

## **Standing Committee 2012 – 2013 Report to Convention**

The Standing Committee (SC) had a productive year, and I have learned beyond measure while serving as the committee's President. The focus of our work in 2012 – 2013 was collaboration and communication. While we continued to attend to the details of regular business for both DioCal and the wider Church, we worked particularly hard to improve collaboration and communication in three more specific areas: DioCal leadership (our bishop, the Executive Council), the Committee on Governance, and the Commission on Ministry.

*Commission on Ministry (CoM):* SC leadership met with CoM leadership to gain a detailed understanding of the ordination process and the SC's role in that process. The goal was to find a balance between too much involvement vs. being a rubber stamp. We believe that we have done this. We also developed a set of questions for our meetings with candidates for ordination, giving us the ability to have consistent, deeper, more revealing, and positive discussions with candidates.

*Committee on Governance (CoG):* The SC "organizes and supervises" the CoG. The majority of the current CoG was seated in May 2013, and since that time the SC has made great strides in creating regular communication, due greatly to very good reciprocal communication by CoG Chair, Scott Pomerenk. The CoG wrapped up work from the previous CoG members regarding the role of the Chancellor, and is in the process of working with the SC to establish its focus for the coming year.

*DioCal Leadership:* The SC had a year of progress, increasing communication to support balanced leadership across DioCal.

- SC and Bishop Marc: The SC has worked consistently this year to create an environment of support and reflection for Bishop Marc.
- SC and DioCal Executive Council (EC): The SC leadership team has developed a partnership with the EC leadership team (in addition to our capable SC liaison). This has allowed us to have very productive conversations about large shifts that have or are about to occur, and to figure out how to support our various leadership responsibilities:
  - Executive Compensation and the Non-profit Integrity Act: The decision to shift oversight control and responsibility was driven by the realization that DioCal needed to comply with state law. To support such a shift we created two research processes to see how others handled the issues of compensation and ministry reviews.
    - The "California Comparison Process": A team of three appointees (one from SC, one by the EC, and the Chancellor) talked to the other dioceses in California to see how they handled executive compensation and diocesan ministry review.
    - The "Best Practices Process": A team of three (SC President, EC Chair, and the Chancellor) talked to six dioceses recommended to us as examples of those doing a good job handling compensation and ministry development.Part of the process of shifting this responsibility is an "Executive Compensation Committee," which includes a member of the SC. We view this as positive and important in creating a complete and balanced governance discussion and structure.
  - Diocesan Ministry Review Process: With compiled information from the two processes above, DioCal leadership (Bishop Marc, EC and SC officers) met and appointed a team of six who will choose a consultant, and then work with that consultant to create and implement a Diocesan Ministry Review process. The purpose of this process is to examine how effective we are across major functions/programs of the diocese in relation to our mission of representing Christ in the world. It will look at the whole mission and program of DioCal, providing feedback that will help leadership to align goals and strategy for the future with what is (and needs to be) happening on the ground and at multiple levels in our diocese. This is intended to be scalable, and lead to a wider Diocesan Ministry Review in the near future.

I would like to thank my fellow committee members (Sue Thompson, Richard Helmer, David Ota, AnnaMarie Hoos, Christopher Butler, Lori Walton, and Brenda Paulin) for their dedication, support, and encouragement. Serving on the SC is a true learning experience, and I believe that we in DioCal are lucky to have people with such a rich mixture of viewpoints and skills who are willing to serve. We will miss David and AnnaMarie as they complete their terms with this Convention.

I invite your questions and feedback. The Standing Committee is a forum to listen to multiple points of view. I also invite you to join us in service to the Diocese of California! The Standing Committee needs diverse views, skills, and interests; it will also teach you a lot about the Church, about DioCal, and about yourself as a servant leader.

— Mary Vargas, President