I will continue to serve as the liaison between our diocese and the national church office to bring you news, updates, and support with any future changes.

WEST COAST COLLABORATIVE EPISCOPAL SCHOOL FOR MINISTRY

The Rev. Sr. Kathy Lawler, Northern California Dean

Two years ago, the bishops and school for ministry deans of the dioceses of El Camino Real, San Diego, and Northern California began a conversation that led to the creation of the West Coast Collaborative. Our dream of a combined school of formation offered primarily online was realized through the launching of these modules:

- **Lay Preaching:** one-year course for lay persons seeking a license in preaching with cohorts in Spanish and English. (Launched by El Camino Real in February of 2022)
- **Diaconal Formation:** two-year course for those admitted by their bishops for formation as deacons consisting of separate modules on the diaconate and spirituality each year, as well as academic studies--preaching/scripture or theology/history depending on the year. (Inaugural Year 1 program begun in February 2023)
- **Anglican Studies:** for ministers coming from another denomination studying for priestly formation. (Currently in pilot by San Diego, begun in September 2023)

We are fortunate to have as our partners the Iona Collaborative based at the Seminary of the Southwest, which provides abundant curriculum and resources for mentors who shepherd each module. From our diocese in the past year, the Ven. Margaret Grayden and the Rev. Sr. Kathy Lawler have served as mentors for the diaconal module. We have also had several deacons participate as guests during the monthly on-line sessions of the diaconal module. In August, St. Luke's Woodland hosted our well-received in-person diaconal module gathering. We are grateful for all their support.

There are 24 students enrolled in the West Coast Collaborative's 2023 programs of which EDNC has 12 people in the preaching module (9 lay students, 3 diaconal students) and 4 students in the diaconal program. The programs have students from all three dioceses.

In 2024, we will offer the one-year course in lay preaching in both Spanish and English, and both the first and second years of diaconal formation. Applications are open through December 1 for individuals interested in the English Language Lay Preaching module. Check the Diocesan Enews for details. You may also contact me for more information at SFMDean@norcalepiscopal.org. Recruiting for the Spanish language lay preaching cohort will begin in January. Individuals with an interest in the diaconate should reach out to their rector or priest-in-charge to begin the discernment process.

I am grateful to my co-deans and partners in this work, the Rt. Rev. Jim Mathes (San Diego) and the Rev. Katherine Doar (El Camino Real). It has been a joy to work with them. In 2024 the WCC looks forward to welcoming the Rev. Susan Latimer who will take over as the San Diego dean, as well as new mentors for the Year 2 Diaconal Program modules. Our formation programs continue to grow.

I want to thank to Bishop Megan for envisioning, establishing and championing this unique partnership.

COMMISSION FOR INTERCULTURAL MINISTRIES 2023 REPORT

*Miriam Casey & Lynn Zender, Co-chairs,
Commission for Intercultural Ministries*

Mission statement: Striving to reflect the diversity of heaven by living into the long-term commitment to racial healing, reconciliation, and justice of the Beloved Community in the Episcopal Diocese of Northern California.

The **2023 priorities** are to integrate resolutions passed at GC 80 into Commission for Intercultural Ministries (CIM) ministries and to grow the Rainbow Ministry which supports the 2S/ LGBTQIA+ community.

The **Advocacy Team** focused on growing capacity for advocacy in the diocese. This was accomplished in a number of ways.

- Expanded advocacy presence in the Beloved Community Resource Newsletter (BCRN) and continued publishing in the ENews to encourage response to Office of Government Relations Action Alerts.
- Continued participation in Episcopal Public Policy Network (EPPN) Ambassador Program
- Participated in weekly EPPN briefings and published info to the Advocacy Team and ministry teams
- Individuals advocated in their communities on issues relevant to the Beloved Community

The ***Becoming Beloved Community Resource Newsletter*** provides current information, resources, and opportunities to be involved with social and racial justice issues and focuses on the priorities of The Episcopal Church and related resolutions from General Convention and our Diocesan Convention. The average open rate for the newsletter has been steadily climbing with an average open rate of 70%.

The **Immigration and Refugee Ministry** assisted four Afghan families and individuals, two Ukrainian families and thirty-six (36) migrants through teams at Trinity Cathedral and community partners, the Redding Refugee Sponsor Circle, the Yolo County Good Neighbor Team, and St. Albans, Arcata Community Partners. The diocesan Refugee Resettlement Team met monthly to provide information to the community resettlement teams to assist their families, published articles about the resettlement teams' activities in the Beloved Community Resource Newsletter and the ENews, and distributed information encouraging advocating for refugees in Congress.

The **Indigenous Ministry** is under the leadership of the Rev. Canon Tina Campbell. She is working with several congregations on the crafting of appropriate Land Acknowledgements.

In 2023 the **Latino/Hispanic Committee** began the year with giving a special thanks to Lynn Zender for her work of many years to plant and tend the seeds for this ministry. In 2023, we were able to schedule The Rev. Anthony Guillen, Missioner for Latino/Hispanic Ministries for The Episcopal Church, for a 2 day New Camino retreat in our diocese in early 2024. Also, this group has undertaken several efforts to secure grant monies (Evangelism and United Thank Offering grants) to help build capacity, resources, and new ministries/ opportunities for regional connections around the diocese.

The Commission provides **Racial Healing and Reconciliation Training** titled "I Will With God's Help: Journey Toward Racial Healing and Justice." As of September 2023, 55 individuals have attended three in-person workshops in the diocese and 24 individuals attended our first virtual workshop which brings the total to 79 workshop attendees. Two additional in-person workshops are scheduled for October. A total of 262 individuals have attended our racial healing workshops since we

began offering them in 2022. These numbers will be updated during our presentation at the Diocesan Convention.

In 2023 the **Racial Justice Audit** of diocesan leadership was completed and will be presented at the Diocesan Convention as well as to the Board of Trustees and the Standing Committee. Next spring we will be working on year two of the audit during which each congregation in the diocese will be invited to participate.

The **Rainbow Ministry** provided 2S/LGBTQIA+ affirming support, fellowship, and consultation for meeting participants on a monthly basis. They accomplished this in the following ways.

- Previewed and is working to implement the Safe Zone Project's gender and sexuality training, which will be required of all Episcopal leaders starting in 2024.
- Distributed church and event safety information provided by our Diocesan Missioner for Disaster Resilience.
- Created a list of Pride events within our diocese and encouraged local congregations to take part in them. Reported on congregation participation in Pride events through the E-News and Beloved Community newsletter.
- Maintained an informative webpage on the Diocesan website, and are developing Facebook and Instagram accounts for the Rainbow Ministry's outreach. During 2023 five **Sacred Ground Circles** completed their studies, graduating 57 individuals. Three more circles are currently meeting. To date, 430 people in our diocese have successfully completed Sacred Ground. **Pilgrimages** are being planned that equip Episcopalians to be agents of truth and reconciliation on our journey to Becoming Beloved Community. The first pilgrimage will be April 13, 2024, at St. Paul's Church in Sacramento.

Commission for Intercultural Ministries



COMMISSION ON MINISTRY

In keeping with our Diocesan vision of *Making Disciples, Raising Up Saints and Transforming Communities for Christ*, the Commission on Ministry (CoM) continues to work diligently to help nurture and guide the formation of the baptized for ordained ministry in The Episcopal Church in Northern California. The members of the Commission on Ministry are as follows: The Right Rev. Megan Traquair, The Rev. Kate Sefton (co-chair), The Rev. Dr. Libby Vincent (co-chair), Susan Caulkin, Rhonda Canby, Earl Cunningham, Fernando Dizon, The Rev. Anny Genato, The Rev. Mike Kerrick, Malcolm MacKenzie, The Rev. Patty Park, Donnie Wallace.

The Rev. Canon Julie Wakelee, The Ven. Pam Gossard and The Men. Margaret Graydon have seat and voice on the CoM. Jacqi Seppi, Executive Assistant to the Bishop also participates in the CoM meetings.

We have continued to meet as a commission online via Zoom as it allows members and ordination nominees to meet in whatever geographical location in which they reside. Our Discernment Weekend has gone back to an in-person format; we appreciate how vital it is to be with one another in person and have an extended time of both interviews and social interactions. There will be a zoom day of discernment on Nov 11 and an in-person discernment weekend in December.

Our RDG (Regional Discernment Groups) coordinator, Rev. Anny Genato has done a fabulous job of training 11 new RDG members for our diocese. We are still in need of individuals who believe they are called to this important ministry-the RDG serves an important purpose as a place of discernment for potential aspirants; the RDG process helps individuals gain a deeper understanding of their call and the nature of its shape.

Our Lay formation team is working hard to create a new Lay Ministry handbook for all of the various lay ministries of the church. This process is a long term goal and the team has done an excellent job thus far outlining requirements for lay ministry. We are grateful for the time they have taken to do this important work.

The West Coast Collaborative (WCC) Episcopal School for Ministry is about midway through its first year! The WCC is a new combined ministry of the Dioceses of El Camino Real, Northern California and San Diego, and provides innovation lay and diaconal formation based in the curriculum of the Iona Collaborative at the Seminary of the Southwest. The West Coast Collaborative currently offers two educational tracks—formation for Vocational Deacons, and formation for Lay Preachers. Over time, it will continue to expand program offerings in support of lay and ordained ministries. The Diocese of Northern California offers thanks to The Rev. Sr. Kathy Lawler, OEF who serves as the dean and has worked tirelessly alongside our archdeacons to bring this program to fruition.

All of us who serve on the Commission on Ministry recognize the privilege and honor it is to serve our diocese in the work that we do; your prayers are coveted as we continue to do our best to serve The Diocese of Northern California.

COMMISSION ON THE ENVIRONMENT 2023 REPORT

*Miriam Casey & The Rev. Dr. Pamela Dolan, Co-chairs
Commission on the Environment*

The Commission on the Environment (COE) was convened in June, 2022. Our mission is to provide resources for the congregations in the diocese to support them in their efforts to be more loving to our earthly home.

At the 2022 diocesan convention, a resolution submitted by the COE was passed– R1-2022 Resolution to further 2022 General Convention Resolution A087 through the development of congregation-based plans to achieve carbon-neutral facilities and operations by 2030. This resolution encouraged congregations to obtain energy efficiency assessments and create project plans to be carbon neutral by the end of 2024. The resolution committed the COE to provide support and funding opportunities for the assessments and the project plans.

The Commission developed a four-part process for helping the congregations to achieve the goal.

1. Formation of a Green Team: Interfaith Power and Light (IPL) provided a webinar about formation of a green team. 39 churches have reported the creation of green teams.
2. Completion of an initial carbon footprint assessment utilizing the IPL carbon calculator: IPL provided a landing page for our congregations to enter their information and a webinar to explain how to do it. 21 congregations have entered their carbon footprint information into the carbon calculator.
3. Participation in an energy-efficiency assessment: The COE identified a resource for conducting energy-efficiency assessments (Energy for Purpose) and secured funding for many assessments. Funding came from the diocese, a Care of Creation grant, churches self-funding, and

Northern California Episcopal Foundation grants. At the conclusion of round three of the assessments in October, 26 churches will have been assessed.

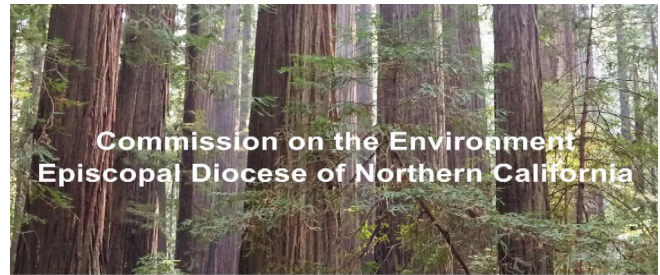
4. Utilizing the recommendations of the energy-efficiency assessments, develop a project plan to achieve carbon neutrality by 2030. The COE provided a webinar in October to guide the congregations to use the information to create a project plan.

During this 11-month period, there have been several important milestones.

- **October 22, 2022**– R1-2022 Resolution to further 2022 General Convention Resolution A087 through the development of congregation-based plans to achieve carbon-neutral facilities and operations by 2030 passed at the 2022 diocesan convention.
- COE monthly meetings attracted and engaged with many new members
- **March, 2023**–Board of Trustees approved funding for contract with IPL
- **March 2, 2023**–Contract with IPL to provide a landing page for the congregations in the diocese and two webinars.
- **March 18, 2023**–Webinar by IPL, Formation of a Green Team. 69 registrants from 30 congregations.
- **April 29, 2023**–Webinar by IPL, Conducting Baseline Carbon Footprint Assessment. 67 registrants from 36 congregations.
- **June, 2023**–\$25,000 grant awarded by the Domestic and Foreign Missionary Society for “Answering the Call for Climate Justice: Planning for Carbon” funding request for energy efficiency assessments
- **June, 2023**–Board of Trustees approved mid-year request \$25,000 to fund 10 energy efficiency assessments

- **June 20, 2023**–Contract signed with Energy for Purpose to conduct energy efficiency assessments
- **July, 2023**–Round 1, nine churches were assessed
- **July, 2023**–One church self-funded the assessment
- **August, 2023**–Round 2, 12 churches were assessed
- **August, 2023**–Two churches self-funded the assessments
- **August, 2023**–Four churches received grants from the Northern California Episcopal Foundation to fund their assessments
- **September, 2023**–Round 3, five churches were assessed
- **October 21, 2023**–Webinar about development of project plan to achieve carbon neutrality by 2030

Looking ahead to 2024, the Commission on the Environment will continue efforts to provide support/resources to congregations to obtain the assessments and develop project plans. This includes securing additional funding for energy efficiency assessments. The Commission aspires to collaborate with other dioceses to submit and support creation care resolutions for General Convention 2024, especially funding for the work of reducing our carbon footprint. A third intention is to become more actively engaged with advocacy for public policy that supports environmental justice.



ECUMENICAL AND INTERRELIGIOUS OFFICER REPORT

The Rev. William T. Rontani

The Week of Prayer for Christian Unity begins every year on the Feast of the Confession of St. Peter, January 18, and continues through the Feast of the Confession of St. Paul, January 25.

Special heartfelt thanks to Bishop Megan and Dean Matthew Woodward and the people of Trinity Cathedral for hosting this past January 17, 2023 Evening Prayer Liturgy and corresponding Panel Discussion that brought together people of different denominations and traditions to pray for peace, Christian unity, understanding and cooperation.

I regularly attend, and this past year have served as Chair of, the North State Ecumenical Conference. I also serve the Diocese of Northern California as its Ecumenical and Interreligious Officer and have been elected to serve on the Board of Directors of the Episcopal Church's International Diocesan Ecumenical and Interreligious Officers representing the Eighth Province of the Episcopal Church.

This past year I participated as representative of the Diocese of Northern California in the annual National Workshop On Christian Unity that was held in Milwaukee, Wisconsin, May 8-11, 2023. In addition to meeting people and groups of different denominations and faiths, Ecumenical and Interreligious Officers from throughout the Episcopal Church meet privately together with Episcopal Church Center leadership for reflection, dialogue and planning.

I am grateful for the opportunity to serve the Diocese of Northern California as the Diocesan Ecumenical and Interreligious Officer. The important work of ecumenism and interreligious activity and dialogue in the Diocese of Northern California is in fact ongoing throughout our diocese among our people, missions and parishes. Keep up the good work, people of God!

EPISCOPAL FOUNDATION OF NORTHERN CALIFORNIA

Gregg Wickham, President

The Episcopal Foundation of Northern California was established in 1983 as an independent non-profit corporation. The Foundation's board of directors is composed of both lay and clergy members, who serve on a voluntary basis. The Bishop and Chancellor are ex officio members. We are stewards of a stock portfolio comprised almost entirely of investment funds individual parishioners in our Diocese have established as an important part of their estate planning, and they have entrusted the Foundation to provide stewardship of their investments.

The mission of the Foundation is to enhance and complement the philanthropic efforts within our Diocese. We pursue that mission in a number of ways.

- **Routine distribution of investment earnings:** If a donor has specified that a certain percentage of the earnings of their investment fund be given to a particular parish on a yearly basis, we make sure that distribution takes place. Among these is our coordination with Episcopal Community Services to award the Anita Weaver grants, which aim to combat homelessness among vulnerable senior populations.
- **Stock transfers from an individual's estate to a parish or organization:** Sometimes the ownership of an entire investment portfolio is to be transferred. The Foundation can facilitate that transfer.
- **Facilitate workshops for parishes and church lay leaders:** We offer two workshops: one to help people organize their affairs and important papers, in the event of incapacitation or death. Our other workshop provides a framework for church leaders to establish and manage a planned giving program at their church.
- **Offer grants to Diocesan parishes and organizations:** Out of our unrestricted funds, the Foundation has established the *Mustard Seed* grants (\$500 grants for start-up and local ministries), and the *Foundation Grants*, which total \$100,000 to support a variety of ministries in our Diocese.

Since 2020, the **Mustard Seed** grants have done such things as helped to build a free pantry of essential toiletries for college students, purchase audio-visual equipment, provide printed material for a ministry to children with special needs, purchase handbooks for a Stephen Ministry program, purchase yarn for a prayer shawl ministry, and to help defray the costs of printed material for a legacy giving campaign, among other ministries.

\$100,000 Foundation Grants program, begun in 2021, has awarded over \$300,000 to over 30 parishes and organizations in our Diocese. The Foundation has

- helped parishes purchase audio-visual equipment and expertise in order to enhance their in-person and on-line worship experience
- provided seed money for large community outreach projects, such as community gardens, play spaces, and meals programs
- equipped classrooms and meeting spaces with materials and equipment
- bought musical instruments for a church-community program to bring music to underprivileged school children
- helped develop church-sponsored community spaces

Like any other board of directors of a nonprofit, we are always hoping to do more. And we have been doing more because of the generous financial support of individuals in our Diocese. And we are always on the lookout for new Board members, who would like to be part of our Diocese-wide ministry. We meet on Zoom once a quarter, and stay in touch by email and phone.

DIOCESAN PARTNERS IN MINISTRIES OF HEALTH 2023 REPORT

Susan Wahlstrom, RN, Coordinator

Jesus said, “I came that they might have life, and have it abundantly.”

John 10:10 NRSV

2023 Activities to October 1, 2023

1. Support of 52 Congregations with Healing & Health Ministries activities including Parish Nurses.
2. Free distribution of 950 Living Compass Lenten Meditation Booklets throughout the Diocese. Six congregations used booklets in small group studies. 2023 Advent Booklets are being ordered.
3. In partnership with Trinity Cathedral, coordinated a Women’s Retreat at Mercy Center-Auburn in May. Total of 52 women from throughout the Diocese attended. Our presenter was Marilyn McEntyre on “Being Embodied Beings.”
4. Support of Rev. Perry Polk presenting workshop on Aging/Dementia “What’s Normal... What’s Not?” Rev. Perry will be offering this opportunity to congregations in the Diocese.
5. In partnership, a book study for Caregivers will be offered in 2024.
6. Support Episcopal Spiritual Directors in the Diocese with networking opportunities and brainstorming on how to raise up Spiritual Direction in the Diocese. Three Spiritual Directors provided opportunities for attendees at the Women’s Retreat. A Mini-Grant through ECS was provided for Spiritual Director training for an individual from Trinity-Folsom.
7. Exploring and supporting congregations in obtaining AED and trainings for their churches.
8. Support of Recovery Ministries in the Diocese with 12 Step Eucharists, Book Studies on Richard Rohr’s *Breathing Under Water*.
9. Support Hope Space Ministry at St. Paul’s-Sacramento, mentor of ECS Grant. Hope Space has traditioned to a new Director with the move of Rev. Karen Lawler, the Founding Director.
10. Support of Mini-Grant through ECS for St. Clement’s, Rancho Cordova to develop a Labyrinth on their property.
11. Workshop/Webinar planned for October 14th, presenter Rev. Dr. Scott Stoner, Director of Living Compass entitled “Contemplative Practices and Wellbeing.” This is in partnership with Province VIII Health & Healing Ministries Network.



COMMISSION FOR INTERCULTURAL MINISTRIES RACIAL JUSTICE AUDIT

Team members: Jo Ann Williams and Lynn Zender, Co-chairs; Michael Adams; Helen Winfrey; the Rev. Canon Julie Wakelee; and the Rev. Pamela Moore.

In accordance with diocesan resolution R3-2021 which passed with an overwhelming majority vote, the diocese contracted with the Mission Institute (MI) to conduct Year One of a proposed two-year racial justice audit, first with diocesan leaders and next year with congregations. Of the 105 diocesan leaders identified by CIM, 63 leaders responded to MI's online survey (61.1% response rate) and 12 leaders agreed to be interviewed. MI compiled the surveys, conducted the interviews, interpreted the results, and prepared a report.

Here are a few highlights of findings and recommendations from MI's first-year analysis. Much more information about survey results and interviews is in the full report.

Racism Work at the Episcopal Diocese in Northern California

- There is a conflict and tension between racial justice work being foundational and if it should be. Within the leadership 74% believe it is part of the life and ministry of the diocese compared to 64% of leaders thinking racial justice work should be foundational in the life and ministry in the parish.
- This downward shift could indicate the lack of commitment to, or desire for, racial justice work. As the shock of George Floyd's murder wears off, the Episcopal Church in the Diocese of Northern California, as a predominantly White congregation, might be losing interest or failing to maintain a sense of importance in its day-to-day life. At the same time, this shift could point to anxiety about making racial justice central to life and work in the diocese and to a lack of clarity about what racial justice

looks and feels like and what sacrifices will be required of the leadership.

Experiencing Discrimination

- More than a quarter of the leadership occasionally experienced being treated with less courtesy (26%), did not feel supported (41%), and people acted as if lay leadership was not as good as ordained (21%).
- The survey shows that a total of 24% of leaders occasionally experienced people's lack of not having knowledge about, or not being curious about, their culture and context, and 21% occasionally experienced feedback on how they spoke, dressed, or interacted.

Dominant Patterns

From MI's research, five dominant patterns emerged in the Episcopal Diocese of Northern California: **(1) Understanding and addressing the complexity of racism.** A fundamental and frequent pattern heard was an acknowledgement of the complexity of trying to bring about racial justice. **(2) Navigating emotions and building relationships.** Those interviewed expressed much emotion and concern about the feelings of others. **(3) Tokenizing and marginalization of People of Color.** The diocese and some parishes may unintentionally marginalize BIPOC members by prioritizing the experience and perspectives of the majority. **(4) Questioning Culture.** Interviewees struggled with how difficult it is to see, name, and change a culture in which you are immersed, especially if there are opposing interests and ideals among parishioners. **(5) Grounding in faith and Beloved Community.** Every interviewee expressed explicitly or implicitly that their racial justice work was an intrinsic part of their faith.

Key Recommendations

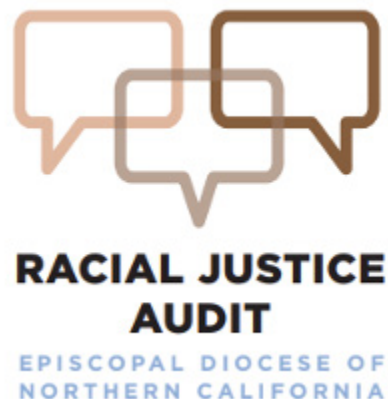
MI provided key recommendations for the Episcopal Diocese of Northern California.

- **First things First: Lay a Foundation within Leadership.** Plan to set the framework and scaffolding of racial justice and healing work, the foundation needs to be carefully planned. Identify and commission a core team of leaders (six to ten people) who will hold and help spread this work. Make an initial commitment of no less than three years, and consideration should be taken to stagger when people leave and join the team, enabling consistency in leadership. Be aware of when you will need to do this work in affinity groups (POC only and White people only) to engage racial healing for the benefit of each group. Move at the speed of trust and increase resilience by building relationships among those doing the work.
- **Digesting Part One of the Racial Justice Audit.** *The Decision-Making Process* section of the audit and interviews indicate a significant number of leaders don't know, or are not sure, how decisions are made. MI recommends an ongoing process to make decision-making more transparent. The Culture section of the audit points to the need to engage in healthy ways to address conflict and different ways to respond to one another as leaders. Guide leadership through unpacking and grappling with these data and dominant patterns of the audit.
- **Stay Grounded in Faith and Guided by the Baptismal Covenant.** MI recommends that the CIM and other leadership committed to this work continue to lift up the spiritual and theological nature of the work in general, and this audit in particular. As a team, engage in spiritual practices that bring awareness to the body and to the emotions. Continue to draw on, share, and utilize the resources such as Sacred Ground and Beloved Community and thinking

from the larger church about the theological and pastoral dimensions of this work.

- **Go Deeper with the Five Dominant Patterns** mentioned earlier.

The full first-year report is about 60+ pages of information which will be distributed to the Office of the Bishop, the Board of Trustees, and the Standing Committee. Two important questions are: What will we do with the work that is before us, and how do we truly live into our Baptismal Covenant and into the Beloved Community? Thank you to the Mission Institute for their work and comprehensive analysis.



STEWARDSHIP COMMISSION REPORT

The Rev. Mack Olson, Missioner for Church Life

Though we haven't had a Stewardship Commission in several years, I would like to highlight some of the things we've done this year to support stewardship efforts in the diocese. First, as Missioner, I was able to visit three congregations and presented on stewardship to vestry and stewardship committee leaders. On June 10, 2023, we had a Congregational Leadership Conference (CLC) on stewardship, with presentations on **TENS** (The Episcopal Network for Stewardship), **ECF360** (a cloud-based subscription resource that with resources for annual stewardship campaigns, planned giving, and capital campaigns) as well as an excellent presentation by the stewardship committee members of St. Luke's, Auburn. A recording of the stewardship CLC can be found here: <https://vimeo.com/835909528>

Also in the past year, we supplied at least 150 copies of *Five Wishes* to various congregations to not only support their members in making end-of-life decisions, but also to aid in planned giving efforts.

If you are interested in supporting stewardship in our diocese, or would like to learn more about any of the resources mentioned, please be sure to contact me at: mack@norcalepiscopal.org



Episcopal Diocese
of Northern California