



**Executive Council Minutes**  
**February 20, 2018**  
**Grace Cathedral - Wilsey A/B Conference Rooms**

Lane Ringlee, Vice Chair of Executive Council (EC), called the meeting to order at 4:30 pm  
Jim Wiant offered the opening prayer.

**Attendance:** *p=present, a=absent, t=telephone*

*Officers:*

**The Rt. Rev. Marc Handley Andrus** p  
*Bishop and President*  
**The Rev. Deborah Hawkins** a  
*Chair*  
**Lane Ringlee** p  
*Vice Chair*  
**The Rev. Matthew Woodward** p  
*Secretary*

*Class of 2018:*

**Wendy Olson** p  
**Bruce Morrow** p  
**Scott Whitaker** p  
**Robert Middleton** p

*Class of 2019:*

**Ronald C. Johnson** p  
**Jim Wiant** p  
**The Rev. Margaret Trezevant** p  
**Scott Buckingham** p  
**Susan MacKenzie** p

*Class of 2020:*

**The Rev. Jane Stratford** p  
**The Rev. Debra Low-Skinner** p  
**Thomas LaFrance** p  
**Charles Mader** p  
**Patrick Andersen** p

*Bishop's Appointees:*

**Brad Barber** p  
**Robyn Amos** p  
**Miguel Bustos** p

*Ex-Officio Members:*

**David Frangquist** p  
*Secretary of Convention*  
**Robert McCaskill** a  
*Treasurer of the Diocese*

*Other Attendees:*

**Christopher Hayes, Esq.** p  
*Chancellor of the Diocese*  
**Dorothy Tsuruda** t  
*Standing Committee Representative*  
**Mary Louise Gotthold** p  
*Recording Secretary*

*Diocesan Staff:*

**Canon Abbott Bailey** p  
*Canon to the Ordinary*  
**Tom Ferguson** p  
*CFO*  
**The Rev. Eric Metoyer** p  
*Interim Canon to the Ordinary*  
**Stephanie Martin-Taylor** p  
*Working Group Head for Communications*  
**the Rev. Jeremy Clark-King** a  
*Congregational Ministries*  
**Davey Gerhard** a  
*Director of Development*  
**Amy Cook** p  
*Working Group Head for Faith Formation*  
**Jennifer Seaman** a  
*Bishop's Assistant*

*Guests*

**Business:****4:34 am Approval of Meeting Agenda and Minutes**

The agenda was approved  
The Minutes of Jan 26, 2018 meeting were approved.

**4:34 pm Housing Resolution for Canon Abbot Bailey**

Canon Bailey was welcomed.  
The following Housing Resolution for Canon Abbot Bailey was approved.

WHEREAS The Rev. Stephanie Abbott Bailey is employed as a minister of the Gospel by the Episcopal Diocese of California which does not provide a residence for her, Executive Council resolves that of the total annual compensation of \$104,000.00 to be paid to the Reverend Stephanie Abbott Bailey during the year 2018, \$42,000.00 is deemed housing allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

The Executive Council further resolves that the amount designated as housing allowance for the minister of the Gospel named above shall apply to calendar year 2018 and all future years during which the above minister is employed by The Episcopal Diocese of California, unless amended by the Executive Council.

**4:35 pm Appointment to the Program and Budget Committee**

Scott Whitaker - Southern Alameda  
Bruce Morrow - Alameda  
Jane Stratford - Contra Costa  
Matthew Woodward - Peninsula  
Wendy Olson - Marin  
Susan McKenzie - San Francisco

Lane Ringlee appointed the above named as members of the Program and Budget committee.

**Assessment Appeals Committee**

Bruce Morrow  
Debra Low-Skinner  
Richard Pattenaude  
Paul Fromberg

All agree to continue to serve. Debra Low-Skinner agreed to serve as chair again. The Bishop requested assent to his appointment of Debra as chair, this appointment passed.

There is further work to be done on filling other positions on this committee.

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### **Family Medical Leave Task Force**

Bishop Andrus felt that it was best that this work remained close to the personnel and practices committee.

Bishop Andrus outlined the nature of the work of this Task Force as required by the 2017 Diocesan Convention. Matthew Woodward suggested Matthew Burt as a possible chair of this Task Force. The Bishop took this suggestion for further consideration.

### **The Executive Council Handbook Revision Taskforce**

David Franquist outlined the task of this potential group.

The Council outlined some of the items needing revision in the Handbook.

David Franquist agreed to review the document and suggest edits that he would then present to the Executive Council for adoption. It was agreed to place this on the agenda for April.

**4:50 pm**

### **Bishop's Time**

Bishop Andrus welcomed Canon Abbott Bailey. He expressed gratitude for her joining us. Jennifer Seaman deserves thanks for making Abbott's accomodation at the cathedral possible. Abbott has found a new home in San Francisco already.

Items Bishop Andrus wanted to draw attention to from Good News: The MLK evensong, with leadership from The Rev. Metoyer. Bishop Andrus thanked Eric for that work.

50+ wedding anniversary celebration at Grace Cathedral. An invitation goes to all who celebrate 50 years of marriage or commitment (for same sex couples who could not be married 50 years ago). The Bishop gives a bouquet to the longest married couple. It is a happy and beautiful event.

12th anniversary of the Absalom Jones celebration in the Diocese of California, coinciding with Bishop Andrus joining us. This happens annually, it was back at Grace Cathedral this year after travelling around the Diocese. The Rev. Metoyer works on the planning of this event with the Society of Black Episcopalians.

Bruce Smith, the Rector of Resurrection Pleasant hill has retired after 31 years as Rector of that community.

St Paul's San Rafael celebrated their 150th anniversary.

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Update on the Capital Campaign. Davey gave a written update, and Bishop Andrus spoke to this. Expanding Horizons is going beautifully, but is unfolding differently than at first envisaged. Initially 45 congregations indicated they were open to collaborative campaigns. But it is a much smaller number that have agreed to do collaborative campaigns. In the final count it will be more like a dozen than 45. This is not a failure of the campaign, or parishes that did not do a campaign, but a mark of discernment by parishes and Rectors on their capacity to participate. In some cases that is an accurate assessment of their capacity, in some cases it may be hesitancy.

St John's, Ross and Transfiguration, San Mateo exceeded their hopes and expectations in this campaign. Davey and Amanda are at the Conference of Endowed Episcopal Parishes talking about collaborative campaigns between Diocese and Parishes.

The Bishop's phase of the campaign is also going well. Fundraising did not seem to be part of his call to being a clergy, but he notes that he held this off too long. It is a privilege to sit with people deeply committed to the Diocese and talk to them about their potential gifts. \$13+m has been raised in this phase, with \$27m in the pipeline.

Brad Barber made a comment about St Stephen's capital campaign, it would have been good to start earlier in the process of setting up the diocesan campaign to call parishes to participate.

A question to Bishop Andrus, is there anything that anyone else can do to take the burden off the Bishop. Bishop Andrus responded that his phase of the campaign was based on his relationships with people, and much of his phase has been completed already. Bishop Andrus will call on people to help as possible. Brad Barber offered thanks and praise to the Bishop for the work done on his phase. Bishop Andrus asked for some help reflecting on those who might still give, as a spiritual gift.

**5:17 pm**

### **Introduction of Canon Abbott Bailey and Book Discussion**

Bishop Andrus introduced Canon Abbott Bailey and invited her to share the book for our Executive Council Study.

Canon Bailey thanked the Council and Diocese for her welcome. Canon Bailey expanded on her printed biography.

The Agile Church, by Dwight J. Zscheile (our study book) comes out of her experience of living and working in a funky, artsy creative transitional community. The book is about the church reconnecting, or strengthening its

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connection to the neighborhood in which it exists. Canon Bailey asked a question:

Think of the last time you engaged in something as a parish that came from deep listening to your context. That included "listening to," and "working with," not "doing for," The context. The book invites people to try things that may not succeed, and entertain failure as a way to contemplate new opportunities. Books were distributed.

Abbot will be living in a Garden Apartment (so her dog can have access to a yard) with a yard in the Marina District of the City. Canon Bailey invites Council members to share books to read or shows to watch to help her become familiar with her new context. A formal service of evensong will be held for Canon Bailey's new position.

**5:27 pm  
Cook)**

### **Update on college chaplaincies and the School for Deacons (Amy**

#### **School for Deacons update**

We have a shrinking group of deacons serving now, only 35 serving in parishes. It has been a long process and an expensive one to train for the Diaconate. This Fall Amy has been working with Rod Dugliss to re-envision school for deacons, working on a hybrid model with online as well as in person training. A lot more settled mentoring in congregations is envisaged. The Association for Episcopal Deacons has developed a new list of competencies for Deacons in the face of the changing nature of the Diaconate in the Episcopal Church. What happens if we change our training for Deacons to make it competency based in the light of this? Other parts of the Episcopal Church are fascinated with this process. Hopefully by fall a new program will be set up for Deacon training.

A question asked about how we are circulating this information to the wider church.

Bishop Andrus envisaged two parts to this revision process, firstly, the school, secondly, how does the diocese understand the diaconate. Part of this process includes gathering input from the wider diocese about their views on the Diaconate. Once that work is done, reflecting on it, and finally communicating what our new approach has become in relation to the Diaconate.

Margaret Trezevant hoped that the existing Deacons would be involved in the ongoing process of reflection on this issue.

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Lane Ringlee asked for an interim communication about this process that could go out to deaneries. The Rev. Metoyer will produce an interim report, based on recent presentations to the Living Stones conference on this issue.

### **Chaplaincy Update**

Eccumenical House at SF State, that has sought to be an intentional community. This has not always worked. The house is cheap rent, for \$700pm in SF, this rent has meant that people have wanted to join the community more for the cheap rent, not the faith aspects. The Rev. Hannah Cornthwaite is the new chaplain has reframed the house intentions and in communicating this to the residents of the house, that it will become more faith based. This is exciting. 6 people currently reside in the house. The Rev. Cornthwaite is also doing a lot of exciting work on campus.

As Stanfords has not had a chaplain since last July, we just hired an interim chaplain, The Rev. Horace Greeley, for 15 hours per week. Excited to have him there, he is meeting with students to support the programs that they are already doing.

At Berkeley we have Tom Poynor as a part time chaplain, and in charge of our Episcopal Service Corps interns program. Tom is 90% sure he will be moving on in the fall, and this means we are envisaging a different approach to these programs. Tom has done some amazing work, but without his leadership it is difficult to have an Episcopal Service Program in the fall. So this program will be suspended, and the funds used for young adult ministry.

If Cal and Stanford Chaplaincies were combined it would be possible to create a full time chaplaincy, this may be considered in future.

Fundraising for these chaplaincies in the future will be important. The chaplaincy ministry is funded by the Diocese of California. Eccumenical House has some grant funding, Stanford has spent down its endowment to try and increase ministry, Cal has funding from the Diocese mainly. We need to think of new ways of funding this ministry in future to make it viable.

**5:51 pm      We took a break**

**6:07 pm      We reconvened**

Electronic meeting resolution was passed around for signatures. Also there are sign ups for prayers and snack being passed around.

**6:08 pm      Finance Report (Tom Ferguson and Bob McCaskill)**

Tom delivered the finance report.  
\$6000 surplus reported.

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Arrearage report is one of the best since Tom has been here.  
Line of Credit report, a quiet month.

**6:09 pm      Chancellor's Report**

It was requested that we entered into executive Session. The Chair agreed.  
Executive session commenced at 6:09 pm.  
We left Executive Session at 6:19 pm.

The Chancellor reported that the Bishop is now the Diocese's appointee on the Episcopal Senior Communities board of directors with the advice and consent of the Standing Committee, following the resignation of Helen Sause from that position.

**6:20 pm      Deanery Reports**

The Rev. Matthew Woodard reported a lack of officers elected in the Peninsula Deanery and requested that Canon Bailey and The Rev. Metoyer come and participate in a conversation about the mission and purpose of the deanery in order to find reasons behind this lack of leadership and refocus vision.

Matthew Woodward also asked about gender pay equity and whether the Executive Council could respond to a report on this issue that had been circulated since the last Diocesan Convention.

Bishop Andrus Responded on the history of conversations about this subject before and since the last Convention. He also described the process of composing a comprehensive report on pay equity. There is a balance being struck between privacy and clarity in this report. The report will be a high level white paper report that will report on what we have found, and how it compares to the wider church. The initial findings are that the disparity is much smaller than originally found by the informal report, but that it does exist. These are initial findings, and the full report will be more informative.

Questions of pay are focused towards parishes. The Bishop has veto power on certain appointments, and Denise has pay setting policies. But these powers are limited. The Diocese cannot determine what Vestries finally do in relation pay decisions.

This issue also must be set within the wider context of issues with regard to hiring women, members of the LGBT community, African American, Asian and Latino/Latinas in larger parishes. Policies can be created to encourage appointments from multicultural communities. Bishop Andrus would like to look at appointment practices in relation to the issue of diversity.

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Matthew Woodward responded that it was great that the report was being worked on, and that a wider conversation about inclusion of other minorities was being contemplated.

The Rev Debra Low-Skinner commented that having attended discussions on this subject that the figures from Diocal so far are consistent with wider CPG figures. Bishop Andrus responded that we may come in better than the CPG figures in the end. Many clergy can only work in SF because they have a spouse who works and supports them, and they can therefore work part time in smaller congregations. We hire part time people to make it possible to staff smaller parishes, but this may play into an unjust hiring culture, although it makes it possible for those small parishes to function.

David Frangquist asked whether our compensation models, based on corporate America, should be revised around a different set of values. A wide conversation took place on this subject.

**6:44 pm      Announcement**

Jan 23-25 2019 - Executive Council Retreat will take place at Bishop's Ranch.

**6:45pm      Talking Points**

1. We welcomed Canon Abbott Bailey to our meeting as the Canon to the Ordinary.
2. We began reading *The Agile Church*, a book recommended by Canon Abbott Bailey to help the Executive Council reflect on what it means for parishes to be in a meaningful relationship with the community they serve.
3. Bishop Andrus has joined the ESC board as our Diocesan Representative.
4. The School for Deacons is revising its syllabus and approach as the Diocese reviews the role of Deacons. We are also reviewing the role of Chaplains at Cal Berkeley, Stanford and SF State, to strengthen these ministries in future.
5. The Program and Budget Committee has a full membership, their names are:
  - Scott Whitaker - Southern Alameda
  - Bruce Morrow - Alameda
  - Jane Stratford - Contra Costa
  - Matthew Woodward - Peninsula
  - Wendy Olson - Marin
  - Susan McKenzie - San Francisco

Please speak to them for input in the budget setting process.

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**6:49pm Closing Prayer (Lane Ringlee) and Adjournment**

Respectfully submitted,

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**The Rev. Matthew Woodward**  
**Secretary of Executive Council**

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**Mary Louise Gotthold**  
**Recording Secretary**

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