167th CONVENTION
of the Episcopal Diocese of California
FRIDAY, OCTOBER 14 & SATURDAY, OCTOBER 15 2016

Day of Convention Booklet
This document lists nominees, canon revisions/amendments, and resolutions to be voted on at the 167th Convention of the Episcopal Diocese of California.
All materials — including this booklet — are available at www.diocal.org/convention

The Episcopal Diocese of California  |  1055 Taylor Street  |  San Francisco, CA 94108
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The 167th Convention of the Episcopal Diocese of California

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The rest of the 2016 Reports to Convention are available online as downloadable PDFs here:
http://www.diocal.org/2016-reports-convention
FIVE MARKS OF MISSION

Friday, October 14

Mark 1: Proclaim the Good News of the Kingdom of God
1:00-5:00  Registration (Cathedral Nave)
2:00  Bishop’s Welcome (Gresham Hall)
2:05  Liturgy
2:15  Presentation by the Committee on Resolutions
2:20  Overview of Resolution 1: Support for Proposition 62 — Repeal the Death Penalty
2:30  Overview of Resolution 2: Replacement of Compact Fluorescent Lights
2:40  Overview of Resolution 3: Reducing Gun Violence
2:50  A word from Ranjit Mathews
3:05  Overview of Resolution 5: Free speech with regard to boycott, divestment, and sanctions
3:15  Comment time on Resolution 6: Accompanying our Episcopal Sisters and Brothers in the Holy Land
3:25  BREAK
3:50  Liturgy
3:55  Overview of the budget and Treasurer’s Presentation
4:15  Presentation by the Committee on Nominations
4:30  Announcements and break for the day
4:30  Social Time with optional break out sessions
5:45  Dinner on the plaza (Plaza)
7:00  Opening Eucharist (Cathedral Nave)

Mark 2: To teach, baptize, and nurture new believers
9:00  Call to Order (Cathedral Nave)
9:05  Sung Morning Prayer
9:35  Bishop’s Address
9:55  Discussion of Bishop’s address
10:10  Report of the Committee on Dispatch of Business and the Consent Calendar
10:15  Report of the Committee of Nominations
10:20  Instructions for the First Ballot
10:25  First Ballot
10:30  BREAK

Mark 3: To respond to human need by loving service
10:45  Liturgy (Gresham Hall)
10:50  Introductions: new clergy, new leadership, interns, guests, and missioners
11:05  Capital Campaign
11:20  Report of the Committee on Canons & Action on Amendments, if necessary
11:30  Report of the Committee on Resolutions
11:40  Action on Resolution 1
11:55  Call to Ministry: Commission on Ministry & Vocations Process
12:05  Action on Resolution 4
12:10  Margaret Wosser Award
12:25  Announcements and recess for lunch
12:30  LUNCH (Plaza)
FIVE MARKS OF MISSION

Saturday afternoon, October 15

Mark 4: To seek to transform unjust structures of society, to challenge violence of every kind, and to pursue peace and reconciliation

1:30 Liturgy with UTO Ingathering (Gresham Hall)
1:40 Courtesy Resolutions & Special Recognitions
1:55 Results of First Ballot
2:00 Second Ballot
2:05 Budget Discussion and Personnel Practices Report
2:19 Action on Budget and Financial Resolutions
2:20 Action on Resolution 3
2:35 Report from Youth
2:45 Executive Council
2:50 Standing Committee
2:55 Action on Resolution 5
3:10 Chancellor’s report
3:20 SHORT BREAK

Mark 5: To strive to safeguard the integrity of creation and sustain and renew the life of the earth

3:30 Liturgy (Gresham Hall)
3:35 Results of the Second Ballot
3:40 Action on Resolution 2
3:55 Action on other resolutions accepted during the day
4:30 Other business
5:00 Closing Prayer & Adjournment
# 2016 Appointed Committees of Convention

## Committee on Personnel Practices*

Bruce O’Neill, Chair  
Lori Coleman  
Tom Ferguson  
Jim Forsyth  
Eric Hinds  
Mark Spaulding

## Committee on Dispatch of Business

Joseph Peters-Mathews, Chair  
Matthew Burt  
David Franquiqust  
Davey Gerhard  
Lindsay Hills  
Mary McArthur  
Eric Metoyer  
Stefani Schatz

## Committee on Credentials

David Franquiqust, Ex Officio, Chair  
Bronwen Howes  
Denise Obando

## Committee on Elections

Hailey McKeefry, Chair  
Gabriela Strand Bruce  
John Kirkley

## Committee on Resolutions

Jay Luther, Chair  
John Chase  
Mrs. E. J. Hilliard  
Jill Honodel  
Peter Jensen  
John Kirkley  
John Lessar  
Carol Luther  
Edwin Waite

## Committee on Canons

Sandy Boone, Chair and Vice Chancellor  
Margalyne Armstrong  
Paul Burrows  
Michael Glass  
(two vacancies)

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* requires confirmation by Convention
Elected Committee Members

Standing Committee

Class of 2016
Brenda Paulin
Lori Walton, President

Class of 2017
Ron Hermanson, Vice President
Annette Rankin

Class of 2018
Jim DeMersman, Secretary
Mark Spaulding

Class of 2019
Sylvia Vasquez
Andrew Lee

Committee on Nominations

Diane Fitzgibbon, Peninsula, Chair
Ruth Baney, Marin
Molly Haws, Marin
Tom Jackson, San Francisco
Anna Lange-Soto, Peninsula
Coryl Lassen, Alameda
Peggy Lo, San Francisco
Teri Minnis, Southern Alameda
Loana O’Connor, Contra Costa
Helen Sause, Alameda
Jane Stratford, Contra Costa
William Cullen, Executive Council
Mark Spaulding, Standing Committee

Committee on Governance

Jill Honodel, Chair
Ade Adekunle
Matthew Dutton-Gillett
Bronwen Howes
Sarah Lawton
Richard Patenaude

Committee on Program and Budget

Robert McCaskill, Chair
Roulhac Austin, Finance Committee
Mike Chambers, San Francisco
Deborah Hawkins, Peninsula
Jim McConnell, Finance Committee
Robert Middleton, Alameda
Douglas Roberts, Marin
Kathy Trapani, Contra Costa
Scott Whitaker, Southern Alameda
Matthew Woodward, Finance Committee

Consultants:
Tom Ferguson, Chief Financial Officer
Jim Forsyth, Controller Emeritus
Bishop and President
Marc Handley Andrus

Class of 2016
Chip Larrimore, Chair, Marin Deanery
Ronald C. Johnson, San Francisco Deanery
Sheila Sims, Alameda Deanery
Jim Wiant, Contra Costa Deanery
Vacancy, Convention Rep.

Class of 2017
Richard Patenaude, Vice Chair, Southern Alameda Deanery
Kathy Trapani, Secretary, Contra Costa Deanery
Michael Chambers, San Francisco Deanery
Albe Larson, Peninsula Deanery
Vacancy, Convention Rep.

Class of 2018
Bruce Morrow, Alameda Deanery
Wendy Olson, Marin Deanery
Scott Whitaker, Southern Alameda Deanery
Matthew Woodward, Peninsula Deanery

Bishop’s Appointees
Brad Barber

Ex-officio Members
David Frangquist, Secretary of Convention
Robert McCaskill, Treasurer

Others with Seat and Voice
Christopher Hayes, Chancellor
Brenda Paulin, Standing Committee
Rules of Order

Proposed 2016

Proposed additions to Rules 6.2 and 6.4 are indicated by Bold Italics and proposed deletions from Rule 6.4 are indicated by strikethrough type.

Explanation: The proposed rule changes are intended to deal with a special case that may occur in this year’s balloting. Assuming that there are no nominations from the floor, there will be three nominees for Executive Council and three positions to be filled, one of which is a vacancy with one year remaining in the term. Although all three nominees would be elected, the Convention must still decide who gets the full terms and who gets the short term. Under the current rules, every Member of Convention could vote for all three nominees, resulting in a three-way tie. The proposed rule changes would reduce the number of votes cast by each Member to two, making it likely that the terms would be decided on the first or second ballot.

Submitted by: David Frangquist, Secretary of the Convention.

Before Convention

Section 1 — Procedure for Resolutions

1.1 Any resolution to be considered by the Convention, other than those necessary matters of procedure and business of the Convention, must be received by the Chair of the Resolutions Committee at least ninety (90) days prior to the opening of Convention. Resolutions may be submitted by any cleric or lay delegate eligible to vote at the Convention, or by any parish, mission, or other officially recognized diocesan organization. Included on the copy of the proposed resolution shall be the name and address of the proposer of the resolution.

In the case of resolutions submitted by an organization, the resolution shall state the name of the Rector, Vicar, Chair, or other person duly authorized by that organization to respond to questions and accept amendments to such resolutions.

It shall be open to other persons or organizations to be listed as supporters of a resolution.

1.2 The Committee on Resolutions shall meet not less than seventy-five (75) days prior to the opening of Convention to consider resolutions submitted in timely fashion. The Committee may make such editorial changes as may appear necessary for accuracy or clarification. Substantive changes in resolutions shall not be made without the consent of the proposer. However, at its option, the Committee may make suggestions or recommendations concerning resolutions, which may be incorporated in the pre-Convention materials furnished to the Deaneries.

Copies of all resolutions, in their original form, or as modified by the Resolutions Committee shall be filed with the Secretary of Convention and shall be included in the pre-convention materials distributed to the six deaneries.

1.3 The several Deanery meetings at which such resolutions are considered shall be open to all interested persons. Advance written notice of the time, date and place of the meeting of such Deanery shall be given by the Deanery Secretary to the proponents of the resolution and to other interested persons who have in writing requested such notice. It shall be open to the presiding officer at the Deanery meetings to call for a straw vote, if desired, on resolutions after appropriate discussion, but such vote shall not be binding on persons present who shall be entitled to vote at the Convention.

1.4 The Committee on Resolutions shall submit no more than five (5) resolutions to the Convention for its consideration. This rule shall not apply to

a) routine or incidental motions required by the Canons or Rules of Order, including action on the budget and assessment formula;

b) resolutions proposed by the Committee on the Bishop’s Address;

c) courtesy resolutions;

d) proposed changes to the Constitution and Canons; except that if the Committee onDispatch of Business determines that such proposed changes are sufficiently substantive as to require significant debate, then the proposed changes shall count as one resolution and the Committee on Resolutions shall submit no more than four (4) resolutions;

e) resolutions placed in the Consent Calendar by the Committee on Dispatch of Business.
1.5 Any proposed resolution that does not meet the foregoing criteria may be considered by the Convention only upon the affirmative vote of two-thirds (2/3rds) of those present and voting in Convention. If the Convention agrees to consider a resolution, it shall be referred by the Chair to the Committee on Resolutions or other appropriate Committee of Convention.

1.6 Any proposed amendments to a resolution may be filed with the Secretary of the Convention on or before the opening of Convention, and shall promptly be referred by the Chair to the Committee on Resolutions or other appropriate committee.

1.7 Any resolutions submitted to the Committee on Resolutions and not submitted to the Convention, unless withdrawn, shall be identified by the Committee in its report. The report shall include the name or subject of each resolution, the name(s) of the proposer(s), and the reason it was not submitted to the Convention.

During Convention
Section 2 — Order of Business

Both the Annual and Special Conventions shall open with divine worship, at which service the Bishop may read an address. Following the service, the President shall take the chair, after which the Order of Business shall be as follows:

2.1 A quorum being present, the President shall declare the Convention organized for business.

2.2 The Convention having been organized, the President may yield the chair to the Chairman Chair of Convention elected or appointed pursuant to the provisions of the Canons.

2.3 The Bishop’s Address, if not read during divine worship. Table discussions may follow the address.

2.4 Report of the Committee on Credentials. Any contested right or claim to a seat in the case of a cleric, and any irregular or doubtful certificates in the case of delegates, shall be referred to the Committee on Credentials. The seating of clerics or delegates in question shall be decided by the Convention upon the recommendation of the Committee on Credentials.

2.5 Report of the Committee on Dispatch of Business. The Committee on Dispatch of Business may propose a Special Order establishing a Consent Calendar consisting of routine and noncontroversial matters. The adoption of the Consent Calendar shall be by unanimous consent; and if any member objects to an item, it shall be removed from the Consent Calendar and considered at a time determined by the Chair. All items in the Consent Calendar shall have been published for consideration of the members of Convention at least two weeks before the Convention, using the normal methods for publishing Convention materials, which may include electronic posting or distribution. Matters placed in the Consent Calendar may include, but are not limited to

- a) The Convention Agenda,
- b) Any Special Orders governing reports or debate,
- c) Bishop’s appointments requiring the consent of the Convention,
- d) Technical amendments to the Canons to correct errors or comply with federal, state or canon law,
- e) Resolutions deemed noncontroversial.

2.6 The appointment by the President of the Chancellor any other appointed offices required by the Canons, any Committee of the Convention not previously appointed under provisions of the Canons, the filling of any vacancies resulting from absence or other causes, and the entry in the minutes of the names of those comprising the Committees previously appointed.

2.7 Report of the Committee on Resolutions.

2.8 Report of the Committee on Nominations and further nominations from the floor for all offices, committees and boards to be elected by the Convention, followed by the first ballot.

2.9 Other business. After consultation with the President, the Committee on Dispatch of Business shall arrange the remaining business of the Convention in an order that best serves the theme and focus of that Convention.
Provision shall be made for
   a) Report of the Committee on Canons.
   b) Report of the Treasurer of the Diocese, including the
      report of the audit of the Treasurer’s Books.
   d) Presentation of the Program and Budget of the Diocese
      for the coming year.
   e) Reports of Special Committees appointed at previous
      conventions or by the President.
   f) Action on resolutions reported by the Committee on
      Resolutions.
   g) Report of the Standing Committee.
   h) Reports of such other officers, boards and committees
      of Convention as requested by the President or ordered by the Convention.
   i) Additional ballots as needed.
   j) Prayer.

**Section 3 — The Business of Convention**

3.1 All elections shall be conducted in accordance with Canon VII and these Rules.

3.2 All Special Committees shall be appointed by the President, unless otherwise ordered.

3.3 The reports of all Committees shall be in writing, and shall be received in course without motion for acceptance. They shall be included in the Journal of Convention, unless otherwise ordered. If recommending or requiring any action or expression of opinion by the Convention, they shall be accompanied by a resolution, or resolutions, for the consideration of Convention.

3.4 The prescribed Order of Business shall not be departed from, nor shall any Rule of Order be suspended, unless by a vote of two-thirds (2/3rds) of the members present.

3.5 No Order of Business shall be changed or rescinded except by vote of Convention.

3.6 An Alternate Delegate may not vote or have voice in Convention, unless and until certified by the Committee on Credentials as a substitute for a Delegate.

3.7 Following the close of Convention, the President of Convention, the Chair of Convention, and the Secretary of Convention are authorized to certify the minutes of the Convention for publication.

3.8 The courtesy of seat and voice shall be granted to Deanery Presidents, Chairs of Departments and Commissions, and representatives of special projects for the purpose of explaining their work and responding to questions.

**Section 4 — Parliamentary Procedure**

4.1 No principal motion, amendment thereto, or substitute therefor, shall be acted upon by the Convention until duly seconded and submitted in writing. No amendment or substitute shall be finally adopted until the same be read to the house.

4.2 When a question is before the Convention, no motion, except as hereinafter provided, shall be received, but to lay on the table, to move the previous question, to limit debate, to postpone to a certain time, to commit, to amend or to postpone indefinitely, which motions shall have precedence in the order named.

4.3 All amendments shall be considered in the order in which they are received. When a proposed amendment is under consideration, a motion to amend the same may be made; no further amendment to such second amendment shall be in order.

4.4 A motion to lay on the table shall always be decided without debate.

4.5 A motion to adjourn shall always be in order, when no member is speaking.
4.6 The person who has made a motion or moved a resolution may withdraw the same, without the consent of the seconder, at any time before the decision or amendment, in which case it shall not be entered upon the minutes.

4.7 If a question under debate contains several distinct propositions, the same shall be divided, at the request of any member, and a vote taken separately on each division thereof.

4.8 The votes shall be taken by ayes and nays. On any single question each member of Convention shall have one vote. No vote shall be taken by Orders unless so prescribed by the Constitution and Canons.

4.9 Any member whose character or motives may have been attacked or questioned in debate shall have the right to speak to a question of personal privilege.

4.10 A question that has been decided shall not be reconsidered during the same session except when significant circumstances can be adduced to support reconsideration. No question shall be reconsidered more than once. In a motion to reconsider a resolution or motion previously adopted, the reconsideration of said action shall be preceded by the reading by the Secretary of the resolution as recorded in the minutes of the Convention.

4.11 All questions of order shall be determined in the first instance by the Chair, but any member may appeal from any decision of the Chair; and on such appeal no member shall speak more than once without leave of the Convention.

4.12 During all debates the Chair shall call alternately upon those wishing to speak for and against the question, so long as there are those both pro and con who wish to speak.

4.13 After having spoken to it, the proponent of a motion may respond to questions of clarification from the floor before debate begins.

4.14 Prior to any matter coming before the Convention,
may, by unanimous consent, be cast by the Secretary.

**Section 6 — Voting**

6.1 When multiple positions in the same office are to be filled at one time, all nominees for that office shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled.

6.2 When one or more vacancies for unexpired terms are to be filled by election, all nominees for the same office, whether for a full term or for a vacancy, shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes for that office as there are positions to be filled, including vacancies; except that when the number of nominees does not exceed the number of positions to be filled, each Member of Convention shall be allowed to cast only as many votes for that office as there are full terms to be filled. The full term(s) shall be filled first, as specified in the Canons of the Diocese, and vacancies shall be filled second, in order of precedence.

6.3 When the Constitution or Canons prescribe that alternates are to be elected in addition to the regular holders of an office, all nominees shall be listed together on the same ballot, and each Member of Convention shall be allowed to cast as many votes as there are regular positions to be filled, not including alternates. The regular positions shall be filled first, as specified in the Canons of the Diocese, and the alternates shall be filled second, in order of precedence. Among the alternates, the order of precedence shall be determined by the total number of votes received in both lay and clergy orders combined.

6.4 On any ballot after the first ballot, each Member of Convention shall be allowed to cast as many votes for each office as allowed on the first ballot, reduced by the number of positions remaining to be filled in that office, not including any positions filled on previous ballots, and not including alternates.

6.5 When each Member of Convention casts more than one vote for an office, a majority shall be deemed to be the number of votes that is more than half of the ballots cast.

6.6 In casting multiple votes for the same office, no Member of Convention shall be permitted to cast more than one vote for the same person.

**Section 7 — Conduct of Elections**

7.1 The polls shall be opened in a convenient place, at an hour and for a period fixed by the Convention. When the time for voting expires, the Chair of the Committee on Elections shall declare the polls closed and the tellers shall proceed to count the vote.

7.2 Each voter shall vote by making a check mark or a cross opposite the name of the nominee for each position to be filled, on a single ballot for the appropriate office; except that if automated vote-counting equipment is employed, the mark shall be as specified by the manufacturer.

7.3 In tallying, the following ballots shall not be counted:

a) if two or more ballots are folded together, unless the extra ballot or ballots are entirely blank;

b) if more than the specified number of persons receive votes on any one ballot.

The reason for not tallying shall be endorsed on the reverse side of any such ballot by the teller. Such uncounted ballots shall be included in the appropriate envelope for the vote and office concerned.

7.4 Any doubtful ballot shall be referred to the Chair before tallying it, and the Chair’s decision shall be final.

7.5 The Secretary shall provide each set of tellers with a tally sheet or sheets, properly headed and numbered. Each tally sheet shall have the name of each person for whom votes are to be cast, and all votes shall be registered only on that tally sheet. The tellers shall be the only persons to record the votes on the tally sheets. If done by any other person, the votes shall be void.
7.6 The Committee on Elections may, with the consent of the President and Secretary, employ automated vote-counting equipment to canvass the ballots. No voting machine or electronic voting system shall be employed which does not use individual physical ballots marked personally by the members of Convention. The Secretary shall provide the tellers with vote result forms in lieu of tally sheets, and the tellers shall transcribe the results displayed or printed by the equipment to the vote result forms. At least three tellers shall observe and verify the transcription of each result. If the equipment provides a printed result, it shall be attached to the vote result form.

7.7 Immediately after canvassing the ballots, the tellers shall place them in separate envelopes for each order and shall endorse on the outside of each envelope the following:

a) whether they were ballots of the Clerical or Lay Order;
b) the number of counted ballots inside, and if the vote did not result in an election;
c) whether it is the first or other ballot for the office;
d) the number of any ballots not tallied.

7.8 Each envelope shall be signed by the several tellers and delivered to the Secretary. In separate envelopes, the tellers shall place the voting lists of the two Orders, properly endorsed, with the number of the ballot for which they were used. The envelopes shall remain unsealed until the close of that day’s proceedings. It shall be the duty of the Secretary to provide suitable envelopes for these purposes and to see that they are returned with the ballots properly endorsed and sealed, and to keep them unopened, except as provided in Rule 7.9.

7.9 If the accuracy of the canvass by the tellers in any election should be questioned, the same may be recanvassed on written request of two clerics and two lay persons, delivered to the Bishop no later than thirty days after the adjournment of Convention. Upon such request the ballots shall be recanvassed in the presence of the Bishop, the Standing Committee and the Secretary of Convention, as soon as may be convenient, either before or after adjournment of Convention. Their findings shall be final.

7.10 After the expiration of the time for requesting a recanvass, the Secretary may order the destruction of the ballots, provided that there is no request for a recanvass still pending.
Special Order #1: Consent Calendar

The Committee on Dispatch of Business moves the unanimous adoption of the following Consent Calendar as the first item of business following the Bishop’s Address:

1. The Consent Calendar shall consist of the adoption of the following:
   a. The Agenda of the 167th Convention of the Diocese of California, as published.
   b. Special Order #2, Report of the Committee on Resolutions.
   d. Special Order #4, Budget & Financial Resolutions.
   e. Special Order #5, Committee Reports.
   g. Approval of the Bishop’s appointments to the Commission on Ministry.
   h. Approval of the Bishop’s appointments to the Personnel Practices Committee.
   i. Amendment to Canon 6.02 contained in the motion titled “Appointment and Tenure of Committee Members.”
   j. Amendment to Canon 11.08 contained in the motion titled “Conversion of Parish to Mission.”
   k. Amendment to Canon Appendix (Certain Defined Terms) contained in the motion titled “Certain Defined Terms – New Technology.”
   l. Resolution #6, titled “Accompanying our Episcopal Sisters and Brothers in the Holy Land.”

2. Provided that, if any member requests that any of the above matters be removed from the Consent Calendar, the President shall order that matter removed and placed in the Agenda at a suitable time.

3. And provided that, after the President has announced the adoption of this Special Order, any such requests for removal of matters from the Consent Calendar shall be out of order.

Special Order #2: Committee on Resolutions

The Committee on Dispatch of Business moves that the Report of the Committee on Resolutions be governed by the following Special Order:

1. The Committee shall have five minutes to file with the Convention those resolutions which have been considered by the Deaneries (Rule 1.3), and received any amendments thereto.

2. Opportunity then shall be given for members of Convention to seek 2/3 consent of the House for consideration of other resolutions. Debate on a motion to consider an additional resolution shall be limited to five minutes, during which time no speaker shall be allowed more than two minutes. Such debate shall be confined to the advisability of considering an additional resolution and not go into the merits of the resolution.

3. These resolutions, together with any amendments, shall be referred to the Committee on Resolutions or other Special Committees for subsequent hearing and report to the House.

4. When the Committee reports, in accordance with Rule 1.4, ten minutes shall be provided for the presentation of each resolution and fifteen minutes for debate.

5. Debate on each resolution shall be limited to fifteen minutes, during which time no speaker shall be allowed more than two minutes, unless the House by 2/3 majority resolves to extend the time.

6. Within the time allotted, no motion to limit debate shall be in order while anyone still wishes to speak. At the conclusion of the time period, votes shall be taken on all pending motions.

The Committee also reminds the House that all amendments or resolutions of any kind must be submitted in writing to the Secretary of Convention before action can be taken on them (Rule 4.1).
Special Order #3: Committee on Canons

The Committee on Dispatch of Business moves that the consideration of the Report of the Committee on Canons be governed by the follow Special Order:

1. Five minutes shall be provided for presentation of the Report and questions of clarification.

2. Ten minutes shall be allotted for debate on any amendments to the Constitution and Canons.

3. Within the times allowed, two minutes shall be allotted to present an amendment, and five minutes allotted for debate on each amendment, during which time no speaker shall be allowed more than two minutes.

4. The House, by 2/3 majority, may vote to extend the time for debate. No motion to lay on the table, to recommit, or otherwise to terminate debate shall be in order while anyone still wishes to speak. At the conclusion of each established time period, votes shall be taken on all pending motions.

Special Order #4: Budget & Financial Resolutions

The Committee on Dispatch of Business moves that consideration of the budget and other financial resolutions be governed by the following Special Order:

1. Following the report of the Treasurer and the Committee on Personnel Practices, a single motion shall be considered for the adoption of
   a. The Proposed Assessment Formula,
   b. The Proposed Salary Resolution, and
   c. The Proposed Budget.

2. Debate on the budget & financial resolutions shall not exceed five minutes.

3. Debate on any amendments from the floor, during the consideration of the budget & financial resolutions shall be limited to five minutes each. No speaker shall be allowed more than two minutes.

4. No motion to limit debate shall be in order during the allotted time period, while a person still wishes to speak. At the end of each established time period, a vote will be taken on all pending motions, pertaining to that period, unless the House by 2/3 majority, resolves to extend debate.

Special Order #5: Committee Reports (Excluding Canons and Resolutions)

The Committee on Dispatch of Business moves that the Report on the Bishop’s Address, and any other regular or special committees of Convention, be governed by the following Special Order:

1. Five minutes shall be provided for the presentation of each resolution from such a committee, and five minutes for response to questions of clarification.

2. Debate on each resolution shall be limited to five minutes unless the House by 2/3 majority shall extend the time. At the conclusion of the allotted time votes shall be taken on all pending motions.

3. Within the time for debate no speaker shall be allowed more than two minutes, and no motion to limit debate shall be in order while anyone still wishes to speak.
Conversion of Parish to Mission

**Canon 11.08**

Resolved, that Canon XI, Section 11.08 of the Canons of the Diocese of California be amended as follows (deletions in **bold strikethrough text**, insertions in **bold italic text**):

Sec. 11.08. Conversion of Parish to Mission.

(a) If, after notice to the parish and opportunity to be heard, the Bishop and the Standing Committee shall have determined that any parish:

(i) cannot support a rector full time,

(ii) **cannot fail to** provide the financial support necessary for the spiritual maintenance of and an adequate program for the parish,

(iii) **cannot fail adequately to** insure and maintain its parish property, or

(iv) fails to observe the Constitution and Canons of The Episcopal Church and of the Diocese, and that such condition is not of a temporary nature, the parish shall, at the request of the Bishop, surrender its rights and privileges as an organized parish and become an organized mission **under the Bishop’s authority as its rector** upon such terms as the Bishop shall prescribe. The Bishop shall then certify to the Secretary of the Convention that the congregation has become an organized mission.

(b) Upon or after conversion in status to an organized mission—termination of its status as a parish, the congregation, if so requested by the Bishop, shall forthwith take the steps necessary to transfer to the Diocesan Corporation, all of its property to be held, managed or disposed of in such manner as the Bishop and the Standing Committee may determine.

**Proponent’s Explanation**

The proposed amendment would more accurately describe the circumstances and effect of the change in status of a congregation from a parish to an organized mission.

Submitted by the Rev. Cn. Stefani Schatz. Questions may be directed to Chancellor Christopher J. Hayes at Christopher.Hayes@Borowsky.com
Appointment and Tenure of Committee Members

Resolved, That Canon VI, Section 6.02, is amended to read as follows:

Sec. 6.02. Appointment.

Members of the Regular Committees of the Convention, other than the Committee on Program and Budget and the Committee on Nominations, shall be appointed annually by the Bishop within 90 days following the close of the preceding year’s Annual Convention to serve for one (1) year subject to reappointment or until their successors are appointed, unless their term shall be earlier terminated by the Bishop. Any vacancies in these committees shall be filled by the Bishop’s appointment.

Proponent’s Explanation: Under the language of the current canon, the bishop is required to formally reappoint members of several Convention committees annually. However, the actual practice has been that committee members, once appointed, have continued to serve without receiving formal reappointment from year to year. The proposed amendment, the operative language of which is derived from Robert’s Rules, confirms the current practice. (Robert’s Rules of Order, Newly Revised, at 574 (2011)).

Submitted by Jay W. Luther. Questions may be directed to Mr. Luther at jluther@lutherlaw.com.
Resolved, That the following definitions be added to the Appendix of the Canons of the Diocese of California titled “Certain Defined Terms:”

“Countersigned” means the same thing as “signed” when a second or responding signature is required.

“Mail” means U.S. Postal Service or electronic mail, either or both.

“Publish” means to produce and make available a document either in paper form or as an electronic document on the web site of the Diocese of California, or both.

“Signature” means a handwritten signature, which includes such a signature when scanned and transmitted or stored electronically.

“Signed” means having a handwritten signature, including documents containing such a signature when scanned and transmitted or stored electronically.

“Written” or “in writing” means written either in paper form or electronic form, including electronic mail or posting on the web site of the Diocese of California, except when the Bishop requires that a document be in paper form.

Proposer’s Explanation: Recent advances in technology have added new meanings to some words, such as “mail” or “written,” which formerly had simple and straightforward meanings. In some cases it is unclear whether we should follow the simpler meaning that applied when a canon was originally written, or allow the meaning to expand to include new technology. For example, it has become the practice of the Diocese of California to send “written” notices by email both for efficiency and to help safeguard the integrity of creation by reducing our consumption of natural resources, such as trees. But such a practice was not envisioned when the notice provisions in the Constitution and Canons were originally adopted. It is important that we agree that such practices do comply with the original intent of the Canons and that we document that agreement to avoid future misunderstandings or disagreements about whether we are following our own rules.

Proposed by: David A. Frangquist, Secretary of the Convention, St. Aidan’s San Francisco, Questions may be directed to Mr. Frangquist at frangquist@acm.org.
The Diocese, with input and oversight from of the Executive Council and its Finance Committee, has continued to focus on improvements to the financial affairs of the Diocese during the current year. An overriding goal continues to be the achievement of increased transparency in all financial affairs and financial reporting of the Diocese.

The financial statements of the Diocese have been audited by the audit firm of Hood & Strong. A copy of the complete financial statements and the independent auditors’ report are available on the website of the Diocese.

Below this letter I have included a summary of the financial statements of the Diocese for the year ended December 31, 2015.

Financial Results for Calendar 2015

The financial books and records of the Diocesan Corporation are composed of five separate funds:

1. the Operating Fund
2. the Custodial Fund
3. the Endowment Fund
4. the Deferred Gifts Fund
5. the Capital Campaign Fund (new in 2015).

The Diocesan Corporation in total experienced a decrease in total net assets of $663,102 during 2015. This decrease was primarily due to a decrease in the market value of the Endowment Fund. As noted in last year’s convention reports, at the beginning of 2012 the management of the endowment’s invested funds was transferred to The Investment Fund for Foundations (“TIFF”), a nonprofit investment organization that serves only foundations, endowments and other nonprofit entities. Pursuant to the resolution passed by Convention in October 2013 that fifteen percent of the diocesan endowment be invested in socially responsible investments (SRI) over three years, ten percent of the Endowment Fund’s invested assets have been transferred to SRI funds managed by Fund X (a San Francisco investment firm) and were invested in 100% socially responsible investments. Another five percent was transferred in early 2016.

The Operating Fund of the Diocese (which reflects the operating income and expenses of the Diocese) had a small surplus for the 2015 year. The primary sources of revenue for the Operating Fund are assessment income, gifts and the annual income distribution from the Endowment Fund.

At the end of 2015 the Diocese had outstanding loans to various parishes, missions and Diocesan organizations of approximately $3.4 million under its program of providing financial assistance for Diocesan organizations seeking assistance for capital improvements to their properties. The Diocese continues to provide both payroll and personnel benefits services to related churches and organizations within the Diocese, a service that is offered in very few other Episcopal dioceses. At the end of 2015 the Diocese had receivables of approximately $1.5 million for payroll/benefit advances under this program.

2016 Forecast and 2017 Budget

The Operating Fund is expected to operate at loss in the current 2016 year, primarily as a result of unanticipated litigation expenses.

The proposed assessment rate for 2017 continues to be the lower assessment rate approved by Convention in 2011, with a top rate of 17% (versus a top rate of 20% in previous years).

The Program & Budget Committee and the Executive Council have recommended a 2017 operating budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2017 budget is included in the following pages.

Please note that for the duration of the Expanding Horizons capital campaign, the salary and benefits of the director of development have been moved to the capital campaign fund and do not appear in the operating budget presented here. Because of staff focus on the capital campaign, we have likewise discontinued the line item for current gift income for the duration of the capital campaign.
This budget currently reflects a cost of living increase for salaries estimated at 3.0% and an expected increase in the cost of medical and other personnel benefits estimated at 10.0%. The actual cost of living increase as measured by the San Francisco Consumer Price Index for All Urban Consumers for the year ending June 30, 2016 was 2.7%, and in keeping with prior years’ practice, the actual percentage increase as of June 30 is submitted to Convention for its approval as the recommended COLA for 2017 salaries.

Financial Policies and Procedures

The Finance Committee of the Executive Council holds monthly teleconference meetings to review the financial affairs of the Diocese. Its monthly discussions include a review of the year to date operating financials, the aging of receivables from the parishes and missions, and the line of credit loan facility available to parishes and other Diocesan institutions. A summary of these meetings is then presented at each month’s Executive Council meeting.

Three other committees of the Executive Council also have significant involvement in the financial affairs of the Diocese:

- The Program and Budget Committee prepares the recommended Operating Fund budget for the coming year, which is then presented to the full Executive Council and subsequently to Diocesan Convention.

- The Investment Committee has oversight responsibility for the investments of the Endowment Fund.

- The Audit Committee is charged with the responsibility of ensuring that the financial affairs of the Diocese are audited by an independent auditor and that appropriate accounting policies and internal controls are established and followed.

Thanks are due to the members of this year’s Program & Budget Committee, who worked diligently to prepare the proposed budget for the coming year. Members of this year’s committee were Roulhac Austin, Mike Chambers, Debbie Hawkins, Jim McConnell, Bob Middleton, Doug Roberts, Kathy Trapani, Scott Whitaker, Matthew Woodward, Tom Ferguson, and Robert McCaskill.

Corporation Sole

All of the assets of the Corporation Sole except for its real estate holdings were transferred to the Diocesan Corporation in December 2009. A separate report on the financial position of the Corporation Sole follows this report.

Other Matters

The Diocese and its member churches continue to experience financial constraints, and it is likely that we will continue to see many of our parish churches suffer from the strain of limited financial resources. This calls for the Diocese to be particularly mindful of its fiduciary responsibilities for the financial welfare of the Diocese and all of its churches and missions.

I want to express my thanks to Tom Ferguson, Jim Forsyth, Tanya Avrutin, Sarah Crawford, and all of the staff at Diocesan House for their hard work and assistance over the past year.

Respectfully submitted,
Robert McCaskill, Treasurer
## Summary of the Financial Position of the Diocesan Corporation

### Balance Sheet

<table>
<thead>
<tr>
<th></th>
<th>All Funds as of December 31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014</td>
</tr>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>$2,628,604</td>
</tr>
<tr>
<td>Receivables, net</td>
<td>1,865,215</td>
</tr>
<tr>
<td>Investments</td>
<td>33,979,558</td>
</tr>
<tr>
<td>Notes receivable</td>
<td>3,429,281</td>
</tr>
<tr>
<td>Notes receivable held for investment</td>
<td>312,209</td>
</tr>
<tr>
<td>Equity interests in real property</td>
<td>1,231,449</td>
</tr>
<tr>
<td>Property &amp; equipment, net</td>
<td>4,499,279</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>47,945,595</strong></td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
</tr>
<tr>
<td>Accounts payable &amp; accrued expenses</td>
<td>1,031,178</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>20,560</td>
</tr>
<tr>
<td>Line of credit</td>
<td>3,477,975</td>
</tr>
<tr>
<td>Funds held in trust for beneficiaries</td>
<td>11,625,536</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>16,155,249</strong></td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>31,790,346</strong></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NET ASSETS BY FUND</strong></td>
<td></td>
</tr>
<tr>
<td>Operating &amp; Property Fund</td>
<td>6,320,264</td>
</tr>
<tr>
<td>Custodial &amp; Unexpended Income Fund</td>
<td>685,288</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td>21,078,948</td>
</tr>
<tr>
<td>Deferred Gifts Fund</td>
<td>3,705,846</td>
</tr>
<tr>
<td>Capital Campaign Fund</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL ALL FUNDS</strong></td>
<td><strong>31,790,346</strong></td>
</tr>
</tbody>
</table>
## Summary of the Financial Position of the Diocesan Corporation

### Statement of Income and Expenses

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUPPORT AND REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parish and mission assessments</td>
<td>3,244,207</td>
<td>3,247,525</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>2,044,455</td>
<td>2,219,572</td>
</tr>
<tr>
<td>Change in value of charitable trusts</td>
<td>27,146</td>
<td>9,762</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>276,367</td>
<td>(273,109)</td>
</tr>
<tr>
<td><strong>Total support and revenue</strong></td>
<td>5,592,175</td>
<td>5,203,750</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopate</td>
<td>586,843</td>
<td>533,149</td>
</tr>
<tr>
<td>Diocesan communications</td>
<td>150,229</td>
<td>146,526</td>
</tr>
<tr>
<td>Congregational development</td>
<td>647,462</td>
<td>655,150</td>
</tr>
<tr>
<td>Youth, young adult &amp; camps</td>
<td>300,971</td>
<td>279,681</td>
</tr>
<tr>
<td>Ministry development</td>
<td>172,703</td>
<td>184,115</td>
</tr>
<tr>
<td>Multicultural and other ministries</td>
<td>59,582</td>
<td>54,748</td>
</tr>
<tr>
<td>Development &amp; planned giving</td>
<td>297,767</td>
<td>294,308</td>
</tr>
<tr>
<td>Finance</td>
<td>336,093</td>
<td>364,988</td>
</tr>
<tr>
<td>Administration &amp; support staff</td>
<td>961,781</td>
<td>1,029,950</td>
</tr>
<tr>
<td>National church and international support</td>
<td>717,065</td>
<td>703,926</td>
</tr>
<tr>
<td>Capital Campaign</td>
<td>-</td>
<td>192,774</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>4,230,496</td>
<td>4,439,315</td>
</tr>
<tr>
<td><strong>TRANSFERS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to beneficiaries &amp; other disbursements</td>
<td>(1,249,878)</td>
<td>(1,427,537)</td>
</tr>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>111,801</td>
<td>(663,102)</td>
</tr>
<tr>
<td><strong>Net assets, beginning of year</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>31,678,545</td>
<td>31,790,346</td>
</tr>
<tr>
<td><strong>Net assets, end of year</strong></td>
<td>31,790,346</td>
<td>31,127,244</td>
</tr>
</tbody>
</table>
In May 2008 the Special Convention of the Diocese adopted governance revisions stipulating that the Corporation Sole be merged or otherwise incorporated into the Diocesan Corporation to the extent feasible by January 1, 2011. However, the Convention resolution also provided that in the event that such a merger or other incorporation would result in a loss of assets to the combined entity, the Corporation Sole shall continue to survive to the extent necessary to preserve its assets.

As previously reported to Convention, a conclusion was reached that all of the assets and liabilities of the Corporation Sole could be transferred to the Diocesan Corporation without significant costs except for the real property holdings of the Corporation Sole. Transfers of real property in California are subject to significant real estate transfer taxes; religious and nonprofit entities are not exempt from these transfer taxes. In December 2009 all of the assets of the Corporation Sole other than its real estate properties were transferred to the Diocesan Corporation.

The balance sheet of the Corporation Sole as of December 31, 2015 (see next page) reflects the 33 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,
Robert McCaskill, Treasurer
## Summary of the Financial Position of the Corporation Sole

### The Episcopal Bishop of California (Corporation Sole)

**not audited**

<table>
<thead>
<tr>
<th>Financial Position (Balance Sheet)</th>
<th>As of December 31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014</td>
</tr>
<tr>
<td><strong>ASSETS:</strong></td>
<td></td>
</tr>
<tr>
<td>Insurance Proceeds Receivable</td>
<td>-</td>
</tr>
<tr>
<td>Property</td>
<td>19,583,921</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>19,583,921</td>
</tr>
<tr>
<td><strong>LIABILITIES:</strong></td>
<td></td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>19,583,921</td>
</tr>
</tbody>
</table>

### Statement of Income and Expenses

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Support and Revenue:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Insurance Proceeds</td>
<td>1,653,909</td>
<td>1,653,909</td>
</tr>
<tr>
<td>Loss on Sale of Property - Prior Year Adjustment</td>
<td>(341,936)</td>
<td>-</td>
</tr>
<tr>
<td>Total support and revenue</td>
<td>1,311,973</td>
<td>-</td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance proceeds pass through to congregation</td>
<td>29,479</td>
<td>-</td>
</tr>
<tr>
<td>Total expenses</td>
<td>29,479</td>
<td>-</td>
</tr>
<tr>
<td><strong>Change in Total Net Assets</strong></td>
<td>1,282,494</td>
<td>-</td>
</tr>
</tbody>
</table>
## Summary of the Financial Position of the Corporation Sole

### Properties Owned by the Corporation Sole (at cost)

<table>
<thead>
<tr>
<th>Missions:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Antioch, St. George</td>
<td>146,565</td>
</tr>
<tr>
<td>Belmont, Good Shepherd</td>
<td>39,500</td>
</tr>
<tr>
<td>Berkeley, Good Shepherd</td>
<td>2,973,546</td>
</tr>
<tr>
<td>Bolinas, St. Aidan's</td>
<td>10,000</td>
</tr>
<tr>
<td>Brentwood, St. Alban's</td>
<td>16,000</td>
</tr>
<tr>
<td>Daly City, Holy Child and St. Martin</td>
<td>114,000</td>
</tr>
<tr>
<td>Half Moon Bay, Holy Family</td>
<td>578,479</td>
</tr>
<tr>
<td>Oakland, St. Cuthbert's</td>
<td>245,510</td>
</tr>
<tr>
<td>Pacifica, St. Edmund's</td>
<td>121,357</td>
</tr>
<tr>
<td>Pinole, Church of Christ the Lord</td>
<td>206,790</td>
</tr>
<tr>
<td>San Bruno, St. Andrew's</td>
<td>1,479,000</td>
</tr>
<tr>
<td>San Francisco, Christ Church</td>
<td>25,000</td>
</tr>
<tr>
<td>San Francisco, Holy Innocent</td>
<td>73,177</td>
</tr>
<tr>
<td>San Francisco, St. Cyprians</td>
<td>1,087,917</td>
</tr>
<tr>
<td>San Rafael, Redeemer</td>
<td>393,099</td>
</tr>
<tr>
<td>South San Francisco, St. Elizabeth's</td>
<td>82,640</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parishes:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Castro Valley, Holy Cross</td>
<td>2,017,558</td>
</tr>
<tr>
<td>Clayton Valley, St. John's</td>
<td>214,029</td>
</tr>
<tr>
<td>Crockett, St. Mark's</td>
<td>26,500</td>
</tr>
<tr>
<td>Danville, St. Timothy's</td>
<td>962,325</td>
</tr>
<tr>
<td>Foster City, St. Ambrose</td>
<td>927,367</td>
</tr>
<tr>
<td>Fremont, St. Anne's</td>
<td>135,686</td>
</tr>
<tr>
<td>Lafayette, St. Anselm's</td>
<td>179,170</td>
</tr>
<tr>
<td>Livermore, St. Bartholomew's</td>
<td>263,901</td>
</tr>
<tr>
<td>Pleasanton, St. Clare's</td>
<td>403,380</td>
</tr>
<tr>
<td>San Francisco, St. Aidan's</td>
<td>124,858</td>
</tr>
<tr>
<td>San Francisco, St. Gregory's</td>
<td>548,408</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Properties:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bishop Ranch Furia Properties</td>
<td>501,758</td>
</tr>
<tr>
<td>Brentwood</td>
<td>1,214,278</td>
</tr>
<tr>
<td>Community of St. Francis</td>
<td>69,500</td>
</tr>
<tr>
<td>El Rancho del Obispo</td>
<td>2,394,632</td>
</tr>
<tr>
<td>Society of St. Francis</td>
<td>51,500</td>
</tr>
<tr>
<td>St. Dorothy's Rest</td>
<td>1,956,491</td>
</tr>
</tbody>
</table>

**Total** 19,583,921
## 2017 Proposed Diocesan Budget

### REVENUES

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The 2017 Convention budget assumed a COLA of 3.0% for salaries and a 10.0% annual increase in medical insurance expense</td>
<td>2016 Convention Budget</td>
<td>2017 salaries &amp; benefits</td>
<td>2017 fixed expense</td>
<td>2017 discretionary expense</td>
<td>2017 Total Budget</td>
</tr>
<tr>
<td>1</td>
<td>Assessment revenue</td>
<td>3,280,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,250,000</td>
</tr>
<tr>
<td>2</td>
<td>Gift income for current operations</td>
<td>110,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>3</td>
<td>Endowment income</td>
<td>340,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>405,000</td>
</tr>
<tr>
<td>4</td>
<td>Christy Fund (Bishop’s Discretionary)</td>
<td>140,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>115,000</td>
</tr>
<tr>
<td>5</td>
<td>Fee income—endowment &amp; benefits admin</td>
<td>177,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>203,000</td>
</tr>
<tr>
<td>6</td>
<td>Fee income—planned giving administration</td>
<td>75,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>61,000</td>
</tr>
<tr>
<td>7</td>
<td>Fee income—payroll services</td>
<td>46,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>47,000</td>
</tr>
<tr>
<td>8</td>
<td>Event fees—youth &amp; young adult</td>
<td>7,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4,000</td>
</tr>
<tr>
<td>9</td>
<td>Interest income</td>
<td>10,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>10,000</td>
</tr>
<tr>
<td>10</td>
<td>Total Revenues</td>
<td>4,185,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4,095,000</td>
</tr>
</tbody>
</table>

### EXPENDITURES

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Episcopate</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>11</td>
<td>Bishop’s compensation</td>
<td>171,720</td>
<td>183,485</td>
<td>-</td>
<td>-</td>
<td>183,485</td>
</tr>
<tr>
<td>12</td>
<td>Bishop’s benefits</td>
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## FINANCE AND BUDGET

### 2017 Proposed Diocesan Budget

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### 2017 Proposed Diocesan Budget

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## 2017 Proposed Diocesan Budget

The 2017 Convention budget assumed a COLA of 3.0% for salaries and a 10.0% annual increase in medical insurance expense

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<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Treasurer’s Office</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>109 CFO compensation</td>
<td>111,678</td>
<td>114,247</td>
<td></td>
<td></td>
<td>114,247</td>
</tr>
<tr>
<td>110 CFO benefits</td>
<td>41,679</td>
<td>43,328</td>
<td></td>
<td></td>
<td>43,328</td>
</tr>
<tr>
<td>111 CFO emeritus</td>
<td>15,000</td>
<td>16,280</td>
<td></td>
<td></td>
<td>16,280</td>
</tr>
<tr>
<td>112 Independent audit of diocese</td>
<td>57,500</td>
<td></td>
<td></td>
<td>57,500</td>
<td>57,500</td>
</tr>
<tr>
<td>113 Bank &amp; payroll fees</td>
<td>62,000</td>
<td>66,000</td>
<td></td>
<td></td>
<td>66,000</td>
</tr>
<tr>
<td>114 Miscellaneous</td>
<td>5,000</td>
<td>5,000</td>
<td></td>
<td></td>
<td>5,000</td>
</tr>
<tr>
<td>115 Outside services</td>
<td>23,000</td>
<td>23,000</td>
<td></td>
<td></td>
<td>23,000</td>
</tr>
<tr>
<td>116 Travel &amp; entertainment</td>
<td>8,000</td>
<td>8,000</td>
<td></td>
<td></td>
<td>8,000</td>
</tr>
<tr>
<td><strong>Total Treasurer’s Office</strong></td>
<td>323,858</td>
<td>173,855</td>
<td>146,500</td>
<td>13,000</td>
<td>333,355</td>
</tr>
<tr>
<td><strong>Administration</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>118 Admin staff salaries</td>
<td>338,176</td>
<td>359,386</td>
<td></td>
<td></td>
<td>359,386</td>
</tr>
<tr>
<td>119 Admin staff benefits</td>
<td>182,904</td>
<td>179,584</td>
<td></td>
<td></td>
<td>179,584</td>
</tr>
<tr>
<td>120 Donor database administrator (part-time)</td>
<td>18,849</td>
<td>-</td>
<td></td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>121 Medical premiums retired clergy</td>
<td>25,274</td>
<td>25,000</td>
<td></td>
<td></td>
<td>25,000</td>
</tr>
<tr>
<td>122 Diocesan House maintenance</td>
<td>30,000</td>
<td>32,000</td>
<td></td>
<td></td>
<td>32,000</td>
</tr>
<tr>
<td>123 Chancellor’s retainer</td>
<td>92,700</td>
<td>92,700</td>
<td></td>
<td></td>
<td>92,700</td>
</tr>
<tr>
<td>124 Computer equipment</td>
<td>6,000</td>
<td>6,000</td>
<td></td>
<td></td>
<td>6,000</td>
</tr>
<tr>
<td>125 IT support</td>
<td>61,000</td>
<td>65,000</td>
<td></td>
<td></td>
<td>65,000</td>
</tr>
<tr>
<td>126 Computer software &amp; subscriptions</td>
<td>25,000</td>
<td>25,000</td>
<td>25,000</td>
<td></td>
<td>25,000</td>
</tr>
<tr>
<td>127 Property &amp; liability insurance</td>
<td>60,000</td>
<td>66,000</td>
<td></td>
<td></td>
<td>66,000</td>
</tr>
<tr>
<td>128 Interest expense</td>
<td>10,000</td>
<td>-</td>
<td></td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>129 Postage &amp; delivery</td>
<td>15,000</td>
<td>15,000</td>
<td></td>
<td></td>
<td>15,000</td>
</tr>
<tr>
<td>130 Printing &amp; reproduction</td>
<td>5,000</td>
<td>5,000</td>
<td></td>
<td></td>
<td>5,000</td>
</tr>
<tr>
<td>131 Real Estate Expense-Brentwood</td>
<td>16,000</td>
<td>16,000</td>
<td></td>
<td></td>
<td>16,000</td>
</tr>
<tr>
<td>132 Office supplies</td>
<td>18,000</td>
<td>14,000</td>
<td></td>
<td></td>
<td>14,000</td>
</tr>
<tr>
<td>133 Telephone</td>
<td>18,000</td>
<td>14,000</td>
<td></td>
<td></td>
<td>14,000</td>
</tr>
<tr>
<td>134 Utilities</td>
<td>16,000</td>
<td>18,000</td>
<td></td>
<td></td>
<td>18,000</td>
</tr>
<tr>
<td><strong>Total Administration</strong></td>
<td>937,903</td>
<td>563,970</td>
<td>337,700</td>
<td>31,000</td>
<td>932,670</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>4,179,150</td>
<td>1,763,305</td>
<td>1,269,126</td>
<td>1,050,600</td>
<td>4,083,031</td>
</tr>
<tr>
<td><strong>Surplus (Deficit)</strong></td>
<td>5,850</td>
<td></td>
<td></td>
<td></td>
<td>11,969</td>
</tr>
</tbody>
</table>
Investing in the Beloved Community

2017 DIOCESAN BUDGET

View the proposed 2017 diocesan budget at diocal.org/convention

Income: $4.10M

- Assessment 80% $3,250,000
- Endowment 12% $520,000
- Other 8% $325,000

Expenses: $4.08M

For stories and more photos of the Diocese of California living out the Beloved Community vision, visit these URLs on the new DioCal website!

Embodied Justice
$489,964
diocal.org/justice

Embodied Justice is an awareness of how our decisions impact others and intentionally working against discrimination based on race, gender, sexual orientation, disability, or age; standing in solidarity with the poor and marginalized; and caring for God's creation with reverence.

Rooted Spirituality
$449,133
diocal.org/spirituality

Rooted spirituality is one that is deep and holds the truths of the Good News close even in the midst of life's difficulties. This is done through vital education and renewal ministries, communities of Christian discipleship, and formation in the Episcopal tradition.

Inclusive Community
$1,388,231
diocal.org/community

Inclusive communities have leadership composed of people from all walks of life. It incorporates all people without regard to race, class, gender, sexual orientation or disability, including meaningful participation of all ages — children, youth, and elders; and being attentive to the prophetic voices among us.

Transparent Leadership
$694,115
diocal.org/leadership

Transparent leadership is clear about how decisions are made and seeks to make processes more open than closed. Accountable leadership reduces the discretion that happens in community and is open to learning and acting on feedback.

Church Vitality
$1,061,588
diocal.org/vitality

Church Vitality requires moving from maintaining established and set structures to creating communities that are growing and thriving. Vital churches are those that engage not only themselves, but make a difference in their surrounding community.

“Jesus tells us that where our treasure is, our heart is, and our hearts are set on the five focus areas of the Beloved Community. Our new website and narrative budget poster highlight the stories of being beloved community. We share our resources from congregations through the Anglican Communion, and we share out of God’s abundance to us. The stories you will find on diocal.org reflect God’s abundance and the abundance we know in the Diocese of California.”

— The Rt. Rev. Marc Handley Andrus
2017 Proposed Assessment Formula

1. 5.0% assessment on the first $72,212 of a parish or mission’s operating income for 2015 as defined on Line A of the 2015 parochial report

2. 17.0% assessment on all such income above $72,212, provided that:

3. No parish or mission shall have an increase over 2016’s initial assessment (before appeals) of more than 50% or $17,500, whichever is less.
FINANCE AND BUDGET

2017 Proposed Salary Resolution and Mandatory Minimum Compensation

**Resolved,** That effective January 1, 2017, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 2.7% as reflected in the 2017 Mandatory Minimum Salary Schedule shown below.

**Resolved,** That Years of Experience be defined as Credited Service with The Church Pension Fund.

### 2017 Mandatory Minimum Compensation Including Self Employment Tax

<table>
<thead>
<tr>
<th>Congregation Classification</th>
<th>Experience 0-4 Years</th>
<th>Experience 5-9 Years</th>
<th>Experience 10+ Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>72,212</td>
<td>76,224</td>
<td>80,235</td>
</tr>
<tr>
<td>B</td>
<td>74,619</td>
<td>79,033</td>
<td>83,443</td>
</tr>
<tr>
<td>C</td>
<td>77,054</td>
<td>81,839</td>
<td>86,653</td>
</tr>
<tr>
<td>D</td>
<td>80,235</td>
<td>86,653</td>
<td>93,073</td>
</tr>
<tr>
<td>E</td>
<td>88,260</td>
<td>96,282</td>
<td>104,387</td>
</tr>
</tbody>
</table>

**Resolved,**

1. That any deviation below these minimums will be permitted by the Bishop for serious cause, with the Bishop using the Personnel Practices Commission as a council of advice.

2. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric’s base compensation as a portion of total compensation (7.65% of base compensation). This amount is included in the schedule above.

3. The Personnel Practices Committee strongly urges all churches, whenever possible, to increase the clergy and lay staff compensation by 2.7% for 2017 to accommodate for inflation.

4. That the minimum transportation allowance be $0.54/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2017.

5. That associate clergy minimums are based on the cleric’s years of service at two grade levels below actual congregation classification.

**Note:** Compensation increase is based on the Consumer Price Index for All Urban Consumers in San Francisco, Oakland and San Jose as of June 30th, 2016.

Resolution as passed at the 1999 Diocesan Convention:

Resolved: That the proposed salary standards for clergy in the Diocese of California, as reflected in the joint report of the Personnel Practices Committee and the Clergy Compensation Task Force, are approved and shall be effective on a voluntary basis for the years 2000-2004, and shall become mandatory for 2005 and later years.
# 2017 Congregational Grade Structure

## 1. Number of pledging units:

<table>
<thead>
<tr>
<th>Number</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>000-100</td>
<td>3</td>
</tr>
<tr>
<td>101-200</td>
<td>6</td>
</tr>
<tr>
<td>201-300</td>
<td>9</td>
</tr>
<tr>
<td>301-400</td>
<td>12</td>
</tr>
<tr>
<td>401-above</td>
<td>20</td>
</tr>
</tbody>
</table>

## 2. Average weekly attendance at Sunday services:

<table>
<thead>
<tr>
<th>Attendance</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>00-100</td>
<td>3</td>
</tr>
<tr>
<td>101-200</td>
<td>6</td>
</tr>
<tr>
<td>201-300</td>
<td>9</td>
</tr>
<tr>
<td>301-500</td>
<td>12</td>
</tr>
<tr>
<td>501-above</td>
<td>20</td>
</tr>
</tbody>
</table>

## 3. Total Annual Operating Income-Line A of Parochial Report:

<table>
<thead>
<tr>
<th>Amount</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 to $80,235</td>
<td>4</td>
</tr>
<tr>
<td>$80,235 to $154,001</td>
<td>8</td>
</tr>
<tr>
<td>$154,001 to $307,759</td>
<td>12</td>
</tr>
<tr>
<td>$307,759 to $616,007</td>
<td>16</td>
</tr>
<tr>
<td>$616,007 and above</td>
<td>20</td>
</tr>
</tbody>
</table>

The points from these three categories are then added together and the congregation classification is determined from the following table:

<table>
<thead>
<tr>
<th>Total Points</th>
<th>Salary Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 10</td>
<td>A</td>
</tr>
<tr>
<td>11 - 20</td>
<td>B</td>
</tr>
<tr>
<td>21 - 30</td>
<td>C</td>
</tr>
<tr>
<td>31 - 40</td>
<td>D</td>
</tr>
<tr>
<td>41++</td>
<td>E</td>
</tr>
</tbody>
</table>

Schedule adjusted to reflect cost of living increases since passage of salary standards resolution in 1999

Resolution as passed at the 1999 Diocesan Convention:
Resolved: That the proposed salary standards for clergy in the Diocese of California, as reflected in the joint report of the Personnel Practices Committee and the Clergy Compensation Task Force, are approved and shall be effective on a voluntary basis for the years 2000 to 2004, and shall become mandatory for 2005 and later years.
List of Nominees

Standing Committee
Elect: 4 — one lay member and three ordained

LAY
Tom Matthews
Dorothy Randall-Tsuruta

CLERGY
Michael Arase-Barham
Jill Honodel
Pam Jester
Leonard Oakes
Vincent Pizzuto

Executive Council
Elect: 2 — at least one must be lay

LAY
Susan MacKenzie
Charles Mader
Lane Ringlee

Deputies to General Convention
Elect: 16 — four Deputies and four Alternates will be elected in each order

LAY
Diane FitzGibbon
Carolyn Gaines
Christopher Hayes
Ronald Hermanson
AnnaMarie Hoos
Sarah Lawton
Charles Mader
Karma Quick-Panwala
Patricia Smith
Warren Wong

CLERGY
Merry Chan Ong
Ron Culmer
Paul Fromberg
Richard Edward Helmer
Chip Larrimore
Hailey McKeefry Delmas
Eric Metoyer
Ruth Meyers
David Ota
Vanessa Stickler Glass
Mauricio Wilson

Note: It is not the practice of the Nominations Committee to edit or correct submitted nominee biographies.
Tom Matthews  
St. James, San Francisco  
San Francisco Deanery  

**Interests:**  
Family outings, travel, hiking, skiing, active member in our church community, school volunteer, community volunteer: Foresthill Architectural Committee, Dewey Circle Beautification Project, Martin de Porres, Enterprise for High School students  

**Professional associations:**  
I am an HR consultant/pension actuary. I am a Fellow in The Society of Actuaries, Member American Academy of Actuaries, and Enrolled Actuary.  

**Summary of activities within my congregation/diocese:**  
- Vestry member for 5+3 year terms  
- Finance committee member, and chair  
- Served on the Personal Practices Committee for the diocese for many years  
- Acolyte  
- Junior warden,  
- Youth group leader  
- Sunday School teacher, usher  
- Sub-deacon  
- Assist elderly  
- Frequent volunteer for everything and anything!  

**Major activities beyond diocese:**  
- Raising 2 children  
- Full time work with HR Consulting firm (Willis Towers Watson) for 35+ years  
- Church  
- Enjoying the company of friends and family  
- Gardening  
- Active in UVA alumni association  

---  

**In my opinion the major issues facing the church today are**  
- Retention of current members  
- Attraction of new members  
- Ensuring church communities are vital  
- Serving our communities  
- Nurturing and ensuring tolerance of diverse cultures, beliefs, and lifestyles  
- Nurturing social awareness  
- Tolerance  
- Engaging our membership  
- Caring for our facilities  
- Ensuring adequate financing/stewardship  
- Advocating and being a steward for the environment  

**Why are you running for this position?**  
I was born and raised in San Francisco — being baptized at St James, confirmed at Grace Cathedral, and married at Grace Cathedral. I have always been raised to give back to my family, friends, church, and community. This is just another new and exciting way that I can continue down that path.  

_Nominated by John Kirkley_
Dorothy Randall-Tsuruta
Grace Cathedral, San Francisco
San Francisco Deanery

Interests:
Always there is the interest in the church being cordial to diversity from inside the belly as opposed to with an outstretched arm keeping it at a distance. Thus, making the church a welcoming place for all people is of great interest to me.

Watching the Rio Olympics and seeing the hard work the participants bring to their goals whether as a team or individual is inspiring with implications for the work of the church.

Professional associations:
I am a full professor at San Francisco State University in the dept of Africana Studies: my area is 18th century Africana Literature and Womanist Theory. I hold membership in: American Literature Association; College Language Association; Modern Language Association; Board Member of the National Council for Black Studies; and a long time past member of the National Council of Teachers of English.

Summary of activities within my congregation / diocese:
At Grace Cathedral I serve as Lay Assistant, Lector, and Chalice Administrator, and for 21 years served as 3rd Sunday Head Usher. I served on the Dean's Search Committed that brought Dean Malcolm Young to Grace Cathedral. This year elected chair of the African American Commission of the Episcopal Diocese, and was a founding Member of that organization nearly 3 decades ago. I chaired this year's Grace Cathedral's Black History Month Committee. In the past served on the Deanery, served on the board of the Henry Ohlhoff House, volunteered with Episcopal Charities.

Major activities beyond diocese:
I serve on the Paul Wattson Ecumenical Board at the Univ of San Francisco; Awarded Educator of the year by the One Hundred Black Women of San Francisco Association;

Honored by my supervisor Eric Mar for contributions to the San Francisco Richard District community. Received Educator Award from the Mary McLeod Bethune Association.

In my opinion the major issues facing the church today are
One concern for the church at large is for clergy being perceived as "real" by the people, if the people are going to be attracted to the church. Congregations so appreciate clergy who in their person convey a calling and spirit of care. But a huge concern for the church is the same as that for the nation and world — the violence to which the world seems to have become acclimated. The usual suspects of racial, gender, and class prejudice figure of course, but then there is the horror of terrorism that finds people making choices out of fears. The church itself is no longer a safe house, as witness the shooting in the AME church in North Carolina. The Church attends in conversations and actions to such matters, but like the secular institutions are hard put for solutions. Continuing, though, to bring spiritual and soulful uplift to a world in need is a must.

Why are you running for this position?
It is so easy to let others serve and then complain about how they serve while protecting the self from such scrutiny. My background culturally and professionally, and my desire to contribute constructively to church matters, make me eager to serve in common purpose with the elected body.

Nominated by Ron Hermanson
Michael Arase-Barham  
Good Shepherd, Belmont and Holy Family, Half Moon Bay  
Peninsula Deanery  

Interests:  
My interests include pilgrimage, hiking, letter-writing, reading, and art. I love getting out and exploring again this beautiful Bay Area since returning in 2013 (after serving in the Diocese of Hawai’i). I am trying to figure out this whole "Pokemon GO" phenomenon, and enjoy learning about social media, particularly as a vehicle both for maintaining and increasing connections across a spectrum of interests. I am blessed to share some of these interests with a fantastic husband, and so I remain interested in showing my gratitude for and nurturing our love.

Professional associations:  
Affiliations of interest include the American Pilgrims on the Camino and the Confraternity of St. James, both of which relate to my interest in pilgrimage generally, and particularly the pilgrimage ("Camino") to Santiago de Compostela, Spain. Additionally, I have affiliated with the Small Pilgrim Places Network, having an affinity for their philosophy of hospitality in general, and their attention to smaller yet powerful sacred spaces.

Summary of activities within my congregation / diocese:  
Currently, I am vicar of Good Shepherd, Belmont, and Holy Family, Half Moon Bay, churches, and I serve on the Board of Holy Family Children’s Center. In the Diocese, I have enjoyed connecting across deaneries with vicars of mission churches through our monthly gatherings, and “Equipping the Beloved” trainings as they are also wonderful opportunities to renew and discover friendships around the Diocese. While I have helped organize specific services and projects, Standing Committee would be my first opportunity to put myself forward for service in a more formal way since returning to DioCal.

Major activities beyond diocese:  
In Half Moon Bay and Belmont, I have tried to establish stronger community connections both to be a good citizen, and to help forge relationships for embedded ministry in both communities. In Half Moon Bay, I have assisted in the planning and presentations for LOTUS’s annual memorial service, and am a (new) member of Rotary. In Belmont, I am active with the Chamber of Commerce and serve on the Advisory Board of the Dorothy Stang Center, a social justice center for Notre Dame de Namur University.

In my opinion the major issues facing the church today are  
moving beyond institutional maintenance to form life-giving relationships within and outside the church; conveying our rich traditions to a new generation and receiving the gifts that generation brings; holding before the world in our time the Good News as an alternative to the narrative of terrorism and violence that has become so visible (but which has always existed); and, recognizing and responding to emerging pleas for justice, such as the #BlackLivesMatter movement, to overcome our past and strive together to embody Jesus’ vision of the Reign of God.

Why are you running for this position?  
I desire to serve, and to fulfill my vow to take my share in the councils of the church. The Standing Committee participates in the church’s ministry of discernment, both in regards to our ecclesial relationships and as council of advice for the bishop; I believe I can join with other members in offering the church an “inquiring and discerning heart”. As a mission vicar, I bring the perspective of joys and struggles facing smaller congregations who yet strive with limited resources to be faithful stewards and witnesses of the Gospel, in the midst of the challenges and opportunities we all face.

Nominated by Matthew Woodward
In my opinion the major issues facing the church today are
The church has always been the place of solace. At a time when our nation is increasingly polarized, our greatest strength is that we are perfectly poised culturally with our ethos of via media, the middle way, to demonstrate deep respect for tradition combined with progressive social action. Our greatest challenge is that while the spiritually intellectual possess the most congruence with our core values of faith, scripture and reason, they know so little about the Episcopal Church. I’d like to see us regularly host a forum that attracts those whose values are naturally akin to ours, such as those at Grace Cathedral and Christ Church Cathedral, Houston, where hundreds of otherwise secular spiritual people flock. We have always welcomed all, offering an open hand to those in trouble. Let’s reclaim our roots and at the same time focus on our visibility. We can be of true service by actively, consciously offering hope, standing together for justice, reaching out to the inter-religious community and to the marginalized. I would like to see the Diocese actively stand more visibly for the dignity of humanity. As our Presiding Bishop Michael Curry says, “It’s time to take our place in the Jesus Movement.”

Why are you running for this position?
I have a passion for governance. Good church governance in turn empowers the laity, the clergy and the bishop. It enhances relationships that promote effectiveness, creates a holy environment of civility and a culture of collaborative transparency that equips our churches and our people to fulfill their baptismal promises. Those from various backgrounds bring with them different forms of expertise. Thus, when issues are examined from diverse perspectives, the body of Christ is better served through this reflection, and the Diocese is lifted up. I view governance as a long-term learning process. I would look forward to offering the experience and knowledge I have gained in governance to the Standing Committee and being of greater service to our Diocese.

Nominated by Ron Hermanson
Standing Committee — Clergy

Pam Jester
All Saints, San Leandro
Southern Alameda
Deanery

Interests:
Hiking, golf, travel,
movies, racial justice and
reconciliation, advocating
for the vulnerable.

Professional associations:
American Association
of Episcopal Deacons,
Interfaith Domestic
Violence Program of the
Alameda County Family Justice Center, Alameda County
Mental Health Hearing Officer Program

Summary of activities within my congregation / diocese:
Working with congregation to understand issues of
racial justice and reconciliation and to identify concrete
steps we can take to effect positive change. Working
with Outreach and Social Ministries teams to make All
Saints more visible in community. Working with the
Interfaith Domestic Violence Program of the Alameda
County Family Justice Center to inform, equip, empower,
and support the faith community for prevention of and
intervention in domestic violence. Leading Women’s
Group.

Major activities beyond diocese:
At this time, I am focused on the Diocese of California.

In my opinion the major issues facing the church today
are
Supporting congregations to be vital, integral parts of their
communities, sharing God’s love with everyone.

Why are you running for this position?
I am running for Standing Committee for two reasons:
one, I think there should be a deacon on the Standing
Committee; two, although I am relatively new to ordained
ministry, I have many years of experience in leadership
positions in professional and community based advocacy.

Nominated by Annette Rankin

return to table of contents
Standing Committee — Clergy

Leonard Oakes
Holy Child and St. Martin, Daly City
Peninsula Deanery

Interests:
Indigenous/multicultural music/liturgy, constantly expanding my tent with groups or individuals who are inclusive and respectful of their culture and tradition, collaborating with groups/individuals on social justice issues.

Professional associations:
• Past Filipino Convener and Council member for Episcopal AsiaAmerica Ministry (EAM)
• EAM Liaison to the National Episcopal Youth Council
• Past Grand Chaplain of the Grand Lodge of California
• Past Master of Mission Lodge #169 of San Francisco
• Past Board Member of Peninsula Clergy Network
• Currently a Local Board Member of Seton Medical Center approved by Atty General Kamala Harris
• Member of Lion’s Club International

Summary of activities within my congregation / diocese:
Holy Child and St. Martin in Daly City is a vibrant and growing Episcopal Congregation with multi cultural membership coming from the traditions of Filipino (60%), European (15%), Peruvian (15%), Fiji, Cuban, Chinese (10%). Four Major Programs open our doors to the community: Health and Wellness Center, Arthritis Exercises Program, Bread for the World Program and the Shelter feeding program. An upcoming volunteer program is on its way through the Brown Bag program in collaboration with the Lion’s Club and San Mateo County food bank. Thanks to DioCal, United Thank Offering, St. Mary the Virgin SF, ECS, Darby Betts Foundation.

Major activities beyond diocese:
Conducted workshop on indigenous music at the Episcopal Youth Event in Philadelphia in 2014, where the DioCal Youth Delegates led a Liturgical Dance at the Closing Eucharist. Invited as guest to the Joint Commission on Church partnership between The Episcopal Church USA and The Episcopal Church in the Philippines. Collaborated with the Initial gathering for Ecumenical Partnership between The Philippine Independent Church and TEC.

In my opinion the major issues facing the church today are
The decline of membership and the closures of some Mission Stations. Decline comes with many reasons: Rising rental of housing where people move to other states with low cost of housing, It’s our decrease, and their increase; lack of activities that motivate people to be involved and be part of making a difference; Individualism and lack of evangelism where one takes care of their own while others suffer. Evangelism is about taking care of each other where we see God in our common struggles. Where the blessed receive their rewards when they stretch forth their helping hand to raise a fallen community. Mission stations are where we meet Jesus on a more intimate conversation. Take a glance from time to time and make a visit.

Why are you running for this position?
I represent the face of diversity. Diversity will bring more angles in looking at leadership. A table of leaders with different views yet encompassing is more beautiful and harmonious in the eyes of God. There are many wonderful ideas that are yet to discover, if we allow diversity to truly dwell among us. Let us constantly expand our tents with no borders and fears. If God is for us, who can be against us?

Nominated by Eric Metoyer
Vincent Pizzuto  
The New Skellig Celtic Christian Community  
Marin Deanery  

Interests:  
The Incarnation is among my greatest theological interests. We are all members of Christ’s body, individually expressing something unique about Christ’s ongoing incarnation in the world. We are Christ’s hands and feet, eyes and ears, heart and mind. The church is most alive when it fosters individual expression because the whole Body benefits when each member thrives. If I am an eye on Christ’s body, how does the church help me see? If an ear, how does the church help me listen? When we express our most authentic selves, it is not we who live, but Christ in us.

Professional associations:  
- Founder and Vicar, New Skellig  
- Convener, Bishop’s Committee  
- Professor, University of San Francisco  
- College Theology Society  
- Anglican Association of Biblical Scholars  
- National Council of Churches  
- Society for the Study of Christian Spirituality  
- Parliament of the World’s Religions  
- Catholic Theological Society of America  
- Contemplative Mind in Society  
- Society of Biblical Literature  
- Chair, Department of Theology and Religious Studies  
- Director, Catholic Studies and Social Thought Minor  
- Advisory Board, Lane Center for Catholic Studies and Social Thought  
- Advisory Board, Saint Ignatius Institute  
- Member, USF Council for Jesuit Mission

Summary of activities within my congregation / diocese:  
I founded my congregation, New Skellig, in 2006. Since our reception into TEC in December 2014, I continue to serve as vicar. Our mission can be summarized in a single question: “What does it mean to live a contemplative Christian life in the world?” To that end, we gather monthly to celebrate the Eucharist, practice silence, share a meal, and explore contemplative spirituality. Our purpose in meeting monthly for several hours, rather than weekly, is to serve as “contemplative leaven” to the universal church; to serve our local parishes with greater awareness of ourselves as members of Christ’s body.

Major activities beyond diocese:  
I am a professor at the University of San Francisco where I explore the relationship between New Testament studies and Christian mysticism as they impact some of the most pressing issues of our day. I have published and presented internationally in the areas of climate change, same-gender marriage, interreligious dialogue, and contemplative Christian spirituality. I am currently working on a book for Liturgical Press entitled Contemplating Christ: The Gospels and the Interior Life (forthcoming, 2017). I am exploring what it means to embody scripture. That is to say, the scriptures are only truly interpreted when they are lived, embodied, enfleshed.

In my opinion the major issues facing the church today are  
The poet and song writer Peter Ochs said that in a world of ugliness the only protest is beauty. I think the most pressing issue facing the church today is not ‘out there’ in the world, but within the Church itself. That is, whether we can authentically embody the beauty of the gospel in our world. How do we protest ugliness with beauty? Darkness with light? Hatred with love? Violence with peace? Christ’s own ministry crossed the religious and social boundaries of his own day to the scandal of many, but always for the benefit of those who believed themselves beyond the love and mercy of God. It is why the gospel is so compelling, so beautiful. How do you and I cross social, religious, racial, ethnic, ideological, and economic boundaries today? If our churches reflect the same ugly fractures we see in society we fail to embody the beautiful power of Christ in whom all are one (Gal. 3:28). Our celebration of Word and Sacrament, our polity and canons, our ministries and institutions are most authentic when they serve this end: that we embody the beauty of the gospel in the world. It is our mission to protest with beauty.

Why are you running for this position?  
Since I was received into TEC, I have been discerning how, as priest and theologian, I might best serve this diocese and beyond. I believe that my combined vocations will help me to serve on the Standing Committee. Specifically, I have worked diligently at USF on committees, advisory boards, and university-wide councils often negotiating thorny and complicated issues. Moreover, in the three years of negotiating New Skellig’s reception into TEC I worked collaboratively and constructively with multiple dioceses, the Office of the Presiding Bishop, the Office of the Secretary to the General Convention, the Ecumenical and Interreligious Deputy of TEC, and the bishop liaison to the Old Catholic Church. I researched diocesan and nation-wide canons of the church in order to draft a near 60-page proposal submitted to the Presiding Bishop. In the end, we managed to get THAT many Episcopalians to agree on something! I hope to bring my understanding of the canons and Episcopal polity in service of the church. I hope also to bring contemplative leaven and levity to bear on the process of collaborative decision-making. Above all, I hope my contributions might help the church more deeply embody the beauty of the gospel in the world.

Nominated by Andrew K. Lee
Executive Council — Lay

Susan MacKenzie
St. Luke’s, San Francisco
San Francisco Deanery

Interests:
I live at the Sequoias and I am concerned about the welfare of the residents and assist where I can. In addition, I drive a 94 year old St. Luke's parishioner to appointments.

Professional associations:
I am now retired but worked for Wells Fargo as a financial programmer from 1985 to 2014.

Summary of activities within my congregation / diocese:
• Deanery Delegate
• Choir member
• Vestry member
• Major activities beyond diocese:
• Treasurer of the SF chapter of the Society for Creative Anachronisms

In my opinion the major issues facing the church today are
The loss of membership is in my opinion the principle concern. Without members and finance we can not continue forward. I watch as members of a family sit at a table all with their cell phones texting to others. This isn't time spent together. I believe that our society is settling for quantity of communication over quality of communication.

Why are you running for this position?
I would like to be of service to the diocese that supports my church.

Nominated by Dana Corsello
Charles Mader  
St. Aidan’s, San Francisco  
San Francisco Deanery  

**Interests:**
History, architecture, road trips with my family exploring off beat places, The Episcopal Church. Lately my niece and I have been exploring ghost towns in Arizona and we are looking forward to our trip to Bodie and Mono Lake this August.

**Professional associations:**
- San Francisco Association of Realtors
- Palm Springs Regional Association of Realtors
- Calif Association of Realtors
- National Association of Realtors

**Summary of activities within my congregation / diocese:**
I am currently serving as a deanery delegate from my congregation. I try to make it every Sunday morning to the early worship service. When I'm down in Palm Springs, I help out with the Children and Families Ministry as I have enrolled my niece in Sunday School there (at The Church of St. Paul in the Desert). But basically, I try to help out as much as I can, whenever I am asked.

**Major activities beyond diocese:**
I work full time as a Real Estate Broker. I see my role as helping people find, rent or sell their homes. I'm nothing like any of the agents you'll see on those reality TV shows: I work very hard for my clients with a minimum of drama. I am working about 3/4 time now so I have a fair amount of extra time available, which I would like to devote to the Church.

**In my opinion the major issues facing the church today are:**
Full Equality. I want the Church to stand behind and fight for it's tagline: "The Episcopal Church Welcomes You!". While a traditionalist, nothing annoys me more than someone being made to feel unwelcome inside an Episcopal Church. I, like many are worried about declining attendance and membership, but I'd look at ways "outside the box" of growing our Church. One of the ways may be to reunify with the AME and other historically African-American denominations. But as a gay man, my main focus is fighting discrimination and bringing full equality to the Church and society as a whole.

**Why are you running for this position?**
I am running for both Exec Council and to be an alternate Deputy so that I can learn more about the Diocese and hopefully someday attend an Episcopal General Convention as a lay delegate. The reason is that I feel a more muscular approach is needed to stand up to elements of the Anglican Communion who have yet to embrace equality for all it's members.

_Nominated by Dave Frangquist_
In my opinion the major issues facing the church today are
I see three primary issues facing (all) churches at this time. In thinking about this question, I saw parallels with one of my favorite hymns, "All Are Welcome". First, we are seeing greater levels of discord and divergence — political, economic, and theological — than ever before. The challenge for our Church is to ensure for those seeking a relationship with God that we make certain our Church welcomes all. A related area that challenges our ability to welcome all is the schism that is facing many churches today. Stark differences in views on issues such as discriminatory practices in ordination and membership have driven parishes to leave their denominations, and challenge the notion that all are indeed welcome in the church. Lastly, I believe churches struggle to be vital parts of their local communities. In the past, a church was often the center of the local community. A challenge for the church is to identify areas to implement God's community through support of local needs and enhance the church's role within the community.

Why are you running for this position?
I view this as an opportunity to deepen my involvement with The Episcopal Church and serve God using the skills and experience I have honed through my professional career. Serving on the Executive Council provides the opportunity to lend my experience advising public and private organization boards on governance and financial issues and fulfillment of the mission. As I understand, success in the role requires key skills in the areas of listening and collaboration, plus the ability to effectively address confidential and difficult matters while balancing any tension between differing viewpoints. Each of these areas represents a common component in my current professional career as a consultant to corporate boards. I hope to be able to provide the perspective of a trusted advisor to Executive Council members and the Diocese.

Nominated by Jane Stratford
In my opinion the major issues facing the church today are
Restructuring our Church to present the Gospel of Christ in new and relevant ways. We must find new models for doing church use our resources effectively and communicate our true excitement about Christ to a skeptical people. We need to convey the importance of Christian community and corporate action to a society where religion has become private and personal for many people. We must mobilize the power of the Holy Spirit embodied in all our members. In this time of economic, environmental and political crisis, the world needs Christ more than ever. (I say much the same thing every year. We're still working on it.)

Why are you running for this position?
I was first called to this work when the Rev. Channing Smith asked me to run after I had served as Secretary of Standing Committee and led the organization of the Special Convention that elected Bishop Marc. I have found the work to be interesting and rewarding. I believe there is more I am called to do, including finding a way to pass this on to someone else. There is still much to do to promote transparency and communication in our diocese and to improve the effectiveness of Diocesan Convention. I have been pleased to serve Christ in this way.

Nominated by Albe Larsen
Robert McCaskill
St. Stephen’s, Belvedere
Marin Deanery

Interests:
Nonprofit organizations, environmental protection, travel, snow skiing, and water skiing.

Professional associations:
Retired CPA (past member of American Institute of CPAs and California Institute of CPAs).

Summary of activities within my congregation / diocese:
Diocese:
• Treasurer of the Diocese (2009-present)
• Diocesan Finance Committee (2002-present)
• Program & Budget Committee (2008-present)
• Diocesan Audit Committee (2006-present)
• Diocesan Investment Committee (2009-present)
• Diocese Board of Directors (2006-2008)
• Governance Review Steering Committee (2007-2008)

St. Stephen’s Church:
• Vestry, Senior Warden (2010)
• Treasurer (2001-present)
• Co-Chair Capital Campaign (2013)

Major activities beyond diocese:
• Global AIDS Interfaith Alliance (board member)
• Belvedere City Council (2012-present), Mayor (2014)
• Mayor (2014)
• Marin Clean Energy (board member)
• Belvedere-Tiburon Recreation (board member)
• Marin Academy (Finance Committee)

In my opinion the major issues facing the church today are
As the financial condition of many of our parish churches continues to suffer, we must continue to seek an appropriate balance between the financial needs of the Diocese and those of its individual churches, and work to identify innovative ways that the Diocese can give meaningful assistance to its congregations in the areas of stewardship and membership growth.

Why are you running for this position?
I am a retired CPA and have served both as a board member and as treasurer of various nonprofit organizations in the Bay Area. Having served as the treasurer of my own congregation for many years, I have an understanding of the financial pressures that many of our churches face. As a member of the Diocese’s finance committee since 2002, I also have a good understanding of the accounting and financial issues of the Diocese.

Nominated by Roulhac Austin
Deputies to General Convention — Lay

Diane FitzGibbon
St. Elizabeth’s, South San Francisco
Peninsula Deanery

Interests:
Being with friends and family, music, theatre, movies, current events, bible study, animal lover, reading, walking.

Professional associations:
Society for Technical Communication, Society of Professional Journalists

In my opinion the major issues facing the church today are
The increase of those who are "spiritual but not religious," so they don't find it necessary to go to church, or going to church infringes on their schedule. It concerns me that they don't think going to church could enhance the spiritual part of their lives. How can we convey to them that it will? We need to continue to encourage the youth to get involved in church and its activities. The youth are our future, and with the average age of most congregations getting older, we need families and younger folks to become more involved.

Why are you running for this position?
I've been intrigued with what happens at General Convention. If the convention elects me to this position, I will carry out my responsibilities to the best of my ability. I feel I can contribute to this role utilizing my experience in committee work and conventions as well as organizational and communicative skills. I am a good listener (i.e. active listening), and able to approach difficult and sensitive situations with compassion and discretion.

Nominated by Deborah Hawkins

Summary of activities within my congregation / diocese:
I’m the President of the Peninsula Deanery; prior to that I was Vice President, and I am co-chair of the Diocesan Nominating Committee. I’ve also served on the Congregational Development Committee and Deanery Coordinating Committee. At my church I sing in the choir, I’m on the Altar Guild, a lector and Lay Eucharistic Minister, and I manage our Facebook page and website. Previously, I’ve been Sr. Warden, Jr. Warden, Clerk, and Sunday School teacher.

Major activities beyond diocese:
I sing with Masterworks Chorale, I’m involved with Cursillo, have been on several teams and I’m Secretary of the San Francisco/San Mateo Secretariat. Previously I was on the Board of Directors of my Credit Union (2003-2008), Board Chair (1998-2000), attended annual Credit Union conventions during my tenure on the board, and President of Oak Farm Homeowners Association (2003-2007). I’m retired from the U.S. Coast Guard Reserves after 21 years of service.
Carolyn Gaines  
St. Augustine’s, Oakland  
Alameda Deanery

Interests:  
Spending time with  
grandsons, reading,  
attending Wu Shu, soccer  
and swim classes, family  
gatherings, reupholstery  
classes, creating window  
treatments, container  
gardening, and attending  
music performances and  
theatre.

Professional associations:  
Past member of the National Association of Urban Bankers

Summary of activities within my congregation / diocese:  
DIOCESAN ACTIVITIES  
- General Convention — 2015 Lay Deputy, Committee  
  for the Consecration of the Presiding Bishop; 2012 Lay  
  Deputy; 2009 1st Alternate Lay Deputy, certified half-  
  day; 2006 3rd Alternate Lay Deputy certified for one  
  day; 2003 volunteer; 1997 observer  
- Standing Committee — 2005-2009  
- Governance Review Steering Committee  
- Peace, Justice, and Hunger Commission  
- Afro-Anglican commission

PARISH  
- Currently I serve as lector, deanery representative, and  
diocesan convention delegate  
- Previous activities: vestry, deanery representative,  
diocesan convention delegate, altar guild co-director,  
and chairperson of the Parish Vocations Committee

Major activities beyond diocese:  
National  
- January 2016, Trinity Institute Conference: Listening  
  for a Change: Sacred Conversations on Race, Trinity  
  Wall Street, NYC

Why are you running for this position?  
For two decades I have discerned and embraced  
governances as my vocation in the church and have  
worked diligently in this call. I am eager and prepared to  
continue dedicating my voice, energies, insights, time, and  
experiences in response to this call as a vehicle for giving  
voice to the prayers, hopes, and concerned of a spectrum of  
constituencies.

In my opinion the major issues facing the church today are  
Given the harsh realities that have been more fully  
exposed in recent times, expanding and deepening the  
work of reconciliation must be seen and acted upon by the  
church in more deliberate fashion in order to advance the  
cause of peace and justice in all its facets including social,  
economic, legal, environmental, gender, and eradication of  
racism.

Nominated by David Ota

NOMINEES
Christopher Hayes
Grace Cathedral, San Francisco
San Francisco Deanery

Interests:
Law: nonprofits, small businesses, employment, insurance, civil litigation, and appeals. Also, classical music, history, photography.

Professional associations:
State Bar of California, Bars of the U.S. Supreme Court, U.S. Court of Appeals, and U.S. District Courts in California, American Bar Association, American Institute of Parliamentarians.

Summary of activities within my congregation / diocese:
Diocese: Chancellor of the Diocese (since 2009) and Bishop Search Committee (2005-2006).
Grace Cathedral: Dean Search Committee (2009–2010), eucharistic minister, catechist, stewardship commission, deanery and convention delegate.

Major activities beyond diocese:
General Convention:
- Standing Commission on Governance, Structure, Constitution & Canons (since 2016)
- Task Force on the Study of Marriage (since 2016)
- Episcopal Chancellors Network (since 2009; board of directors since 2014)
- American Friends of the Episcopal Diocese of Jerusalem (trustee since 2015)
- Disciplinary Board for Bishops (2011–2012)
- I assisted Bishop Marc Andrus, more than 50 other Episcopal bishops, and the President of the House of Deputies in filing friend-of-the-court briefs supporting civil marriage equality in the U.S. Supreme Court and other federal courts (2013–2016).

In my opinion the major issues facing the church today are
Engaging a public that has lost trust in the church along with most other major societal institutions. Combating racism in our own church and in society. Welcoming LGBTQ Christians, who often experience the church as place of harm and rejection. Maintaining a clear identity as Christians while still welcoming all who wish to belong before believing—a generous orthodoxy. Maintaining our relationship with other provinces of the Anglican Communion while still doing what we believe we are called to do.

Why are you running for this position?
I have already served on two General Convention legislative committees since 2015, even though I have not yet served as a deputy. Much of that work supported The Episcopal Church’s progress on marriage equality, in which the Diocese of California has long played a leading role. I have also worked closely with bishops, clergy, and lay leaders in several church-wide ministries. Based on this experience, I believe I could hit the ground running even as a new deputy. It would be my privilege to represent the Diocese of California in the General Convention.

Nominated by Rod Dugliss
Ronald Hermanson  
Grace Cathedral, San Francisco  
San Francisco Deanery  

Interests:  
Global travel, family, walking, swimming, sacred music, liturgy, stewardship, church governance, lay leadership development, congregation vitality/health, re-imagining the church for a 21st century and strengthening relationships between the Diocese, the Cathedral and Parishes  

Professional associations:  
Current: Walnut Creek Chamber of Commerce and Visitor's Bureau (Board of Directors, Convention/Visitor's Bureau Advisory Board and Ambassador)  
Immediate Past: Cruise Lines International Association (CLIA) and National Association of Commissioned Travel Agents (NACTA)  

Summary of activities within my congregation / diocese:  
Congregation: Board of Trustees, Congregation Council, Community Fund-raising (Development), Stewardship, Planned Giving, Education for Ministry (EfM), Certified Lay Pastor, Stephen Ministry Leader, Eucharistic Minister/Visitor, Healing Prayer Ministry, and Lay Worship Assistant.  
Diocese: Social Outreach Ministries, Congregation Vitality Initiative, World Missions (Diocese of Curitiba), and Standing Committee (Secretary & VP; liaison to Committee on Governance)  

Major activities beyond diocese:  
International Ecumenical Advocacy Delegate to the US  
Congress (2003-2005), ongoing support for the SF Interfaith Winter Homeless Feeding, and fundraising.  

In my opinion the major issues facing the church today are  
Re-imagining the church to be more relevant to 21st century issues and attracting a younger generation not raised within the framework of church practice and doctrine (i.e. Yoga on the Labyrinth). Also, congregational health/vitality and lay leadership development.  

Why are you running for this position?  
Church governance has been in my blood for a very long time with considerable experience within parishes, the Cathedral and now the Diocese. I have attended three national church conventions as a visitor (one Presbyterian and two Episcopal) and it feels right to move to attending next as a deputy. In addition, although my parish is in SF and within the SF Deanery, my residence is in Contra Costa with 20 years in Walnut Creek and 5 years in Pittsburg. My presence within the deputation could strengthen existing representation from Contra Costa. Finally, I have a lifetime and depth of experience as a team player in all things church which may be useful to the deputation.  

Nominated by Sylvia Vasquez
AnnaMarie Hoos
St. Gregory of Nyssa, San Francisco
San Francisco Deanery

Interests:
Liturgy, especially shaping contemplative, evening and intergenerational worship services. Social and environmental justice. Local food issues, hunger, and homelessness. Singing with others. Cooking, canning, and preserving local, seasonal produce.

Professional associations:
I am an Associate Member of the Iona Community, an ecumenical community, based in Scotland, whose members are dedicated to daily prayer and Bible study, working for peace and justice, and finding “new ways to touch the hearts of all” with the good news of the Gospel of Christ. I am a presenter/trainer for Music that Makes Community, which equips people to connect and grow through singing.

Summary of activities within my congregation / diocese:
I am currently a first-year seminarian at Virginia Theological seminary. Previously, I was the Congregational Communications and Program Manager at Grace Cathedral, and I worked with the 6 p.m. evening congregation for several years. I helped coordinate Equipping the Beloved Community events at the cathedral. With St. Gregory’s I served as deanery delegate, on the vestry, on the Standing Committee, and on the Executive Council. At St. Gregory’s I taught Godly Play, led in worship, and helped start two evening services. I have also mentored Education for Ministry. I was elected an alternate lay deputy to General Convention in 2012.

Major activities beyond diocese:
I served as a Crisis Line Counsellor with the San Francisco Night Ministry for 13 years, eventually becoming a trainer of Crisis Line Counsellors. With Music that Makes Community, I have led workshops both within the diocese of California and in the diocese of San Diego.

In my opinion the major issues facing the church today are:
I believe the major issues facing the church today include:
• forming brave, joyful, committed, creative Christians of all ages
• working to address economic and racial injustice in our society
• finding fresh ways to gather and worship God together which take into account changing patterns of religious observance and church attendance — we have a rich tradition to draw on and to carry forward
• resourcing and supporting small congregations so that they remain vibrant and vital
• meeting the pastoral needs of aging congregations and congregants in a society disinclined to address aging and death
• the ongoing effects of climate change

Why are you running for this position?
I am running because I believe it is important to be part of the conversations which will shape our Episcopal Church over the coming decades. I look forward to sharing my experience as a long-time, active presence in our diocese as well as the perspective on the wider church which I am developing at seminary in Virginia. I am particularly interested in the work which will be done over the next several General Conventions towards developing a new Book of Common Prayer. I want to bring my years with evening and intergenerational Eucharists to bear as well as the perspective on the wider church which I am developing at seminary in Virginia. I am particularly interested in the work which will be done over the next several General Conventions towards developing a new Book of Common Prayer. I want to bring my years with evening and intergenerational Eucharists to bear as we discuss developing resources for our future common prayer and worship. I also want to bear witness in those and other conversations to our diocese’s experience with and commitment to full inclusion of all God’s people in the language and leadership of our church. Along with the conversations around the Book of Common Prayer, I am also concerned that General Convention take up measures to guide how the Episcopal Church will work in the 2018-2021 triennium to address the effects of economic inequality, work towards a living wage, welcome refugees, mitigate climate change, and resource under-represented populations in our denomination.

Nominated by Paul Fromberg
Sarah Lawton
St. John the Evangelist, San Francisco
San Francisco Deanery

Interests:
Enjoying life as an almost-empty-nester (daughter Hannah is attending university in Scotland, son Isaac leaves for college in one year). Walking our dog, hiking, following major league baseball from April to October (SF Giants of course, and my hometown Red Sox); reading books on my daily BART commute; and volunteering my time to community organizing, including supporting public schools, justice for immigrants, and witnessing to recent police shootings in my Mission District neighborhood. Continuing to support projects in Central America, a long connection of my heart.

Professional associations:
Professional: Since 2005, Development Director at the UC Berkeley Center for Labor Research and Education; previously, Associate Director at the SHARE Foundation, an interfaith organization focused on development and human rights in El Salvador.

Volunteer: In San Francisco since 1991, work on immigration rights and voter initiatives. Since 2002, member of Parents for Public Schools-San Francisco; also PTA Executive Board and Communications Chair, Aptos Middle School, 2010-2013. In 1990, co-founded the Eugene-Springfield Solidarity Network, a community-labor support organization focused on quality jobs and workers’ rights in Oregon. Founded Northern Berkshire Food Project as a Williams College student, 1986-1987.

Summary of activities within my congregation / diocese:


Major activities beyond diocese:

In my opinion the major issues facing the church today are
To engage the world beyond our church walls — so they will know we are Christians by our love.

Strategic necessities:
• Function in a postmodern society: Shift our sense of who “we” are, with more racial & ethnic diversity at the center of the church; move beyond 20th century institutional formations and modes of communication.
• Focus on building relationships with people we don’t yet know; bring together evangelism—telling the good news— and peace and justice work for local community and world.
• Ongoing faith formation to pray and live the Gospel “seven whole days, not one in seven.”

Why are you running for this position?
Most of my peers (GenX) don’t go to church, and don’t know why they would want to. I want us to be a community known for following the way of Jesus, for our loving and heartfelt concern for our neighbors, for living and breathing the good news of God’s love for the whole world. As an experienced deputy, I understand how to bring our diocese’s concerns to General Convention, from writing resolutions, shepherding them through committee hearings, and speaking on the floor of the House of Deputies. I collaborate well with my fellow deputies. I bring both legislative skills and a passion for addressing the strategic issues of change in our Church and care for our world.

Nominated by Richard Smith
In my opinion the major issues facing the church today are Full Equality. I want the Church to stand behind and fight for its tagline: "The Episcopal Church Welcomes You!". While a traditionalist, nothing annoys me more than someone being made to feel unwelcome inside an Episcopal Church. I, like many are worried about declining attendance and membership, but I'd look at ways "outside the box" of growing our Church. One of the ways may be to reunify with the AME and other historically African-American denominations. But as a gay man, my main focus is fighting discrimination and bringing full equality to the Church and society as a whole.

Why are you running for this position?
I am running for both Exec Council and to be an alternate Deputy so that I can learn more about the Diocese and hopefully someday attend an Episcopal General Convention as a lay delegate. The reason is that I feel a more muscular approach is needed to stand up to elements of the Anglican Communion who have yet to embrace equality for all it's members.

Charles Mader
St. Aidan’s, San Francisco
San Francisco Deanery

Interests:
History, architecture, road trips with my family exploring off beat places, The Episcopal Church. Lately my niece and I have been exploring ghost towns in Arizona and we are looking forward to our trip to Bodie and Mono Lake this August.

Professional associations:
• San Francisco Association of Realtors
• Palm Springs Regional Association of Realtors
• Calif Association of Realtors
• National Association of Realtors

Summary of activities within my congregation / diocese:
I am currently serving as a deanery delegate from my congregation. I try to make it every Sunday morning to the early worship service. When I'm down in Palm Springs, I help out with the Children and Families Ministry as I have enrolled my niece in Sunday School there (at The Church of St. Paul in the Desert). But basically, I try to help out as much as I can, whenever I am asked.

Major activities beyond diocese:
I work full time as a Real Estate Broker. I see my role as helping people find, rent or sell their homes. I'm nothing like any of the agents you'll see on those reality TV shows: I work very hard for my clients with a minimum of drama. I am working about 3/4 time now so I have a fair amount of extra time available, which I would like to devote to the Church.

Nominated by Dave Frangquist
Deputies to General Convention — Lay

Karma Quick-Panwala
Grace Cathedral, San Francisco
San Francisco Deanery

Interests:
As a woman with a disability married to (and the mother of) a person of color, whose in-laws are nationalized immigrants and practicing Hindus, it’s no surprise that social justice and the inclusion of all God’s children tops my personal and professional interests. Beyond that, I follow politics and study political history, attend the SF Symphony year-round, cheer for the Warriors, Giants, Cubs (I’m from the Midwest!), and Cal Bears, and travel domestically and abroad at every opportunity. I’m excited to return to the ski slopes after several years now that Tahoe is getting snow.

Professional associations:
I belong to the Council of Parent Attorneys and Advocates (COPAA) and the California Association of Parent-Child Advocates, which are the national and state associations for special education attorneys and advocates, respectively. I also belong to the Deaf and Hard of Hearing Bar Association, the Bar Association of San Francisco’s Disability Rights Committee, and the National Lawyers Guild’s Bay Area chapter. In 2007, I proudly served on the first executive board of the newly-created National Association of Law Students with Disabilities.

Summary of activities within my congregation / diocese:
Congregation: I’ve belonged to Grace Cathedral’s Deanery Delegation since 2010, acting as Convener in 2014. This spring, I joined Grace’s Social Justice Committee, helping to steer efforts in early education and racial reconciliation. Other service includes Greeter’s Guild, Welcome Committee, and Congregation Council, and shortly, Family Ministries.

Diocese: I was elected to Executive Council in 2012 for a 2013-2015 term. During this time, I sat on the Executive Compensation Committee.

Major activities beyond diocese:
I work as a special education advocate, representing families of students with disabilities in disputes with public school districts. Outside of work, I belong to P.E.O. International, local chapter GR. My board experience includes six years on the Cottey College Alumnae Association Executive Board and three years on the board of the Independent Living Resource Center-San Francisco. Last year, I attended the 78th General Convention of The Episcopal Church as a visitor, where I co-drafted one resolution, and, as a result of my disability accommodations being denied, drafted two more with funding and advocacy requirements—all passed by the Convention.

In my opinion the major issues facing the church today are
• Remaining relevant in a progressively secular society:
We feel this the most in our pews, as membership and stewardship decline and bringing new faces into the congregation is a constant challenge. This can be addressed at the top levels of our church as well as at the parish level, as we determine policies, any changes to our liturgies and canons (i.e. marriage equality), our budgets and investments, and our advocacy on political and international issues.
• Youth: We see fewer youth committed to faithful practice and involvement in the church. We often struggle to find our Official Youth Presence in a time when younger generations’ voices are more important than ever as the future of the Church is constantly considered at all levels of governance, worship, and ministry.
• Inclusion of all God’s children: Divisions still exist on how to include many disenfranchised people in our worship spaces and practices, and more education is needed on our Church’s history of disenfranchisement of minority populations.
• Support for more women clergy and bishops: We have so few women in leadership positions despite so openly acknowledging women can be bishops and even presiding bishops within The Episcopal Church.

Why are you running for this position?
I am running for the deputation because my experience at the 78th General Convention in 2015 kindled a passion for activism within and on behalf of the Church. I am also running to continue my work begun as a visitor at last year in Salt Lake City. I co-drafted a resolution on disability and criminal justice (D032) sponsored by Sarah Lawton, and I personally drafted two resolutions regarding disability accommodations for all TEC programs, activities, and events (D043), and support for the UN CRPD (D071), sponsored by The Rev. Eric Metoyer and The Rev. Br. Richard Edward Helmer, BSG respectively. During Convention, I testified before TEC’s Program, Budget, and Finance Committee, successfully securing $80,000 in TEC’s budget to fund D043 each triennial period. All three resolutions were passed by the Convention. Yet, because many resolutions are not immediately funded or implemented, and require further advocacy and monitoring, I’ve partnered with another disability rights advocate from the Diocese of Texas to ensure these important resolutions will come to fruition as intended by the Convention. I can advocate now, but my voice and work—and thus, my impact on inclusion and ministry—will be amplified as a deputy to General Convention.

Nominated by Sarah Lawton

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Deputies to General Convention — Lay

Patricia Smith
Resurrection, Pleasant Hill
Contra Costa Deanery

Interests:
Genealogy, photography, American History, movies

Professional associations:

Summary of activities within my congregation / diocese:
Webmaster, Facebook Administrator, Communications Liaison to the Diocese, LEM, Lay reader, Altar Guild, unofficial parish photographer and videographer

Major activities beyond diocese:

In my opinion the major issues facing the church today are
The major issues are updating our Book of Common Prayer, the Hymnal, and the Book of Occasional Services. Hard to believe our current Book of Common Prayer is almost forty years old and the 1982 Hymnal is not far behind. I feel the contesting will not be so much about what will be added to these books but what will be left out. Other concerns are:

• How do we grow our membership within our Diocese as well as the National Church?
• How do we keep our youth and young adults who were born and raised in the Episcopal Church to remain involved in the Episcopal Church?
• The continuing issue regarding our membership/relationship with the Anglican Communion.

Why are you running for this position?
I am a member of the Contra Costa Deanery. There are six deaneries in our Diocese and I strongly feel that should be reflected in our deputation to General Convention. I served as an Alternate Deputy at the 2012 in Indianapolis. It was a wonderful experience and my focus for our Deputation was attending the House of Bishop’s meetings and informing the rest of our Deputies using email, instant messaging, and other electronic means of communication. I also provided photos of the convention for our Deputation’s blog. I have lived in California for over twenty years and I was born and raised in the Diocese of Pittsburgh where I served as a member of the vestry including Senior Warden, delegate to diocesan convention for many years including president of our district (deanery), and elected member of the Diocese of Pittsburgh Board of Trustees.

Nominated by Bruce Smith
Deputies to General Convention — Lay

Warren Wong
St. James, San Francisco
San Francisco Deanery

Interests:
Classical music, film festivals, hiking, gardening, grant writing, travel, baseball

Professional associations:
California Probate Referees Association, past president; Constable Grant Recipient for Diversity & Ethnic Ministries (2015); Episcopal Asia America Ministries, Advocacy Network chair (2007-15); Interfaith Center on Corporate Responsibility, Climate Justice Work Group (2016-); Trinity Institute: Global Theological Conferences

Summary of activities within my congregation / diocese:
St. James, SF (1985-): Current Lay Eucharistic Minister; Convener, Delegates to Diocesan Convention; Parliamentarian; Mothers Helping Mothers – International Micro-Lending; Former Chair, Finance; Stewardship; Rector Search; Endowment; Healing Ministry; Vocations; Our Saviour, Oakland (1959-1984): Junior Warden, Vestry; Co-Chair, Building Capital Campaign; Lay Reader; EAM Youth Representative; Deanery: President, San Francisco Deanery (2010-11): Diocese: Current Co-Chair, Deputation to General Convention; Former Chair, Gift Planning (2001-12); Nominations (2007-08); Multicultural Missioner Search (2008); Co-Chair, Bishop Transition Committee (2005-06); Province VIII: Current Convener, Peace & Justice Group (2013-); team leader for Asian, Black, Indigenous, and Hispanic Ministry Networks covering 18 western dioceses;

Major activities beyond diocese:
National Church: Current Executive Council (2015-21); Committees of Council: Chair, Economic Justice Loan; Executive Committee, Governance & Administration; Former Chair, Joint Standing Committee on Nominations (2007-12); Social Responsibility in Investments (2001-09); “Claiming The Blessing” Steering Committee (2004-06);

General Convention: Current Co-Chair, Deputation (3X); Lay Deputy (4X); House of Deputies (GC2003-15) — Governance & Structure: chair, GC, CCABs & Budget (GC2015); Convener, Deputies of Color Caucus (GC2012-15); Co-Convener, All California Deputation Gathering (GC2012-15); Former 1st Alternate Lay Deputy (1X); Co-Chair, Asian Caucus (GC2003-09); Orientation Team (GC2009); Legislative Committees: Consecration of Bishops (GC2009-12), Evangelism (GC2003);

In my opinion the major issues facing the church today are
In 2015, The Most Reverend Michael B. Curry became our 27th Presiding Bishop and Primate. His 15 years as Bishop of North Carolina shares his vision, leadership, and role as CEO (chief evangelism officer). We are the Episcopal branch of the Jesus’ Movement! We begin a new era in the Episcopal Church where we are transformed as Evangelists and Instruments of God’s Reconciliation in the world. Let us embrace our call by:
• funding programs/partnerships for mission and evangelism;
• training/empowering ministry teams/networks;
• building safe, diverse, inclusive, spiritual communities for youth, young adults, LGBT, & multi-cultural;
• being mindful of clergy/congregational wellness needs;
• taking the church beyond our walls; and
• becoming instruments of reconciliation for racial justice, economic justice, and climate justice in our communities and beyond.

Finally, General Convention 2018 will be addressing revisions to Book of Occasional Services (A059) and Hymnal (D060). Once the Standing Commission on Liturgy and Music reports, the California deputation will facilitate conversations in the six deaneries. A diocesan-wide conversation and listening process will allow us to hear the concerns from our clergy and the “people in the pews”. It will be our role to be mindful of diocesan views.

Why are you running for this position?
I feel a special call to this ministry and offer these gifts:
• Building Community and Working Collaboratively: I’ve developed relationships with deputies/alternates, clergy, and bishops in other dioceses. As a humble man, our daily worship at GC allows me to listen, share, pray, and hear God’s call. As Province VIII team leader and Deputies of Color convener, I’m an EAM leader that works collaboratively with 15 other Episcopal networks each GC. I’ve authored, sponsored, and testified on GC resolutions, chaired committees, and managed campaigns for friends running for elective office.
• Broad Representation: I strive for representation from all six deaneries and remain committed that “all the voices of the church” have a seat at the table. In 2010, I authored legislation creating the Official Youth Presence.
• Transparency and Accountability: I’m committed to transparency and accountability on legislation that will impact the diocese, congregations, clergy, and church members. Deanery forums are an excellent opportunity to present legislative priorities and listen to parishioners, mission congregations, clergy, and lay leaders.

Finally, I’m feeling called to help Presiding Bishop Curry implement his vision for evangelism and reconciliation. I would be honored to continue representing the Diocese of California in Austin 2018.

Nominated by Julie Wakelee-Lynch
Merry Chan Ong
Church of Our Savior, Oakland
Alameda Deanery

Interests:
Professional: serving the Diocese, serving my church, furthering our multicultural goals, the Episcopal Liturgy, sacrament, pastoral care, preaching, teaching, and program creation. I have a passion for helping people of all ages: children, young people, adults and seniors.

Personal: community organizer, administration stuff, singing, playing piano, teaching choir, swimming, table tennis.

Professional associations:
• ACDC (Asian Commission for the Diocese of California – Co-Chair at present)
• Chinese Convocation Convener (3 years - 2016 - 2019)
• EAM (Episcopal Asiamerica Ministries) Vice President for Development
• Deanery of Alameda
• 1st Alternate Deputy at the 2015 General Convention
• PB Appointment to the Task Force on Clergy Leadership Formation in Small Churches, for General Convention 2018

Summary of activities within my congregation / diocese:
• Rector of Our Savior, Oakland
• Adviser of Oakland Chinatown Jubilee Community Center
• Director and Founder of Our Saviour ESL (English As Second Language) Program, & Tai Chi Class
• Overseer Oakland Chinatown Jubilee Community Center, After School Program, Summer School Program
• Bishop’s Appointee, Executive Council (2011-2014)
• Joint Ministry with Oakland Episcopalian neighborhood churches, Food Pantry@ St. James, every Wednesday
• 1st Alternate Deputy to the General Convention (2015)

Major activities beyond diocese:
• Advisory Asian Committee for Criminal - work with Oakland Police Department
• World Anglican Chinese Clergy Fellowship - Networking person for Northern America
• Chinese Convocation Convener (3 years - 2016 - 2019)
• Ecumenical Faith group coordinator

In my opinion the major issues facing the church today are:
• Shrinking congregations and church attendance, lack of young people.
• Financial stresses due to the recession.
• A general societal drift away from religion.

Why are you running for this position?
To satisfy my calling, I need to serve the Diocese as well as my church. I believe I have unique abilities and experiences that allow me to make a contribution:

Multicultural:
I am familiar with the needs, differences, and sensitivities of different cultures. I grew up in the Filipino culture as a traditional Chinese. I speak 5 languages (Cantonese, Mandarin, Fukienese, Tagalog and English). I served for 10 months as a Minister in camp of Vietnamese, Cambodian, & Laotian refugees. I worked across multiple cultures as a North of Market Area Missioner in 2011. With my multicultural expertise, I’ll be able to translating and interpreting.

Professional:
I have two Masters Degrees, one in Education and one in Divinity.
I was a Principal of a large private Christian school in the Philippines, and responsible for over 900 students grades K – 12, and 40 teachers and staff. I have skills and experiences in resolving the differences of groups with varying perspectives, such as school board of trustees, parents, teachers, and children.

Educational:
I taught English for many years to Chinese students in the Philippines.
I created Children’s choirs and dance groups in the Philippines and the US, and taught piano in both for many years.
I created and administered multicultural educational programs here in the US, including the St. James, SF After School Program, the True Sunshine After School Program, (diversity group) adult classes in ESL (English as Second Language), and preparation classes for the American Citizenship Examination. The after School programs included first-generation Americans from 6 different nationalities.
As one of the trainers to the Anti-Racism Orientation last May, 2013 at St. Paul Episcopal Church, in San Rafael.

Nominated by Denise Obando

The 167th Convention of the Episcopal Diocese of California

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Ron Culmer  
Christ Church, Sausalito  
Marin Deanery

Interests:  
I am an avid reader of Science Fiction/ Fantasy as well as enjoy scuba diving, hiking, yoga, running, sailing, bird watching, as other activities when I can get them. I have sung in choral groups throughout the United States, Canada and Europe, was awarded a vocal scholarship in college to sing opera and choral music, play guitar, had several rock bands, have written both published poetry and publicly preformed music, and engage it all and more as often as time permits. I am a fan of Firefly, Star Trek, and Dr. Who.

Professional associations:  
Associate of the Order of Holy Cross.

Summary of activities within my congregation / diocese:  
I have served in the Episcopal Diocese of California as Vice President of the Standing Committee, Chair of the Eastmund Fund, Chair of the Diocesan Nominating Committee, and on the Alumni Council and board of Trustees of the Church Divinity School of the Pacific. A fifth generation Episcopalian, I am a strong proponent of ecumenism, interfaith and collaborative ministry, serving on various councils in the Pleasanton Tri-valley area. As Rector of St. Clare’s Episcopal Church in Pleasanton, and President of the Southern Alameda Deanery my congregation has been active locally, nationally, and internationally.

Major activities beyond diocese:  
I am also enrolled in the joint D.Min. program at Seabury-Western and CDSP in Congregational Development working on my dissertation involving multi-ethnic congregations in the Episcopal church and why they work. Beyond the diocese I have served the larger church through youth and young adult ministry leadership as a guest speaker at Kanuga.

In my opinion the major issues facing the church today are  
For the past few decades the church has been on a transition journey that seems to echo Israel’s journey in the wilderness. Yet God’s call to the church is not to mourn the change but embrace the new mission, the Jesus movement, in faithfulness. The key for us is to embrace new skills and new ways of being which will require amongst other things, new and diverse voices.

Why are you running for this position?  
I believe it is time for me to share my gifts and talents in a broader and new way with the larger church. I would be honored and grateful to serve in this capacity.

Nominated by Mark Spaulding
Deputies to General Convention — Clergy

Paul Fromberg
St. Gregory of Nyssa, San Francisco
San Francisco Deanery

Interests:
Food, painting, design, iconography, writing, reading, politics, being a good husband

Professional associations:
Standing Commission on Liturgy and Music: Member and Chaplain.
Gathering of Leaders: Member and Speaker.

Gathering the Next Generation: Member. The Pantry at St. Gregory’s: Board President.

Summary of activities within my congregation / diocese:

Major activities beyond diocese:

In my opinion the major issues facing the church today are:
• Living the Gospel in a fractured civic milieu.
• Love as an organizational principle.
• De-centralized organization of parishes.
• Empowering resilience and flexibility in the church’s members.
• Reimagining the way that the church is organized, administered and empowered for ministry.
• Remaining open to the transforming power of God and trusting that change will not harm God’s people.
• Raising up a new generation of leaders for the church – both lay and ordained – and trusting that their gifts will accomplish God’s purpose for the world.
• Patterning our church communities on the life of Christ instead of exclusivity, competition and scarcity.
• Letting God be God while honoring the divine image in each person we encounter.
• Loving our enemies.
• Being future focused and not simply repeating the triumphs and failures of the past.
• Attending to cultural shifts and changes around us that bear on the church’s work.
• Welcoming people into the church who are not like us in terms of race, economics, gender, sexual orientation, language, or belief.
• Reclaiming evangelism as the proper work of liberal Christianity.
• Letting people know that there is something happening in the Episcopal Church that has the power to transform their lives and communities.

Why are you running for this position?
I feel called to offer my perspective, experience, intelligence and abilities to represent the Diocese of California at General Convention. I am blessed to lead and serve a vital and creative congregation. The people of St. Gregory’s allow me to broaden and deepen the ministry that God has entrusted to us. I have energy and vision for the church that is being called into the future. In the current Triennium I am grateful to be a member of the Standing Commission on Liturgy and Music. The SCLM is engaged in vital work for the life of the Church, and I am grateful to be an active part of this work — particularly in bringing new resources to the liturgical life of both members of the Episcopal Church and strangers that are being drawn to our tribe. We have done great work in creating a public theology that proclaims God’s culture of justice, love, and mercy. And there is still much to be done, work that requires our very best efforts at creative thinking, honest communication, humble service and hopeful expectation. I will bring these traits to the deputation and hope that I will have the opportunity to serve.

Nominated by Dana Corsello

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Richard Edward Helmer
Church of Our Saviour, Mill Valley
Marin Deanery

Interests:
Religious life, piano, web programming, time with family

Professional associations:
Professed member of the Brotherhood of Saint Gregory

Summary of activities within my congregation / diocese:
Rector, Church of Our Saviour, Mill Valley, 2006-present; Deputy to General Convention 2015; Alternate Deputy to General Convention 2012; Alternate Deputy to General Convention 2009; Standing Committee President 2015; Standing Committee Secretary 2012-2014

Major activities beyond diocese:
Minister Provincial for Province VIII of the Brotherhood of Saint Gregory, Secretary of the House of Deputies Resolutions Review Committee for General Convention 2015, Coordinated California Deputations meetings at the Church Divinity School of the Pacific in 2011 and 2014, Served on Council of Episcopal Asiamerican Ministries, 2004-2006 Webmaster, the Brotherhood of Saint Gregory Editor, Preparing for Sundays web resource, Church Publishing

Why are you running for this position?
It has been an honor to serve with our diocesan deputation to the last three General Conventions. Our deputation has been instrumental in moving some of the most important legislation of the past two decades through our Church's highest governing body, and in bringing together advocacy for justice at many levels of our Church and society. At General Convention 2015 in Salt Lake City, I served as Secretary to the House of Deputies Resolutions Review Committee, which assisted in the legislative process by helping committees, deputies, and bishops refine over three hundred separate proposals for consideration by both Houses. This experience helped me appreciate even more the great care and love for the Gospel that our deputies, canonical officers, bishops, and many from across the Church bring into the work of our common governance. Offering this experience together with my recent work on Diocesan Standing Committee and over fourteen years in congregational, diocesan, and wider-church ministry as a priest, I am honored to be nominated to serve again as part of our deputation.

Nominated by Michael Barlowe

In my opinion the major issues facing the church today are
In a fractious time, we are being called now more than ever to proclaim the Gospel of Christ to bring about healing, renewal of relationship, and offer a compassionate and prophetic voice for the marginalized and a planet in ecological crisis. The institutional Church, like many institutions in the West, is also in crisis. Our renewal rests in our willingness to undertake our mission in Jesus Christ with renewed vigor: to embrace what our Presiding Bishop and others call the "Jesus Movement." This demands of us not only imagination and creativity within our tradition, but an ongoing commitment to a life rooted in prayer, sacrament, fellowship, and service. Our society is hungry for a voice and presence that offers an alternative to fear, scarcity, division, and violence. The Episcopal Church has that voice, and our diverse ministries offer that presence through Christ: hope, courage, abundance, mercy, peace, and new life for all.
In my opinion the major issues facing the church today are... 

Though there are many ways that we go about doing it, I believe (as I believe our Presiding Bishop does) that the major issue for the Episcopal Church in the 21st century is to find ways to help our members and those whom God sends us to be better followers of Jesus Christ. Whether it is speaking out for social justice, speaking to the needs of the poor, helping people deepen their friendship with God, we must work to do all these things by first seeking to better know Christ in our lives and to better know how Jesus is calling us to live out the Gospel message in the world.

Why are you running for this position?

I served as an Alternate Deputy to General Convention in 2006 and ever since that time have wanted to return to General Convention as a full Deputy. I was nominated in 2009 but was not elected at that time. In 2012 and 2015 I was in transition between parishes so it was not the right time for me personally. Now, I am settled in my position at Christ Church, and this year I am completing my term on Executive Council. Over the next couple of years, I will be able to devote my time to the preparation our delegation will need to do for GC 2018. I feel this is the right time for me to serve our Diocese and the Episcopal Church.

Nominated by Matthew Dutton-Gillett
Hailey McKeefry Delmas
Epiphany, San Carlos
Peninsula Deanery

Interests:
Mental health awareness, social justice, LGBT rights, writing/blogging.

Professional associations:
Editor in Chief, EBN, a global electronics supply chain community; Chair of the Board, the Episcopal Chaplaincy, a hospital chaplaincy program serving the Diocese of California; Chair of the Board, Training for Safety, a non-profit association to train first responders; Chair of the Faith Outreach, National Association for Mental Illness (NAMI).

Summary of activities within my congregation / diocese:
Permanent Deacon, Episcopal Church, 17 years. Within the congregation, I participate in preaching, worship planning, faith formation, healing prayer ministry, and outreach.

Major activities beyond diocese:
I write a faith-based blog titled Scattered Revelations (www.scatteredrevelations.com) which aims shine a light on faith and social justice in the world.

In my opinion the major issues facing the church today are
As a church, we are faced with balancing our tradition with the changing world. Brian McClaren, a leader in the emerging church movement, calls this balance a sense of "generous orthodoxy". If we can take on this task successfully, we can build space for people to tackle big problems like racism/social justice, care for creation, sustainability, and more with respect and love. It will ensure relevance while preserving the long tradition of spirituality of the Episcopal Church.

Why are you running for this position?
At the 78th General Convention in 2015, I was elected as an alternate delegate. It was a huge honor, and expanded my understanding of the church and its structure. At that convention, I followed the Commission on Ministry & Evangelism and the Commission on Social Justice. In my spare time, I blogged daily to report back the Diocese of California about the happenings of convention. Last time, I learned a lot and feel I have to experience to participate even more fully in the life of the convention. I hope to be elected as a delegate to bring these experiences to bear in serving as a representative of our diocese at the upcoming convention. As a permanent deacon and a member of the Peninsula Deanery, I believe that I can also contribute to expanding the breadth of diversity of our deputation. I would also want to continue to act as a correspondent of the convention.

Nominated by Vanessa Glass
The 167th Convention of the Episcopal Diocese of California

Deputies to General Convention — Clergy

Eric Metoyer
St. Luke’s, San Francisco
San Francisco Deanery

Interests:
I enjoy reading and spending time with my family. I am seen at U California football games, whose fortunes I’ve followed for years. I enjoy model trains and riding trains. I also enjoy collecting and using fountain pens.

Professional associations:
I am a member of the Living Stones Partnership (an association of church developers), the Society of Catholic Priests, and the Union of Black Episcopalians. In addition, I am a member of the Alumni Council of the Church Divinity School of the Pacific, Berkeley.

Summary of activities within my congregation / diocese:
My day job is Associate for Congregational Ministries for the Diocese of California, which is the daily care and promotion of the eighty plus congregations in the Diocese of California. I am an active member Union of Black Episcopalians at St Augustine’s Oakland and the Asian Commission of the Diocese of California. I think being involved in congregations working with and in their communities is important, Gospel based work. I also serve as an Associate Priest for St Luke’s Episcopal Church, San Francisco.

Major activities beyond diocese:
I serve as Corporator of Lyndon Institute in Vermont, and the board of the San Francisco Night Ministry. I am on the Nominating Committee of the Union of Black Episcopalians and Committee on the State of the Church for The Episcopal Church, as well as board of the Living Stones Partnership.

In my opinion the major issues facing the church today are
Living into the Gospel Witness of Jesus the Christ:
• How do we respond to a society that considers itself spiritual but not religious?
• How can we be the good stewards of creation?
• How can we be the reconciling community of God’s love, as our Presiding Bishop calls us to be?
I think when we live our faith fully, by actions and example, we become the loving example of the Body of Christ in our communities. We can show our care for creation, our care for each other, is fully part of our faith tradition. That living witness is one important way to creating God’s loving kin-dom here on earth.

Why are you running for this position?
When I served the Diocese of California as deputy in 2015, I served with the committee discussing the congregational life of the Church. I took the opportunity to tell our Diocesan story to the Church, of our youth group mission trips, of the food pantries, the vigils and visions of what our Beloved Community is. The people of God in our Diocese shared that story with me, which I shared with our brothers and sisters across the Church. I enjoyed serving with the Deputies to General Convention, and I hope to be blessed to serve the Diocese by serving as a Deputy to Convention again.

Nominated by Sheila Sims

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Deputies to General Convention — Clergy

Ruth Meyers
All Souls, Berkeley
Alameda Deanery

Interests:
Swimming: After swimming on my own for many years, this spring I joined a Master’s swim team, and I swim my first open-water competition in September.
Ballet: I take ballet classes, and my spouse and I have season tickets to the San Francisco Ballet.
Camping: Summer vacation usually includes time at a National Forest or National Park campground with my spouse, and often with children and grandchildren. I love to hike and explore new places.
Reading: I’ve been a mystery buff since childhood, when I gobbled up the Nancy Drew and Hardy Boys series.

Professional associations:
• Associated Parishes for Liturgy and Mission
• Episcopal Women’s Caucus
• Episcopal Peace Fellowship
• Integrity
• North American Academy of Liturgy

Summary of activities within my congregation / diocese:
ALL SOULS PARISH, BERKELEY
• Assisting Priest
• Adult Formation Committee member
• Teach at least one series of classes each year
• Immigration ministry, participating in monthly interfaith vigils at the West County Detention Center in Richmond

DIOCESE
• Alternate Deputy, 2015 General Convention
• Keynote speaker and workshop leader, Equipping the Beloved Community

Major activities beyond diocese:
• Professor of Liturgics and Dean of Academic Affairs, Church Divinity School of the Pacific
• Member, Episcopal Church Task Force on the Study of Marriage 2016-2018
• Standing Commission on Liturgy and Music: chair, 2010-2015; member 2008-2009; subcommittees since 1990
• General Convention: Deputy 1994, (Western Michigan); 2006, 2009, 2012 (Chicago); Alternate Deputy 1997 (Western Michigan) and 2003 (Chicago)
• Prayer Book, Liturgy, and Music Committee of General Convention: member, 1994; Secretary 2006, 2009; Chair of Blessings Subcommittee 2012; consultant 2015
• Council of Associated Parishes of Liturgy and Mission
• Chicago Consultation, co-founder and co-convener, 2007-2009

In my opinion the major issues facing the church today are
Our world is hungry for the good news that we know in Jesus Christ, a message of abundant life and transformation. Following Christ means listening to the hungers and dreams of those around us, and responding by caring for those who are poor, or sick, or otherwise in need; working for justice and peace; welcoming the stranger; and learning to live in harmony with creation. To serve God faithfully, we need to grow as disciples steeped in Scripture and the stories of our faith. Our challenges as a church include:
• Gathering vibrant communities of faith that are rooted in the good news of Jesus Christ.
• Forming disciples of Jesus who are growing in the knowledge, love, and service of God and so responding to the changing needs of our world.
• Inviting and welcoming others to join us as followers of Christ.
• Developing ministries and structures that support our participation in God’s mission in the world.

Why are you running for this position?
As a member of the 2015 Diocese of California delegation to General Convention, I found myself collaborating with a team of lay and clergy leaders who are passionate about the Gospel and the church. I was inspired by the way we worked together, and I’d like to continue to offer my gifts. I care deeply about the church and its ministry and mission. I’ve been a deputy or alternate deputy to seven General Conventions and bring my understanding of the governance of the Episcopal Church and the legislative process. I’ve been able to build effective coalitions at General Convention, particularly through my work as founder and co-convener of the Chicago Consultation, which came together to advance the inclusion of gay, lesbian, bisexual, and transgender people in the church. My work as a seminary professor calls for me to be well informed about issues facing the Episcopal Church and enables me to hear a variety of perspectives. I value the opportunity at General Convention to listen for the Spirit at work in the midst of many voices and to discern with others how the Episcopal Church can best serve the world.

Nominated by Warren Wong
The 167th Convention of the Episcopal Diocese of California

Deputies to General Convention — Clergy

David Ota
St. Ambrose, Foster City Peninsula Deanery

Interests:
* Development of congregational life * Race relations in society and in the church * Public policy in society and foreign affairs * Public Narrative and Preaching * Local sports: San Francisco Giants, Golden State Warriors, College basketball * Walking *

In my opinion the major issues facing the church today are
To reach new communities and the younger generations with the gospel imperative to love God and our neighbor in all of its diversity. The Episcopal Church needs to reach beyond its traditional constituencies in service and seek to build relationships with new communities and younger generations. This will require the Episcopal Church to reimagine how new ministries may be started, how new leaders with a diversity of ethnic and cultural backgrounds need to be called into ordained ministry, and how we as a denomination will choose to support these new efforts. I believe our Presiding Bishop has it right when he says our focus needs to be on racial reconciliation and evangelism. We have to learn to engage our neighbors by listening to their stories of God's call. We must make room in our congregations and dioceses for a diversity of voices so we can participate in what God is doing among us. The Episcopal Church has many gifts to offer in striving for the reign of God in our social order, and it will be the younger generations who already live into this reality who will show us the way forward.

Why are you running for this position?
I have been inspired by Presiding Bishop Michael Curry’s articulation of the Jesus Movement and his emphasis on Racial Reconciliation and Evangelism. It is the kind of vision that I would happily seek to serve if I am given the privilege of being elected. As I have served as a General Convention Deputy six times before, I believe my experience can be helpful both to the deputation and to the General Convention.

Nominated by Sarah Lawton
Vanessa Stickler Glass
St. Francis of Assisi, Novato
Marin Deanery

Interests:
Spending time with friends and family, yoga, labyrinth, Ignatian spirituality, travel, hiking, stand up paddle boarding, reading, gardening, foraging

Professional

• Member and Secretary, House of Deputies Study Committee on Church Governance and Polity (2009 – 2012)

In my opinion the major issues facing the church today are
• MISSION – form disciples of Jesus who act with love, justice, and compassion who seek to serve and transform local and global communities.
• RACIAL RECONCILIATION – identify systemic oppression, advocate for change, and seek liberation for all of God’s children.
• GUN VIOLENCE – seek regulation and bring an end to gun violence.
• PARITY – address issues of bias against clergywomen, clergy of color, and LGBTQ clergy to recognize the dignity of all people.

Why are you running for this position?
I have an affinity for the legislative process and thrive at General Convention! DioCal’s deputation is highly collaborative and well regarded throughout the Church. At the last General Convention all eight DioCal deputies were appointed to serve on legislative committees. I was appointed to the Special Legislative Committee on Marriage and chaired the Deputy Subcommittee on Liturgy. We were assigned the resolution written by the Standing Commission on Liturgy and Music that provided marriage equality for all. One of the highlights was being in the Marriage Legislative Committee meeting when the news broke that the Supreme Court legalized same sex marriage. There was so much joy in the room! While the legislative process may seem tedious for some I find it energizing knowing that the resolutions we craft, shepherd and vote for touch and transform the lives and communities for the people we serve. I would love to continue serving DioCal as a deputy to the 79th General Convention.

Nominated by Phil Brochard
Deputies to General Convention — Clergy

Mauricio Wilson
St. Paul’s, Oakland
Alameda Deanery

Interests:
Church governance, liturgy, accounting

Professional associations:

Summary of activities within my congregation / diocese:

Major activities beyond diocese:
• Commissioner of the Citizen’s Police Review Board
• Board of Directors Clausen House
• Board of Trustees St. Paul’s Episcopal School

In my opinion the major issues facing the church today are
In my opinion the church and world are facing the need for deep engagement in significant daily life issues that affect all God’s creators in a way that doesn’t simply address local momentary emotions and concerns, but rather in a global and eternal perspective. Issues such as hunger, homelessness, gun and domestic violence, and even the deep divisions in faith communities are significant reflections of the way in which our relationships and institutions have shifted toward individuality and away from the needs of concerns of the global community.

Why are you running for this position?
General Convention offers the opportunity for a wide ranging group of representatives of our Episcopal communities within and beyond the United States to engage in conversations on issues that affect us as members of this portion of Christ ‘s Church but also on those many other issues that affect all God’s creator’s. I look forward to representing the people of the Diocese of California as we undertake the very important endeavor of making our church welcoming place for all and the world a better place for future generations.

Nominated by Carolyn Bolton
Support for Proposition 62 — Repeal the Death Penalty

**Resolved**, That the 167th Convention of the Diocese of California calls on all Episcopalians in California to vote for Proposition 62 (Justice for All), which repeals the death penalty, replaces it with life in prison without parole, applies retroactively to those already sentenced to death, and further requires that persons found guilty of murder must work and 60% of their wages must be applied to victim restitution.

**Resolved**, That this Convention directs clergy and laity to inform and educate congregations on Proposition 62 and on The Episcopal Church’s opposition to the death penalty before the November 8, 2016 General Election; and

**Resolved**, That this Convention calls on all Episcopalians in California to vote against Proposition 66 (California Death Penalty Reform and Savings Act) in the General Election.

**Explanation:** On Election Day, California voters have the opportunity to repeal the death penalty by supporting Proposition 62. The Episcopal Church teaches us to respect the dignity of every human being and commit ourselves “to strive for justice and peace among all people.” The competing Proposition 66 aims to speed up executions by restricting appeals of death sentences. Because the two propositions conflict with each other, if both pass, the one with the most votes will prevail and the other one will fail.

For decades, The Episcopal Church has affirmed and reaffirmed its opposition to the Death Penalty at The Episcopal Church’s General Convention. (Resolution D004 (1979); Resolution D056 (1991); Resolution A082 (2000); Resolution D025 (2015)). For more information on The Episcopal Church’s death penalty legislation visit www.generalconvention.org.

Since 1978, California has spent $4 billion administering the death penalty. Life sentences are considerably cheaper. FBI studies show that the death penalty does not deter crime. The death penalty is discriminatory and used disproportionally against the poor and members of racial and ethnic communities. The most recent data indicates 156 inmates have been exonerated since 1973 due to evidence, including DNA, of their wrongful conviction. Visit www.deathpenaltyinfo.org for more information.

Californians have an opportunity this year to repeal capital punishment by passing Proposition 62. In 2008, this Diocese’s Convention passed a resolution to support a moratorium on executions. The time is right for our Diocese to take on a more focused and direct role of advocacy and public witness by urging our congregations to speak out against the death penalty, to defeat Proposition 66, and to pass Proposition 62 on November 8, 2016. For more information on each proposition, see www.justicethatworks.org (Prop. 62) and www.deathpenaltyreform.com (Prop. 66).

Submitted by: Peace, Justice, and Hunger Commission
Contact: Ms Sheila Sims, Chairperson (sheila.sims3575@att.net)

Endorsed By:
The Rev. David Ota, Rector, St. Ambrose, Foster City
The Rev. Deborah White, Interim Team, St. Mary The Virgin, San Francisco
The Rev. Kwasi Thornell, Rector, St. Augustine’s Oakland
The Rev. Anne Jensen, Assisting Priest, St. Paul’s Oakland
Dave Frangquist, Secretary of the Convention, St. Aidan’s, San Francisco
Warren Wong, Member of The Episcopal Church’s Executive Council; Delegate, St. James, San Francisco
Janet Chisholm, Delegate, All Soul’s, Berkeley
Scott Buckingham, Delegate, St.Paul’s, Oakland.
**Resolution 2**

**Replacement of Compact Fluorescent Lights**

*Resolved*, That the 167th Convention of the Diocese of California urges all congregations and institutions of the Diocese routinely to replace all incandescent and compact fluorescent lamp (CFL) lighting now in use with light emitting diode (LED) equivalents, or with other modern low energy devices whose component elements pose minimal risk to the environment and to personal safety on breakage.

**Explanation:** The Diocese has previously urged adoption of CFL lighting to reduce energy use and CO2 generation. (158th Convention, Resolution 4 (2007)). While CFLs have reduced energy usage, they contain mercury, a heavy metal with adverse environmental consequences. Disposal of CFLs currently requires special handling under California law to protect landfills and the environment, and cuts from broken CFLs may require medical treatment.

As technology has developed, the current equivalent to the CFL bulb is the LED. It uses little energy, is long lasting, and poses no health risk on breakage. Its impact on landfills and the environment is tiny. The cost of LEDs is progressively declining, and CFLs are being phased out by manufacturers due to their environmental impact, relatively short life, and low margins. This resolution urges the sensible course of routinely replacing CFLs as they fail with their equivalent LED or other established low energy alternative. Learn more about LEDs here: [http://www.stanselms.ws/article-4-be-smart-about-buying-light-bulbs-get-leds/](http://www.stanselms.ws/article-4-be-smart-about-buying-light-bulbs-get-leds/).

Submitted by: Peninsula Deanery Contact: Michael Graebner, St. Bede’s, Menlo Park (graebner@pacbell.net)
Reducing Gun Violence

Resolved, That the 167th Convention of the Diocese of California urges the people of the diocese to vote for the California Ballot Initiative Safety For All (Proposition 63) on November 8, 2016;

Resolved, That the Convention urges the people of the diocese to ask their federal representatives to enact similar measures to those contained in the California Ballot Initiative Safety For All (Proposition 63); and

Resolved, That the Convention requests that the Secretary of the Convention communicate the contents of this resolution to all federal and state legislators who represent the diocese.

Explanation: The gun violence that takes the lives of over 30,000 Americans each year and wounds more than 70,000 others (see http://smartgunlaws.org/category/gun-studies-statistics/gun-violence-statistics/) demands a response from the Church. In response, this diocese has in the past enacted resolutions to reduce gun violence. The 161st Convention resolution stated that guns should not be brought into churches and schools, and urged the repeal of California’s open carry law. (161st Convention, Resolution 2 (2010)). The 164th Convention resolution stated that guns in the home should be safely stored and that members of the diocese were urged to study the causes of gun violence. (164th Convention, Resolution 5 (2013)).

This year, the state of California is leading the nation with the Safety for All proposition. This proposition would require background checks for ammunition purchases, outlaw large-capacity magazines, and require the reporting of lost and stolen firearms. (http://smartgunlaws.org/wp-content/uploads/2015/10/SafetyForAllActFinal.pdf). This is ground-breaking legislation that will effectively reduce gun violence. Given the large number of guns already in people’s hands, background checks for ammunition sales is the best way to make sure that guns that people illegally own cannot be used. The events in Charleston, San Bernardino, Sandy Hook, Orlando and Dallas highlight the need for outlawing large-capacity magazines. Requiring the reporting of lost and stolen firearms is necessary to stop gun trafficking. California will be leading the way with this legislation. With the passage of Proposition 63, the Safety For All initiative, on Nov. 8, 2016, the rest of the country will have a model for what can be done to lessen the hold of the gun culture on this country, and thus enable the saving of the lives of many people.

Submitted by: Diocesan Peace, Justice, and Hunger Commission, Sheila Sims, St. Paul’s, Oakland, chair, sheila.sims3575@att.net. Contact: Paula Hawthorn, St. Paul’s, Oakland (paula.hawthorn@gmail.com)

Endorsed by: the Rev. Vicki Gray, Deacon, Christ the Lord, Pinole; the Rev. Susan Champion, rector, Christ the Lord, Pinole; Janet Chisholm, delegate, All Souls, Berkeley; Sister Pamela Clare, CSF; the Ven. Dorothy Jones, archdeacon emeritus; the Rev. Kate Salinaro, deacon, Christ the Lord, Pinole; Este Cantor, rector, Good Shepherd, Berkeley; Scott Buckingham, delegate, St. Paul’s, Oakland.
Support for H. R. 3226 — Business Supply Chain Transparency on Trafficking & Slavery Act of 2015

Resolved, That the 167th Convention of the Diocese of California commends the 73rd General Convention’s adoption of the resolution entitled Recognize Problem of and Support Efforts to Stop Trafficking of Women, Girls, and Boys; and

Resolved, That the Convention supports and encourages our members to work for the passage of House Resolution 3226, Business Supply Chain Transparency on Trafficking & Slavery Act of 2015.

Explanation: At the 73rd General Convention, Resolution No. 2000-A057, Recognize Problem of and Support Efforts to Stop Trafficking of Women, Girls, and Boys, establishes a policy where the Church will: bring to the attention of its members the domestic and international problem of trafficking in women, girls, and boys; developing educational materials to be used by congregations and dioceses; and support non-violent efforts to stop this abuse, to protect the victims, and prosecute the perpetrators of this injustice.

An example of an industry that has been criticized for many years for its association to child labor is the cocoa industry. Child labor exists among cocoa farmers in its supply chain, with a particular exposure in West Africa. According to a survey from last year, conducted on behalf of the US Department of Labor, more than two million children are involved in hazardous child labor at cocoa farms in West Africa.

The main industry response is large-scale productivity raising programs in cocoa growing communities, together with awareness campaigns on child labor. While such actions are positive, further scale-ups and a strengthened focus on farmer income, access to school and the roll-out of child labor monitoring and remediation systems are needed.

Cocoa is the industry cited here, but many more examples, such as Thai shrimp farming, could be given. Moving away from pointing fingers at specific industries, HR 3226 is an all-encompassing act which, if adopted, would cover many industries on a worldwide basis.

The official Summary of the bill details its features as follows:

This bill expresses the sense of Congress that: (1) legislation is necessary to provide consumers information on products that are free of child labor, forced labor, slavery, and human trafficking; and (2) businesses and consumers, by means of publicly available disclosures, can avoid inadvertently promoting or sanctioning these crimes through production and purchase of raw materials, goods, and finished products that have been tainted in the supply chains.

The bill amends the Securities Exchange Act of 1934 to direct the Securities and Exchange Commission (SEC), within one year after enactment of this Act, to promulgate regulations requiring any covered issuer of a registered security to include in its mandatory annual report a disclosure of whether the issuer has taken any measures during the year to identify and address conditions of forced labor, slavery, human trafficking, and the worst forms of child labor within the issuer’s supply chains. The term "covered issuer" means an issuer that has annual worldwide global receipts in excess of $100 million.

The regulations shall mandate that the required information be disclosed on such issuer’s Internet website through a conspicuous and easily understandable link to the relevant information labeled ‘Global Supply Chain Transparency.’

The SEC must make available to the public in a searchable format on its website: (1) a list of covered issuers required to disclose such information, and (2) a compilation of the information disclosed.

Link to entire Bill: Complete Text to HR 3226

Submitted by: Warren J. Wong, Delegate, St. James - San Francisco (wjwstjames@gmail.com), Lay Deputy, General Convention 2015 & Member, Executive Council of TEC

Endorsed by: Anna Marie Hoos, St. Gregory of Nyssa - San Francisco, Lay Alternate Deputy, General Convention 2015; Cecilia Zamora, Our Lady of Guadalupe - San Francisco, past senior warden, Good Samaritan - San Francisco; Sarah Lawton, Delegate, St. John the Evangelist - San Francisco, Lay Deputy, General Convention 2015; Rev. Susan Champion, Rector, Christ the Lord - Pinole
Free speech with regard to boycott, divestment, and sanctions

Resolved, That the 167th Convention of the Diocese of California reiterates the principles of Resolution 7, Promoting Justice and Peace in Israel/Palestine, adopted by the 165th Convention, that urged The Episcopal Church to divest from any investments it might have in certain companies whose products and/or actions support the infrastructure of the occupation and urged Episcopalians to boycott products that are manufactured in Israeli settlements in the West Bank and East Jerusalem;

Resolved, That the Convention considers such peaceful activities to be clearly protected speech under the First Amendment to the United States Constitution and equivalent provisions of the Constitution of California and other States;

Resolved, That this Convention condemns the legislative and/or executive actions proposed or adopted in many States that seek to prohibit public agencies and pensions from investing in or doing business with pro-boycott companies and institutions, or which may subject such companies and institutions to costly legal investigations; and

Resolved, That this Convention urges the repeal of recently enacted AB 2844, which is likely to spur costly and unnecessary civil and criminal investigations against companies and institutions that have adopted BDS policies, and it calls upon the courts to protect the free speech rights of all Californians by enjoining it from ever taking effect.

Explanation: The Boycott, Divestment, and Sanctions (BDS) movement began in 2005, when representatives of Palestinian Civil Society called upon “international civil society organizations and people of conscience all over the world to impose broad boycotts and implement divestment initiatives against the government of Israel similar to those applied to apartheid South Africa until Israel meets its obligation to recognize the Palestinian people’s inalienable right to self-determination and fully complies with the precepts of international law. And, in their 2009 Kairos Document, the leaders of the Palestinian Christian community urged the international community to “put pressure on Israel and take legal measures in order to oblige its government to end its oppression and disregard for international law.”

In 2014, the people of the Diocese of California responded to these calls by adopting the resolution that “encourage[d] the Church to divest from any investments it might have in Caterpillar, G4S, Hewlett-Packard, and Motorola Solutions, whose products and/or actions support the infrastructure of the occupation” and “encourage[d] Episcopalians to boycott products, such as Soda Stream, that are manufactured in Israeli settlements in the West Bank and East Jerusalem.” (165th Convention, Resolution 7)

Thanks largely to the economic pressure generated by the BDS movement, G4S has ceased its operations in Israel related to running prisons and checkpoints and Soda Stream has pulled out of the West Bank.

As similar actions have been approved on the national level by the United Church of Christ, Lutherans, Presbyterians, and Methodists, and others, opponents of BDS have sought state legislation that would label support for such measures anti-Semitic and would penalize supportive companies and organizations with the loss of state contracts and assistance. Several states have passed such legislation, or adopted it by executive order.

The focus of this resolution calls attention to the fact that the California Legislature has recently passed one such measure, AB 2844.

As far back as the 1955-56 Montgomery Bus Boycott, the Supreme Court has consistently considered boycotts protected speech under the First Amendment.

Boycotts and disinvestment have a long and honorable history of achieving positive action through peaceful means. In addition to Montgomery, there have been the 1965-66 grape boycott in the Central Valley that birthed the UFW, the South Africa boycott which The Episcopal Church supported (Res. 1985-D073) in 1985, and, most recently, the boycott of North Carolina stemming from its anti-LGBT legislation.
Free speech with regard to boycott, divestment, and sanctions

The current anti-BDS legislation at the state level is opposed by, among others, the ACLU, the Center for Constitutional Rights, and the Anti-Defamation League of B’nai B’rith. Addressing such legislation on June 28, 2016, the World Council of Churches not only expressed “its concern regarding efforts in legislative bodies throughout the world to silence and penalize calls for non-violent measures to resist illegal occupation, but rather reiterates its support for freedom of expression in all contexts and non-violent means for transforming conflicts.” This Diocese should do no less.

Submitted by: The Rev. Vicki Gray, Deacon, Christ the Lord, Pinole. vgray54951@aol.com

RESOLUTION 6

Accompanying our Episcopal Sisters and Brothers in the Holy Land

Resolved, That the 167th Convention of the Diocese of California, in order to implement the principles of Resolution 2015-C018 of the 78th General Convention expressing solidarity with the Christians in Israel and the Occupied Territories and urging supportive action toward them and the Episcopal Diocese of Jerusalem, does hereby

1. Encourage congregations, deaneries, and this Diocese to find ways to support the humanitarian work of the Diocese of Jerusalem through the raising of funds to be sent through American Friends of the Episcopal Diocese of Jerusalem;
2. Urge congregations to study the issues facing the peoples of the Holy Land, particularly those of our Episcopal brothers and sisters;
3. Encourage this Diocese, its youth ministries, and its congregations to consider pilgrimages to the Holy Land; and
4. Urge all to participate in the Presiding Bishop’s Good Friday Offering, which provides financial support for Anglican ministries throughout the Province of Jerusalem and the Middle East.

Explanation: The population of our Christian brothers and sisters of the Holy Land (the “living stones” of our faith) has diminished from 9.5% in 1922 to approximately 1% in 2015 and continues to decline. Of those remaining Christians, about 7000 are Palestinian Anglicans. While the Palestinian Christians who remain in Israel/Palestine as a group are well educated and have provided some of the strongest leadership in the quest for peace, the conditions under which they continue to live make it increasingly difficult to remain in the area.

As we all work towards a just peace in the Holy Land, the Christian presence needs to be stabilized. The Diocese of Jerusalem teaches, heals, and employs hundreds in good paying jobs. As General Convention has found (Res. 2015-C018), it deserves our support.

We in this Diocese must act in solidarity with our sisters and brothers in the Holy Land in their valiant effort to remain as living witnesses to the living Christ and his Resurrection by educating ourselves to the realities of their everyday lives; supporting the monumental amount of humanitarian aid they provide through educational services, health care and ministries for women, children and youth as well as interfaith dialogues with people of every faith in the Holy Land and by providing financial aid through the American Friends of the Episcopal Diocese of Jerusalem (AFEDJ).

AFEDJ, founded in 1987 and devoted to equity, respect, and human dignity, acts as a partner with the Diocese of Jerusalem by helping to increase the latter’s capacity to teach and heal. AFEDJ promotes and raises program and infrastructure funds for the humanitarian work of the Diocese of Jerusalem and its institutions so it may better serve the needs of all people in Jordan, Lebanon, Syria, Palestine, and Israel. AFEDJ is. More information about AFEDJ is available at www.afedj.org.

Submitted by: Christopher J. Hayes, Chancellor of the Diocese and board member, American Friends of the Episcopal Diocese of Jerusalem; the Rev. Anne Cox Bailey, Rector, St. Luke’s, Walnut Creek; the Rev. Melanie Donahoe, Rector, Epiphany, San Carlos; the Rev. Dr. Ruth Meyers, Dean of Academic Affairs and Professor, Church Divinity School of the Pacific; the Rev. Thomas Skillings, Rector, St. Paul’s, Burlingame; the Rev. Bruce Smith, Rector, Resurrection, Pleasant Hill; the Rev. Fran Tornquist, Assisting Priest, Transfiguration, San Mateo; the Rev. Matthew Woodward, Rector, Transfiguration, San Mateo; the Rev. Davidson Bidwell-Waite, Faith in Action. Contact: Christopher J. Hayes (christopher.hayes@borowsky.com).

Endorsed by: American Friends of the Episcopal Diocese of Jerusalem (www.afedj.org); Janet Chisholm, Delegate, All Souls, Berkeley, past chair, National Episcopal Peace Fellowship; and past Executive Director, Fellowship of Reconciliation; the Rev. Vicki Gray, Deacon, Christ the Lord, Pinole; the Rev. David Ota, Rector, St. Ambrose, Foster City; the Rev. Kate Salinaro, Deacon, Christ the Lord, Pinole; the Rev. Margaret Trezevant, Deacon, St. Luke’s, San Francisco.

* Organizational affiliation listed for identification purposes only
Executive Summary
Based on discussions with a variety of interested parties, including discussions with Deaneries, interactions with interested members of the Diocese, and the results of a Diocesan-wide survey of attitudes concerning socially responsible investing, the Diocesan Task Force of Socially Responsible Investing offers the following conclusions:

- There is significant interest in the Diocese to encourage the Investment Committee to consider the Christian values of the Diocese in the investment of the Diocese’s endowment by incorporating principles of socially responsible investment in determining investment policies and practices. This interest has been manifested in the resolutions adopted by the 165th Diocesan Convention that created the Task Force and the resolutions adopted by the 166th Diocesan Convention calling for divestment from holdings in fossil fuel companies and confirmed both in the Task Force’s discussions with members of the Diocese and survey results.

- A strong sentiment exists in the Diocese to shift the Diocese’s portfolio toward more socially responsible investment both through investment in screened funds and targeting affirmative investments in areas that embrace Diocesan values, such as alternative energy and investments that promote the alleviation of poverty. However, a strong sentiment also exists that this shift should occur thoughtfully and at a pace that would not cause significant losses (for example, in the payment of higher fees) or significantly reduced returns over time. Lower returns in the short term would be considered acceptable if necessary to enable the Diocese to align its investment strategy with Diocesan values.

- In implementing the resolution adopted by the 166th Diocesan Convention on “Environmentally Responsible Investing,” the Investment Committee should be encouraged to give preference to divesting as rapidly as prudently practicable from the “dirtiest” fossil fuel companies, such as companies involved in the extraction of coal and tar sands, while taking a more deliberate approach to other fossil fuels such as petroleum and natural gas.

- In addition to environmental concerns, the alleviation of poverty appears to be a significant value that many members of the Diocese would like to see reflected in the Diocese’s investment practices.

- Respondents to the Task Force’s survey of Diocesan attitudes toward socially responsible investing ranked avoidance of investments in companies having discriminatory policies or benefitting oppressive regimes as a high priority for the Investment Committee to consider in developing the Diocese’s investment policies, rating this consideration even ahead of screening out fossil fuel companies and other environmentally irresponsible companies. Exclusion of companies that contribute to poverty (such as payday lenders and companies with predatory lending practices) would be an important third area to consider in our investment policies.

Background
The Task Force on Socially Responsible Investment was commissioned through a resolution adopted by the 165th Convention of the Episcopal Diocese of California that asked the Bishop “to appoint a Social Responsibility Task Force to explore investment policies that would be consistent with the values of the people of the Diocese of California (informed by a process involving, but not limited to, diocesan planned roundtable discussions over the course of 2015) and to make policy recommendations to the Investment Committee . . . .”

The Task Force is comprised of five members, including two clergy and three lay members: Susan Champion, Rector of Christ the Lord Church in Pinole, a longtime advocate of socially responsible investment policies in the Diocese and a co-sponsor of the resolution at the 165th Convention commissioning the Task Force and the resolution adopted at the 166th Convention on “Environmentally Responsible Investing”; Stephen Hohenrieder, a private equity investor focused on developing a more regenerative model for managing agricultural land and producing healthy food; Georgene Keeler, a long time investment professional who is also a member of the Diocesan Investment Committee; John Quarterman (Chair), the General Counsel of New Island Capital Management, an institutional, mission-
focused investment advisory firm focused exclusively on investments with both financial return and positive social and environmental impact; and Kirsten Spalding, 2 Priest-in-Charge of the Church of the Nativity in San Rafael and Regional Director of Investor Programs for Ceres, a nonprofit organization working with investors, companies and public interest groups to accelerate and expand the adoption of sustainable business practices.

Three members of the Task Force have substantial professional involvement with “socially responsible” or “impact” investing and another member was a co-sponsor of the resolution adopted at the 166th Convention calling for the Investment Committee to divest from fossil fuel companies. Accordingly, for the sake of transparency, it should be acknowledged that the Task Force may have a bias in favor of recommending that the Diocese incorporate environmental, social and good governance (ESG) factors in its investment policies and practices. Nevertheless, the professional experience of several Task Force members in evaluating “socially responsible” investments has taught that adopting a program of ESG investment is not a simple process, particularly where prudent investment practices need to be observed. Consequently, it is also fair to say that the Task Force has a decided bias in favor of the Diocese taking a measured, thoughtful approach in determining how to include ESG factors in adopting investment policies which fully take into account the fiduciary responsibilities of the Investment Committee. The Task Force strived to approach its work with an open mind and a spirit of listening, with no preconceived notion what the outcome of its work would be or even whether the people of the Diocese would ultimately determine that SRI investment is the right thing for the Diocese to do. The Task Force believed that a more thoughtful discussion of the Diocese’s investment strategies and policies could be facilitated by enabling participants in that discussion to have access to fundamental information about the endowment to ensure that such discussions were grounded in reality. Accordingly, the Task Force made a concerted effort to provide members the Diocese with appropriate information about the Diocese’s endowment and current investment practices, including the size, sources, purpose and uses of the endowment, the Investment Committee’s stewardship of the endowment and fiduciary responsibilities in overseeing its investment, the Diocese’s need to maintain a diversified portfolio and our needs for income for operational and programmatic purposes, and the composition of the endowment. In addition, the Task Force presented information about potential opportunities and alternatives for adopting socially responsible investing principles in the investment of the endowment.

The Task Force also wanted to ensure that participants in its discussions regarding socially responsible investing understood that the development of investment policies and strategies involve many competing considerations and trade-offs. Accordingly, the Task Force asked participants not just to opine whether a certain type of investment or investment strategy might be desirable, but instead to offer their opinions as to how they might prioritize choices among many potentially competing investment strategies and policies. For example, in evaluating whether the Diocese should adopt SRI principles in developing its investment policies, members of the Diocese would need to understand that such a decision might involve unintended consequences, such as higher costs of managing the Diocese’s investments and potentially reduced returns. In addition, if the Diocese does determine to adopt SRI principles in its investment policies, members of the Diocese would still need to determine what values the Diocese should emphasize in its investment policy, whether it would be feasible to pursue investments embodying such values consistent with prudent investment practices, whether suitable investment opportunities in the chosen area(s) of impact even exist, whether the Diocese could invest in such opportunities consistent with the Diocese’s need to maintain a diversified portfolio and our needs for income for operational and programmatic purposes, and, finally, whether and how in the context of a relatively modest endowment, the Diocese could achieve maximum impact without compromising the Investment Committee’s fiduciary responsibilities to those who have entrusted their funds to its stewardship.

The Task Force believed that it could best serve the Investment Committee by gathering information that
Report of the Task Force on Socially Responsible Investing

obtained a sense of the specific priorities favored by the people of Diocese in the investment of the Diocese’s financial resources. This report reflects the results of our efforts to do so.

Activities of the Task Force
Following its formation and introductory meetings, the Task Force began its public work by organizing and hosting an informational webinar in October 2015 to provide interested participants with basic information concerning the endowment and what alternatives might exist for adopting socially responsible investing principles in developing investment policies and practices. The webinar was moderated by the Task Force, and speakers included Janet Brown, Chair of the Investment Committee; Mona ElNaggar, a representative of The Investment Fund for Foundations (“TIFF”); and Lauryn Agnew, a principal of Seal Cove Financial and the head of the Bay Area Impact Investing Initiative. Ms. Brown spoke about the size and purpose of the endowment, its sources and uses, the amounts of income derived from the endowment for operational and programmatic purposes, and the responsibilities of the Investment Committee in overseeing the investment of the endowment. Ms. ElNaggar provided information about TIFF’s background and objectives and its investment funds, as well as the composition of the investment portfolio in TIFF’s Multi-Asset Fund, including the percentage of the Multi-Asset Fund portfolio’s investments in areas of particular concern for Episcopal Church and the Diocese, such as the percentage invested in fossil fuel companies, aerospace and defense, for profit prisons, distillers and vintners, and casinos and gaming. From these percentages, webinar participants could determine the amount of the Diocese’s portfolio invested in these areas of concern. In addition, Ms. ElNaggar spoke about TIFF’s efforts to develop a new investment fund that would include screening of portfolio investments for environmental, social and governance (ESG) considerations. Ms. Agnew spoke about the process adopted by the United Way Bay Area (UWBA) to incorporate socially responsible investing principles in the formulation of the investment policies for its own relatively modest endowment (which is approximately one-third the size of the Diocese’s endowment), including a process of discernment and prioritization of the values that the UWBA wished to incorporate into its investment policies and the development of a test portfolio to reflect such values. The webinar was recorded, and audio for the webinar can be found on the Diocese’s website at http://diocal.org/socially-responsible-investing-webinar-video. The slideshows presented at the webinar can be found at the following addresses:


Following this webinar, the Task Force conducted meetings with most of the Deaneries in the Diocese to discuss the Task Force’s work and to solicit feedback from the Deaneries regarding priorities for adopting socially responsible investing principles in the Diocese’s investment policies and practices. (The Task Force was unable to schedule meetings with all of the Deaneries due to scheduling conflicts.) The discussions with the Deaneries were in some cases highly spirited, with a high diversity of opinion, ranging from skepticism concerning SRI to strong support for inclusion of SRI considerations in investment decisions.

The Task Force also held several meetings with Mona ElNaggar of TIFF, who was leading TIFF’s efforts to develop an ESG-screened investment fund for its institutional clients (which include a number of faith-based organizations). These meetings offered the Task Force an opportunity to understand how TIFF was going about to create its new ESG-screened fund (for example, what screens and ESG scoring methods were being contemplated) and also provided the Task Force with an opportunity to provide input to TIFF about the Diocese’s own areas of concern in order to encourage TIFF to take the Diocese’s views into account in developing its new fund. For example, the Task Force advised Ms. ElNaggar of the “Environmentally Responsible Investing” resolution adopted by the Diocese at its 166th Convention to stress...
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the importance which the people of the Diocese have placed on avoiding investments in fossil fuel companies in the hopes that TIFF will attempt to screen out investments in such companies when it develops the new fund. Ms. ElNaggar had originally advised the Task Force that TIFF anticipated rolling out this new fund in the middle of 2016. Unfortunately, Ms. ElNaggar left TIFF, and TIFF’s efforts to create the new ESG-screened fund may have lost momentum.

In an attempt to gather specific, actionable information regarding SRI priorities from a wide range of participants, the Task Force developed an online survey to solicit direct input from members of the Diocese. The survey can be found at this link: https://www.surveymonkey.com/r/DSD2S6W. The results of this survey to date are attached as an exhibit to this Report. The Task Force hosted a Socially Responsible Investing Roundtable meeting on April 7, 2016 to discuss SRI priorities using the questions on the survey to facilitate group discussion. Unfortunately, this Roundtable was poorly attended, and the Task Force, with the assistance of the Executive Council focused on wider and more visible publicity of the survey to encourage greater participation. These efforts succeeded to some degree, and the survey has had more than a hundred participants.

Resolution of the 166th Convention Regarding “Environmentally Responsible Investing”

At the 166th Convention of the Diocese of California in October 2015, the Diocese adopted resolution concerning “Environmentally Responsible Investing.” This resolution specifically called upon the Diocese “while always acting in a fiscally responsible manner and consistently with its fiduciary obligations, to divest from existing and refrain from future holdings of fossil fuel companies.” This resolution expressly constituted “an additional instruction to the Socially Responsible Task Force created by the resolution of the 165th Convention entitled ‘Socially Responsible Investing,’ and shall be regarded as an expression of the “values of the people of the Diocese of California” within the meaning of that resolution. By force of this resolution, the Task Force must report to the Investment Committee that it does appear to be the clear will of the people of the Diocese to include socially responsible investing principles, specifically those related to environmental concerns and the avoidance of investments in fossil fuel companies (including active divestment of existing positions and refraining from new investments), consistent with fiduciary practices and in a fiscally sound manner, in the development and execution of the Diocese’s investment policies and practices.

Findings of the Task Force and Survey Results

The on-line SRI Task Force Survey covered three key areas for input and potential recommendations to the Investment Committee: 1) potential trade-offs between returns and mission-oriented investments, 2) areas of particular focus for mission-oriented investments and 3) areas of particular focus for mission-oriented divestment. The Task Force acknowledges that survey participants constitute a self-selected group of participants who care enough about socially responsible investing to take the time to complete the survey. Nevertheless, the Task Force has found the survey results to be generally consistent with the input that the Task Force has been receiving through its other activities.

Trade-Offs (Diocesan Values vs. Financial Returns)

When asked what was more important “matching our investments to our values” or “maximizing financial gains”, just under 50 percent of survey respondents indicated that values were more important, as compared to just under 20 percent who felt that returns were more important. (31 percent of respondents felt that matching values is “much more important than maximum financial gains.”) The remaining 31 percent indicated that values and returns were equally important. (See survey Q1)

When asked if they would be willing to have the Diocese pay significant fees to move investments from TIFF to an ESG or SRI manager, nearly 70% said that they would prefer a more gradual approach that would not incur fees. (See survey Q2.)

Most respondents would take a gradual approach to alignment even if there will be some loss of shorter term returns. A significant minority (over 30%) of survey
obtained a sense of the specific priorities favored by the people of Diocese in the investment of the Diocese’s financial resources. This report reflects the results of our efforts to do so.

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participants would move money quickly to align our investments with Diocesan values even if there are financial consequences to these actions.

Priorities for Affirmative Investment
When asked to rank three potential SRI strategies—affirmative investing in opportunities that actively promote the values the people of the Diocese care about, avoidance/divestment of companies whose activities are contrary to the social and moral values of the Diocese, and corporate advocacy and engagement in activism seeking to influence corporate behavior constructively, respondents ranked affirmative investing strategies and divestment/avoidance strategies nearly equally, with a slight preference toward divestment/avoidance strategies, with a lower percentage favoring corporate engagement activities. (See survey Q3.)

Of eleven suggested priorities for affirmative investment, alternative energy and poverty alleviation ranked highest. Energy efficiency, waste and pollution reduction and water conservation also ranked highly as did providing financial resources to underserved communities. Specific job creation investments, health and medical investments and general environmental stewardship investments were not as much of a priority for survey respondents. (See survey Q6.)

Priorities for Avoidance/Divestment
Most important to survey participants for “screened” investment funds is avoiding companies benefiting oppressive regimes and companies with discriminatory policies. Screening out environmental bad actors (like fossil fuels) was a second priority and excluding companies who contribute to poverty (such as payday lenders and banks with predatory lending policies) were a third focus. (See survey Q4.) One important comment suggested that the Diocese “Pay attention to the Report on Racial Reconciliation 3 years ago--divest in companies benefiting from UN definition of enslaved labor.” Another comment offered: “I am very much against investments in big pharma and also big food corporations promoting high fructose corn syrup and chemicals (Monsanto).”

A few comments cautioned careful consideration before expanding divestment, while others felt that the options suggested for both divestment and affirmative investments were too limited (or could not be ranked).

Survey respondents were asked their views on how to implement the resolution adopted at the 166th Diocesan Convention calling for fossil fuel divestment, and most felt the priority should be on divesting from the “dirtiest” fossil fuel companies with a focus on coal and tar sands while taking a more deliberate approach to other fossil fuels such as petroleum and natural gas. (See survey Q5.)

Conclusions and Recommendations
The Task Force believes that the results of the survey represent the “pulse” of church members who are interested in this subject. The survey was neither intended, nor can it be viewed as the “will of the Diocese”. While the Task Force attempted to provide education and outreach prior to launching the survey, we can assume that with more education and discussion with investment professionals the survey responses could change or be refined. It is notable that of the 111 survey respondents 16 (14%) indicated a willingness to participate in SRI Task Force work.

The recommendation of the Task Force on Socially Responsible Investing, based on our conversations with Deaneries, workshops and the survey results are as follows:

1. The Diocese should encourage TIFF to explore options and investment funds for socially responsible investment with all due haste. If TIFF is unable or unwilling to develop SRI investment options, then Diocese should gradually shift the investment of the endowment to other managers in a fiscally prudent manner (without incurring significant penalties to the extent practicable) and new funds contributed to the endowment should be invested with managers that are willing to invest such funds in accordance with the Diocese’s values.

2. The Investment Committee should consider shifting our portfolio towards more socially responsible investment...
through both screened funds and targeting investments at a speed that will not cause significant losses (including the payment of higher fees) or significantly lower returns over time. We believe that the members of the Diocese would be willing to accept lower returns on the endowment portfolio in the short term if necessary to align the Diocese’s investment strategy with Diocesan values.

3. In applying socially responsible investment principles and values in developing the investment policies and strategies and in determining which values to prioritize in the Diocese’s investment policies, the Investment Committee should give priority to poverty alleviation strategies and exclusion of companies that contribute to poverty, in addition to considering avoidance of fossil fuel companies and promoting sound, sustainable environmental stewardship.

4. In implementing the resolution adopted by the 166th Diocesan Convention on “Environmentally Responsible Investing,” the Investment Committee should be encouraged to give preference to divesting as rapidly as prudently practicable from the “dirtiest” fossil fuel companies, such as companies involved in the extraction of coal and tar sands, while taking a more deliberate approach to other fossil fuels such as petroleum and natural gas.

5. Meaningful engagement in the Investment Committee’s work by lay and clergy members of the church will require continuous education and open forums for discussion about investment alternatives and strategies. We believe this work is not best achieved through convention resolutions. We recommend that the Investment Committee (or another appropriately designated body) continue to work with interested individuals and congregations to facilitate continued dialogue concerning the alignment of the Diocese’s investment policies and practices with our Christian values.