168th CONVENTION
of the Episcopal Diocese of California
FRIDAY, OCTOBER 27 & SATURDAY, OCTOBER 28, 2017

Day of Convention Booklet

This document lists nominees, canon revisions/amendments, and resolutions to be voted on at the 168th Convention of the Episcopal Diocese of California.

All materials — including this booklet — are available at diocal.org/convention
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The 2017 Reports to Convention are available online as downloadable PDFs here:

diocal.org/2017-reports-convention

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Friday, October 27

1:00-5:00  Registration (Cathedral Nave)
2:00  Welcome by Bishop; Call to Order and Adoption of Agenda (Gresham Hall)
2:05  Liturgy
2:15  Report of the Committee on Dispatch of Business and the Consent Calendar
2:20  Report of the Committee on Resolutions
2:30  Presentation of Resolution 1: Repeal of Mandatory Retirement Age for Priests and Deacons
2:40  Presentation of Resolutions 2 & 3: Sanctuary
2:50  Presentation of Resolutions 4 & 5: Family Leave
3:00  Presentation of Resolution 6: Climate Change, Carbon Tax
3:10  Presentation of Resolution 7: A Just Peace in the Holy Land
3:20  BREAK
3:40  Liturgy
3:45  TEC Constitution -- Proposed Amendments
3:50  Report of the Treasurer & the Committee on Personnel Practices
4:00  Action on Budget & Financial Resolutions
4:20  Action Resolutions 4 & 5: Family Leave
4:35  Report of the Committee on Nominations
4:50  Action Resolution 6: Climate Change
5:05  Social Time w/ Break Out Sessions
5:45  Dinner (Plaza)
7:00  Convention Eucharist (Cathedral Nave)

Saturday, October 28

8:00  Coffee provided by Planned Giving (Plaza)
8:00  Registration (Cathedral Nave) (Note: At 11:30 Registration will move to the hallway outside Gresham Hall)
9:00  Call to Order (Cathedral Nave)
9:05  Sung Morning Prayer with UTO Ingathering
9:35  Bishop’s Address
9:55  Discussion of Bishop’s address
10:15  Women in Ministry Q&A with Barbara Harris
11:15  Instructions for the First Ballot
11:20  First Ballot
11:25  BREAK
11:40  Liturgy (Gresham Hall)
11:45  Capital Campaign
12:00  Report on Planned Giving
12:10  Report from Episcopal Impact Fund
12:15  Announcements & Grace
12:20  LUNCH (Plaza)
  Lunch Conversation: Housing Crisis (TBA)
1:30  Liturgy: Grace Cathedral Needlepoint Video (Gresham Hall)
1:40  Introductions: new clergy, new leadership, interns, guests, and missioners
1:50  Courtesy Resolutions & Special Recognitions
2:00  Results of First Ballot
2:05  Second Ballot
2:10  Report of Committee on Canons & Action on Amendments (if necessary)
2:15  Report from Official Youth Presence
2:25  Action Resolutions 2 & 3: Sanctuary
2:40  Call to Ministry: Commission on Ministry & Vocations Process
2:45  Action Resolution 1: Repeal of Mandatory Retirement Age for Priests and Deacons
3:00  Executive Council
3:10  Standing Committee
3:20  BREAK
3:35  Liturgy (Gresham Hall)
3:40  Action Resolution 7: A Just Peace in the Holy Land
3:55  Report of the Chancellor
4:05  Results of the Second Ballot
4:10  Action on other resolutions accepted during the day
4:40  Other business
5:00  Closing Prayer & Adjournment
2017 Appointed Committees of Convention

Committee on Personnel Practices*

Bruce O’Neill, Chair
Lori Coleman
Sara Crawford
Tom Ferguson
Jim Forsyth
Eric Hinds
Eric Metoyer
Lane Ringlee
Mark Spaulding

Committee on Dispatch of Business

Lindsay Hills, Chair
Matthew Burt
David Frangquist
Davey Gerhard
Jeffrey Hookom
Bronwen Howes
Stephanie Martin-Taylor
Jennifer Seaman
Eric Metoyer

Committee on Credentials

David Frangquist, Ex Officio, Chair
Denise Obando
Mary-Jane Wood

Committee on Resolutions

Jay Luther, Chair
John Chase
Mrs. E. J. Hilliard
Jill Honodel
Peter Jensen
John Kirkley
Carol Luther
Matthew Woodward
Edwin Waite
(vacancy)

Committee on Canons

Sandy Boone, Chair & Vice Chancellor
Margalynne Armstrong
Paul Burrows
Michael Glass
Patricia Pearson
(vacancy)

* requires confirmation by Convention
Standing Committee

**Class of 2017**
Ron Hermanson, President
Leonard Oakes

**Class of 2018**
Jim DeMersman, Secretary
Mark Spaulding, Vice President

**Class of 2019**
Jill Honodel
Andrew Lee

**Class of 2020**
Michael Arase-Barham
Dorothy Randall-Tsuruta

Committee on Program and Budget

Bob McCaskill, Chair
Roulhac Austin, Finance Committee
Ron Johnson, San Francisco
Albe Larsen, Peninsula
Jim McConnell, Finance Committee
Bruce Morrow, Alameda
Wendy Olson, Marin
Kathy Trapani, Contra Costa
Scott Whitaker, Southern Alameda
Matthew Woodward, Finance Committee

Consultants:
Tom Ferguson, Chief Financial Officer

Committee on Nominations

Diane Fitzgibbon, Peninsula, Co-Chair
Tom Jackson, San Francisco, Co-Chair
Ruth Baney, Marin
Anna Lange-Soto, Peninsula
Sarah Lehman, San Francisco
Carol Luther, Marin
Loana O’Connor, Contra Costa
Helen Sause, Alameda
Jane Stratford, Contra Costa
Leonard Oakes, Standing Committee
Vacancies: Alameda, Southern Alameda (2)

Committee on Governance

Ade Adekunle, Chair
Matthew Dutton-Gillett
Jill Honodel
Bronwen Howes
Gretchen Lintner
Jim Wiant
Executive Council

Bishop and President
Marc Handley Andrus

Class of 2017
Richard Patenaude, Chair (Southern Alameda Deanery)
Kathy Trapani, Secretary (Contra Costa Deanery)
Michael Chambers (San Francisco Deanery)
Charlie Mader (Convention Rep.)
Albe Larson (Peninsula Deanery)
Douglas Roberts (Convention Rep.)

Class of 2018
Deborah Hawkins, Vice Chair (Convention Rep.)
Robert Middleton (Convention Rep.)
Bruce Morrow (Alameda Deanery)
Wendy Olson (Marin Deanery)
Scott Whitaker (Southern Alameda Deanery)
Matthew Woodward (Peninsula Deanery)

Class of 2019
Ronald Johnson (San Francisco Deanery)
Susan MacKenzie (Convention Rep.)
Lane Ringlee (Convention Rep.)
Margaret Trezevant (Marin Deanery)
Jim Wiant (Contra Costa Deanery)
Vacancy (Alameda Deanery)

Bishop’s Appointees
Robyn Amos
Brad Barber
Miguel Bustos

Ex-officio Members
David Frangquist (Secretary of the Convention)
Bob McCaskill (Treasurer)

Others with Seat and Voice
Christopher Hayes (Chancellor)
Dorothy Randall-Tsuruta (Standing Committee)
Revised 2016

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 on Dispatch 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 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
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, the Committee on Dispatch of Business may introduce resolutions limiting the time allotted for its consideration and debate.

4.15 A motion to caucus will always be in order, even after debate on a question has terminated. The motion is not debatable. Should it be carried by a majority, the Chair will set the time allotted for the caucus.

4.16 In circumstances not covered by these Rules, the rules contained in the current edition of Robert’s Rules of Order, Newly Revised shall apply.

Section 5 — Nominations

5.1 Under the proper order of business, the Committee on Nominations shall propose two or more names, if possible, otherwise only the number required for a specific office. Nominations may be made from the floor at that time. No seconds are required. In placing a name in nomination, the following are required:

1) the name and position held by the person being nominated; 2) prior consent given by the individual to be placed in nomination; and 3) biographical material prepared and distributed.

5.2 Upon completion of nominations, the Committee on Elections shall print and furnish the Convention with sufficient ballots containing the names of all persons nominated for each office requiring an election. The clergy and lay ballots shall be distinguished by paper of different colors, identified with the name of the office; except that if automated vote-counting equipment is employed and the manufacturer does not supply ballots of different colors, then paper of the same color may be used, provided that the name of the order is printed on each ballot using a font of 24 points or greater.

5.3 The Secretary shall provide the registrars or tellers with a voting list, in the Order for which they are registrars or tellers, corrected to show those entitled to vote. The registrars or tellers shall provide ballots to voters only after checking the names of the voters on the voting list.

5.4 If the number of names nominated does not exceed the number required for each office, the ballot for that office 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 filled on previous ballots.

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.

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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 Report of the Committee on Dispatch of Business:

1. The Consent Calendar shall consist of the adoption of the following:

   a. The Agenda of the 168th 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, Sanctuary Resolutions.
   f. Special Order #6, Family Leave Resolutions.
   g. Special Order #7, Committee Reports.
   h. Approval of the Bishop’s appointments to the Commission on Ministry.
   i. Approval of the Bishop’s appointments to the Personnel Practices Committee.
   j. Amendment to Canons 3.02 & 3.06 contained in the motion titled “Deadline for Submission of Delegate Lists.”
   k. Amendment to Canon 11.22 contained in the motion titled “Fidelity Insurance for Parish Treasurers.”
   l. Amendment to Canon 16.02 contained in the motion titled “Alternate Deputies to General Convention.”

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. When the House consents to the consideration of other resolutions, 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, three minutes shall be provided for presentation of each resolution followed by seven minutes for Requests for Information (questions) about the resolution. The agenda may provide that at the end of Requests for Information, debate shall be deferred until a later time appointed in the agenda.

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 following 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: Sanctuary Resolutions

The Committee on Dispatch of Business moves that consideration of the resolutions concerning sanctuary be governed by the following Special Order:

1. At the time appointed in the agenda, a single motion shall be considered for the adoption of

   a. Resolution #2, Becoming a Sanctuary Church, and
   b. Resolution #3, Becoming a Sanctuary Diocese.

2. These two resolutions shall be counted as one resolution for purposes of Rule 1.4.

3. Debate on these two resolutions shall be concurrent, and the limits on debate under Special Order #2 shall apply as if the two resolutions were one resolution.

Special Order #6: Family Leave Resolutions

The Committee on Dispatch of Business moves that consideration of the resolutions concerning family leave be governed by the following Special Order:

1. At the time appointed in the agenda, a single motion shall be considered for the adoption of

   a. Resolution #4, Church-Wide Paid Family Leave Policy, and

2. These two resolutions shall be counted as one resolution for purposes of Rule 1.4.

3. Debate on these two resolutions shall be concurrent,
and the limits on debate under Special Order #2 shall apply as if the two resolutions were one resolution.

**Special Order #7: 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.
**Deadline for Submission of Delegate List**

**Canon 3.02 & 3.06**

Resolved, that Canon III, Sections 3.02 and 3.06 of the Canons of the Diocese of California be amended as follows (deletions in **bold strikethrough text**, insertions in **bold italic text**):

**Sec. 3.02. Certificates Sent to Convention Secretary.**

The certifications of election of Delegates and alternates shall be forwarded to the Secretary of the Convention as soon as possible after their election and at least 30 days prior to the date of the Convention. From these certificates the Committee on Credentials shall, in accordance with Article VI of the Constitution of the Diocese, prepare a list of the Delegates and alternates entitled to seat and vote in the Convention.

**Sec. 3.06. Official Youth Presence.**

In addition to Lay Delegates, up to twelve youth (two youth from each Deanery) who are duly authorized representatives known as the Official Youth Presence shall have seat and voice in a designated section on the floor of the Convention. Each Deanery shall elect or appoint two authorized youth representatives and an alternate. Deanery certifications shall be forwarded in writing to the Secretary of the Convention at least 30 days prior to the date of Convention.

**Proponent’s Explanation:**

There is a discrepancy between deadlines for certifying clergy members of the Convention and for certifying lay delegates. The Bishop is required to prepare a list of canonically resident clergy at least 30 days before the Convention. Clergy must have become canonically resident either by ordination or receipt of letters dimissory (a fancy term for letter of transfer) at least 30 days before the Convention. In order for the Bishop to meet his deadline, he also requires that non-parochial clergy submit their annual reports at least 30 days before the Convention. However, certificates for lay delegates are not required until 20 days before the Convention.

In recent years, it has become our practice to open on-line preregistration for Convention four weeks before Convention starts. It makes it difficult for staff to verify preregistrations for lay delegates if their certificates may still be outstanding for another week after preregistration begins. In addition, it will simplify publicity and reduce confusion if there is one deadline for certification of all members of Convention.

Nearly every congregation elects its delegates at an annual meeting held in January or February, so this change should not work a hardship for any congregation.

N.B. The proper title of the Secretary of the Convention includes the word “the.”

Submitted by: David A. Frangquist, Secretary of the Convention, Frangquist@acm.org.
Fidelity Insurance for Parish Treasurers

_Canon 11.22_

_Resolved_, that Canon XI, Section 11.22 of the Canons of the Diocese of California be amended as follows (deletions in _bold strikethrough text_, insertions in _bold italic text_):

Sec. 11.22. Other Officers.

A Secretary and a chief financial officer with the title of Treasurer shall be elected at an organizational meeting of the vestry immediately following the annual parish meeting and shall serve until their successors are elected. Such officers need not be members of the vestry. They shall have the powers and duties prescribed in these Canons and in the bylaws of the parish. **The Treasurer shall be bonded in an amount and by a surety approved by the vestry. The Vestry shall obtain fidelity insurance for the Treasurer and other parish officers in a commercially reasonable amount.**

_Proponent’s Explanation_

The existing canon requires the Treasurer of the parish to be bonded, in order to protect against financial losses because of dishonesty. The canon is outdated in two respects. First, congregations need insurance against financial losses by _any_ employee or volunteer who may have access to money or property, not just the Treasurer. Second, the standard policy available to congregations from Church Insurance Company provides this protection through coverage generally known as “fidelity insurance” or “employee theft coverage.” The amendment would update Canon 11.22 to conform to this actual practice.

Submitted by the Rev. Susan Champion. Questions may be directed to the Rev. Susan Champion at vicarsusan@hotmail.com or 510-245-7542.
Alternate Deputies to General Convention

**Canon 16.02**

Resolved, that Canon XVI of the Canons of the Diocese of California be amended to add a new section following Section 16.01 as follows:

**Sec. 16.02. Alternate Deputies to General Convention.** Whenever the Convention of the Diocese elects deputies to the General Convention, it shall also elect an equal number of alternate deputies in the lay and clergy orders. A vacancy among the alternate deputies due to appointment as a deputy, death, resignation or inability to serve may be filled by the Ecclesiastical Authority by appointment of any person eligible to be elected deputy. The name of any person appointed to fill a vacancy among the deputies or alternates shall be transmitted forthwith by the Secretary of the Convention to the Secretary of the House of Deputies.

**Proponent’s Explanation:**
While it has been customary for many years to elect the same number of alternate deputies to General Convention as we elect deputies, and while the forms prepared by the Secretary of the House of Deputies suggest that is normal, there is in fact no mention of alternates in the Constitution and Canons of The Episcopal Church. The matter is left up the individual dioceses. (The Rules of Order of the House of Deputies give a nod to the existence of alternates, but only to state that they may not sit on the floor of the house along with regular deputies and that they should identify themselves as alternates when testifying before a committee.)

Our own diocesan Constitution and Canons specify that the Bishop may appoint an alternate to replace a deputy and that alternates function as part of the deputation when electing the deputation leadership. But again, there is nothing about how many alternates are elected, when they are elected, or if they can be replaced. In the past, the Bishop has been asked to appoint a replacement if an alternate needed to drop out, but there was no rule explicitly allowing for that.

It is customary in this diocese for alternates to be fully active members of the deputation, attending General Convention, monitoring the work of committees, reporting back to the deputation, and participating in the analysis of the deputation’s position on critical legislation. The deputation feels that if an alternate is not able to attend General Convention, it is important to be able to replace that person or the deputation would be significantly hampered in its ability to carry out its work.

Because little can be known in advance about the timing and circumstances concerning the filling of a vacancy, especially the availability of potential replacements, it is important that the procedure be as simple as possible and that the Bishop be given wide discretion.

It is not the intention behind this amendment to change any current practice, but to clarify our customs with regard to alternates and make them part of the canons.

*Submitted by:* David A. Frangquist, Secretary of the Convention, Frangquist@acm.org.
Proposed Constitutional Amendments, General Convention

The following proposed amendments to the Constitution of the General Convention of The Episcopal Church are hereby made known to the 168th Convention of the Diocese of California preceding the final vote at the 79th General Convention in 2018. Anyone having any questions or opinions regarding these amendments should contact the members of the General Convention deputation.

David A. Frangquist, Secretary of the Convention

B011: Amend Article II.7
Resolved, That the Constitution of the General Convention (2012) Article II.7 is hereby amended to read as follows:

Sec. 7. It shall be lawful for the House of Bishops to elect a Suffragan Bishop who, under the direction of the Presiding Bishop, shall be in charge of the work of those persons of this Church who serve as chaplains in the Armed Forces of the United States, and such other agencies as may be specified by the Presiding Bishop. The Suffragan Bishop so elected shall be ordained and consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. The Suffragan Bishop shall be eligible for election as Bishop or Bishop Coadjutor or Suffragan Bishop of a Diocese.

D003: Amend Article V.1
Resolved, That Article V, Section 1 is amended to read as follows:

A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the Bishop Ecclesiastical Authority for that purpose; or, with the approval of the Bishop Ecclesiastical Authority, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the Bishop Ecclesiastical Authority of each Diocese. In case the Episcopate of a Diocese be vacant, no proceedings toward its division shall be taken until the vacancy is filled. After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

D008: Amend Article I.1
Resolved, That Article I, Section 1 of the Constitution is amended to read as follows:

There shall be a General Convention of this Church, consisting of the House of Bishops and the House of Deputies, which Houses will sit, debate, and deliberate separately, and unless otherwise provided for by this Constitution or the Canons. The Houses by majority vote of each House may call for the Houses to sit, debate, and vote, or any combination thereof, together. The General Convention may by Canon establish procedures for such sessions. In all deliberations freedom of debate shall be allowed. Either House may originate and propose legislation, and all acts of the Convention shall be adopted and be authenticated by both Houses.
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.

In the pages following this letter I have included a summary of the financial statements of the Diocese for the year ended December 31, 2016.

**Financial Results for Calendar 2016**

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 Expanding Horizons Campaign Fund (a new fund for 2016)

The Diocesan Corporation in total experienced an increase in total net assets of approximately $8.2 million during 2016. This increase was primarily due to gifts and pledges to the Expanding Horizons Campaign.

The Operating Fund of the Diocese (which reflects the operating income and expenses of the Diocese) incurred a deficit of $81,371 in 2016, primarily due to unanticipated legal expenses relating to a lawsuit filed by the Diocese to protect the assets of Episcopal Senior Communities. The primary sources of revenue for the Operating Fund are assessment income, gifts and the annual income distribution from the Endowment Fund.

In late 2016 the Executive Council, upon the recommendation of the Diocese Investment Committee, approved the transfer of the Diocese’s endowment funds to the Endowment Portfolio of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church (“DFMS”), which is the endowment fund of The Episcopal Church. This endowment fund adheres to the social responsibility guidelines of The Episcopal Church, and more specifically, to the mandate of Resolution C045, “Environmentally Responsible Investing”, passed by the 78th General Convention of The Episcopal Church. The decision to transfer the endowment funds to the DFMS Fund was the result of a robust discussion and study by the Diocese Task Force for Socially Responsible Investing.

At the end of 2016 the Diocese had outstanding loans to various parishes, missions and Diocesan organizations of approximately $2.8 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 2016 the Diocese had receivables of approximately $1.3 million for payroll/benefit advances under this program.

**2017 Forecast and 2018 Budget**

The Operating Fund is currently expected to operate at a small loss in the current 2017 year, primarily as a result of continuing litigation expenses relating to Episcopal Senior Communities.

The proposed assessment rate for 2018 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 2018 Operating Fund budget that will result in a balanced budget for the year with a small surplus. A copy of this proposed 2018 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...
Treasurer’s Report to Convention

director of development are being charged to the capital campaign fund and do not appear in the operating budget. 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 benefits estimated at 8.0%. 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, 2017 was 3.5%, 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 2018 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, Ron Johnson, Albe Larsen, Jim McConnell, Bruce Morrow, Wendy Olson, Kathy Trapani, Scott Whitaker, Matthew Woodward, Tom Ferguson, and Bob 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>
<th>2015</th>
<th>2016</th>
<th>Change for 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>$2,483,856</td>
<td>$2,258,201</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables, net</td>
<td>1,764,891</td>
<td>10,918,018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>32,616,222</td>
<td>32,574,549</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Notes receivable</td>
<td>3,445,685</td>
<td>2,775,349</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Notes receivable held for investment</td>
<td>262,746</td>
<td>220,836</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity interests in real property</td>
<td>1,131,449</td>
<td>1,131,449</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property &amp; equipment, net</td>
<td>4,439,437</td>
<td>4,401,228</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>46,144,286</td>
<td>54,279,630</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable &amp; accrued expenses</td>
<td>1,147,648</td>
<td>1,950,450</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>16,940</td>
<td>14,280</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Line of credit</td>
<td>3,445,685</td>
<td>2,775,349</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funds held in trust for beneficiaries</td>
<td>10,406,769</td>
<td>10,240,780</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>15,017,042</td>
<td>14,980,859</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>31,127,244</td>
<td>39,298,771</td>
<td></td>
<td>8,171,527</td>
</tr>
</tbody>
</table>

## NET ASSETS BY FUND

<table>
<thead>
<tr>
<th>Fund</th>
<th>2015</th>
<th>2016</th>
<th>Change for 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating &amp; Property Fund</td>
<td>6,344,589</td>
<td>6,263,218</td>
<td>(81,371)</td>
</tr>
<tr>
<td>Custodial &amp; Unexpended Income Fund</td>
<td>648,792</td>
<td>553,212</td>
<td>(95,580)</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td>20,576,029</td>
<td>21,790,147</td>
<td>1,214,118</td>
</tr>
<tr>
<td>Deferred Gifts Fund</td>
<td>3,715,608</td>
<td>2,475,139</td>
<td>(1,240,469)</td>
</tr>
<tr>
<td>Capital Campaign Fund</td>
<td>(157,774)</td>
<td>8,217,055</td>
<td>8,374,829</td>
</tr>
<tr>
<td><strong>TOTAL ALL FUNDS</strong></td>
<td>31,127,244</td>
<td>39,298,771</td>
<td>8,171,527</td>
</tr>
</tbody>
</table>
Summary of the Financial Position of the Diocesan Corporation

<table>
<thead>
<tr>
<th>Statement of Income and Expenses</th>
<th>2015</th>
<th>2016</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>3,247,525</td>
<td>3,342,991</td>
</tr>
<tr>
<td>Gifts, grants and other</td>
<td>2,219,572</td>
<td>10,513,411</td>
</tr>
<tr>
<td>Change in value of charitable trusts</td>
<td>9,762</td>
<td>52,965</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>(273,109)</td>
<td>929,878</td>
</tr>
<tr>
<td><strong>Total support and revenue</strong></td>
<td>5,203,750</td>
<td>14,839,245</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopate</td>
<td>533,149</td>
<td>560,881</td>
</tr>
<tr>
<td>Diocesan communications</td>
<td>146,526</td>
<td>178,712</td>
</tr>
<tr>
<td>Congregational development</td>
<td>655,150</td>
<td>653,046</td>
</tr>
<tr>
<td>Youth, young adult &amp; camps</td>
<td>279,681</td>
<td>248,834</td>
</tr>
<tr>
<td>Ministry development</td>
<td>184,115</td>
<td>156,920</td>
</tr>
<tr>
<td>Multicultural and other ministries</td>
<td>54,748</td>
<td>50,076</td>
</tr>
<tr>
<td>Development &amp; planned giving</td>
<td>294,308</td>
<td>187,566</td>
</tr>
<tr>
<td>Finance</td>
<td>364,988</td>
<td>339,401</td>
</tr>
<tr>
<td>Administration &amp; support staff</td>
<td>1,029,950</td>
<td>1,349,598</td>
</tr>
<tr>
<td>National church and international support</td>
<td>703,926</td>
<td>688,926</td>
</tr>
<tr>
<td>Capital Campaign</td>
<td>192,774</td>
<td></td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>4,439,315</td>
<td>4,413,960</td>
</tr>
<tr>
<td><strong>TRANSFERS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to beneficiaries &amp; other disbursements</td>
<td>(1,427,537)</td>
<td>(2,253,758)</td>
</tr>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td>(663,102)</td>
<td>8,171,527</td>
</tr>
<tr>
<td><strong>Net assets, beginning of year</strong></td>
<td>31,790,346</td>
<td>31,127,244</td>
</tr>
<tr>
<td><strong>Net assets, end of year</strong></td>
<td>31,127,244</td>
<td>39,298,771</td>
</tr>
</tbody>
</table>
Report on the Corporation Sole

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, 2016 (shown in the following pages) reflects the 33 real estate properties which continue to be held by the Corporation Sole.

Respectfully submitted,

Robert McCaskill, Treasurer
## FINANCE AND BUDGET

### 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>2015</td>
</tr>
<tr>
<td><strong>ASSETS:</strong></td>
<td></td>
</tr>
<tr>
<td>Property</td>
<td>19,583,921</td>
</tr>
<tr>
<td>Total Assets</td>
<td>19,583,921</td>
</tr>
<tr>
<td><strong>LIABILITIES:</strong></td>
<td></td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>0</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>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Support and Revenue:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total support and revenue</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total expenses</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Change in Total Net Assets</strong></td>
<td>0</td>
<td>0</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>
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<tr>
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| Total                            | 19,583,921 |
The 2018 budget assumes a COLA of 3.0% for salaries, 8% for medical insurance increase, and 3.0% for dental insurance increase.

### REVENUES

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### EXPENDITURES

**Episcopate**

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### 2018 Proposed Diocesan Budget

The 2018 budget assumes a COLA of 3.0% for salaries, 8% for medical insurance increase, and 3.0% for dental insurance increase.

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<th>Description</th>
<th>2017 Convention Budget</th>
<th>2018 Salaries &amp; Benefits</th>
<th>2018 Fixed Expenses</th>
<th>2018 Discernitory Expenses</th>
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The 2018 budget assumes a COLA of 3.0% for salaries, 8% for medical insurance increase, and 3.0% for dental insurance increase.

### 2018 Proposed Diocesan Budget

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<td>2,500</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>95 Sojourn Chaplaincy at SF General</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>96 Commission for the Environment</td>
<td>2,000</td>
<td>500</td>
<td>500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>97 Global Companions Commission</td>
<td>2,500</td>
<td>2,500</td>
<td>2,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>98 Women's Ministries</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>99 Total Justice, Peace, &amp; Integrity of Creation</td>
<td>40,000</td>
<td>-</td>
<td>-</td>
<td>39,500</td>
<td>39,500</td>
</tr>
<tr>
<td>Planned Giving/Development</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100 Director of development</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>101 Benefits for director of development</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102 Gift planning officer</td>
<td>89,081</td>
<td>91,487</td>
<td>91,487</td>
<td></td>
<td></td>
</tr>
<tr>
<td>103 Benefits for gift planning officer</td>
<td>34,776</td>
<td>39,081</td>
<td>39,081</td>
<td></td>
<td></td>
</tr>
<tr>
<td>104 Prog. Expenses--development</td>
<td>42,500</td>
<td>-</td>
<td>42,500</td>
<td>42,500</td>
<td></td>
</tr>
<tr>
<td>105 Prog. Expenses-planned giving</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>106 Travel &amp; entertainment</td>
<td>26,000</td>
<td>26,000</td>
<td>26,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>107 Total Planned Giving/Development</td>
<td>207,357</td>
<td>130,567</td>
<td>-</td>
<td>83,500</td>
<td>214,067</td>
</tr>
</tbody>
</table>
## 2018 Proposed Diocesan Budget

The 2018 budget assumes a COLA of 3.0% for salaries, 8% for medical insurance increase, and 3.0% for dental insurance increase.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CFO compensation</td>
<td>114,247</td>
<td>117,332</td>
<td></td>
<td></td>
<td>117,332</td>
</tr>
<tr>
<td>CFO benefits</td>
<td>43,328</td>
<td>45,172</td>
<td></td>
<td></td>
<td>45,172</td>
</tr>
<tr>
<td>CFO emeritus</td>
<td>16,280</td>
<td>16,719</td>
<td></td>
<td></td>
<td>16,719</td>
</tr>
<tr>
<td>Independent audit of diocese</td>
<td>57,500</td>
<td>57,500</td>
<td></td>
<td></td>
<td>57,500</td>
</tr>
<tr>
<td>Bank &amp; payroll fees</td>
<td>66,000</td>
<td>82,000</td>
<td></td>
<td></td>
<td>82,000</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>5,000</td>
<td></td>
<td></td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Outside services</td>
<td>23,000</td>
<td>23,000</td>
<td></td>
<td></td>
<td>23,000</td>
</tr>
<tr>
<td>Total Treasurer's Office</td>
<td>333,355</td>
<td>179,222</td>
<td>162,500</td>
<td>8,000</td>
<td>349,722</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Admin staff salaries</td>
<td>359,386</td>
<td>376,373</td>
<td></td>
<td></td>
<td>376,373</td>
</tr>
<tr>
<td>Admin staff benefits</td>
<td>179,584</td>
<td>181,088</td>
<td></td>
<td></td>
<td>181,088</td>
</tr>
<tr>
<td>Medical premiums retired clergy</td>
<td>25,000</td>
<td>25,000</td>
<td></td>
<td></td>
<td>25,000</td>
</tr>
<tr>
<td>Diocesan House maintenance</td>
<td>32,000</td>
<td>32,000</td>
<td></td>
<td></td>
<td>32,000</td>
</tr>
<tr>
<td>Chancellor's retainer</td>
<td>92,700</td>
<td>92,700</td>
<td></td>
<td></td>
<td>92,700</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>6,000</td>
<td></td>
<td></td>
<td>6,000</td>
<td>6,000</td>
</tr>
<tr>
<td>IT support</td>
<td>65,000</td>
<td></td>
<td>65,000</td>
<td></td>
<td>65,000</td>
</tr>
<tr>
<td>Computer software &amp; subscriptions</td>
<td>25,000</td>
<td></td>
<td></td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Property &amp; liability insurance</td>
<td>66,000</td>
<td></td>
<td>70,000</td>
<td></td>
<td>70,000</td>
</tr>
<tr>
<td>Interest expense</td>
<td>-</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Postage &amp; delivery</td>
<td>15,000</td>
<td></td>
<td>15,000</td>
<td></td>
<td>15,000</td>
</tr>
<tr>
<td>Printing &amp; reproduction</td>
<td>5,000</td>
<td></td>
<td>5,000</td>
<td></td>
<td>5,000</td>
</tr>
<tr>
<td>Real Estate Expense-Brentwood</td>
<td>16,000</td>
<td></td>
<td>16,000</td>
<td></td>
<td>16,000</td>
</tr>
<tr>
<td>Office supplies</td>
<td>14,000</td>
<td></td>
<td>14,000</td>
<td></td>
<td>14,000</td>
</tr>
<tr>
<td>Telephone</td>
<td>14,000</td>
<td></td>
<td>14,000</td>
<td></td>
<td>14,000</td>
</tr>
<tr>
<td>Utilities</td>
<td>18,000</td>
<td></td>
<td>18,000</td>
<td></td>
<td>18,000</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>-</td>
<td>80,000</td>
<td>80,000</td>
<td></td>
<td>80,000</td>
</tr>
<tr>
<td>Total Administration</td>
<td>932,670</td>
<td>582,461</td>
<td>421,700</td>
<td>31,000</td>
<td>1,035,162</td>
</tr>
</tbody>
</table>

| Total Expenditures | 4,083,031 | 1,825,961 | 1,241,033 | 1,026,100 | 4,093,094 |
| Surplus (Deficit)  | 11,969 | | | | 14,959 |
Investing in the Beloved Community

2018 DIOCESAN BUDGET

View the proposed 2018 diocesan budget at diocal.org/convention

Income: $4.1M

- ASSESSMENT 81% $3,300,000
- ENDOWMENT 11% $456,053
- OTHER 8% $322,000

Expenses: $4.1M

- EMBODIED JUSTICE 12% $492,348
  Working against discrimination, standing with the poor and marginalized, and caring for God’s creation.

- ROOTED SPIRITUALITY 26% $451,319
  Deepening our connections to God through education and renewal ministries, discipleship communities, and formation programs.

- INCLUSIVE COMMUNITY 17% $1,394,987
  Supporting leadership composed of people from all walks of life, incorporating people of all ages, and listening to the prophetic voices among us.

- TRANSPARENT LEADERSHIP 34% $692,494
  Encouraging clarity and openness in decision-making, valuing the discernment that happens in the community, and staying open to hearing and acting on feedback.

- CHURCH VITALITY 11% $1,066,755
  Creating congregations that grow, thrive, and make a difference in their communities.
2018 Proposed Assessment Formula

1. 5.0% assessment on the first $74,740 of a parish or mission’s operating income for 2016 as defined on Line A of the 2016 parochial report

2. 17.0% assessment on all such income above $74,740, provided that:

3. No parish or mission shall have an increase over 2017’s initial assessment (before appeals) of more than 50% or $20,000, whichever is less.
2018 Proposed Salary Resolution and Mandatory Minimum Compensation

**Resolved,** That effective January 1, 2018, 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 3.5% as reflected in the 2018 Mandatory Minimum Salary Schedule shown below.

**Resolved,** That years of experience be defined as years of credited service with The Church Pension Fund.

**2018 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>74,740</td>
<td>78,891</td>
<td>83,043</td>
</tr>
<tr>
<td>B</td>
<td>77,231</td>
<td>81,799</td>
<td>86,364</td>
</tr>
<tr>
<td>C</td>
<td>79,750</td>
<td>84,704</td>
<td>89,686</td>
</tr>
<tr>
<td>D</td>
<td>83,043</td>
<td>89,686</td>
<td>96,331</td>
</tr>
<tr>
<td>E</td>
<td>91,349</td>
<td>99,652</td>
<td>108,040</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 3.5% for 2018 to accommodate for inflation.

4. That the 2017 minimum transportation allowance be $0.535/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2018.

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

Note: The compensation increase is based on the increase in the Consumer Price Index for All Urban Consumers in San Francisco, Oakland and San Jose for the twelve months ending June 30th, 2017.

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.
2018 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 $83,043</td>
<td>4</td>
</tr>
<tr>
<td>$83,044 to $159,391</td>
<td>8</td>
</tr>
<tr>
<td>$159,392 to $318,531</td>
<td>12</td>
</tr>
<tr>
<td>$318,532 to $637,568</td>
<td>16</td>
</tr>
<tr>
<td>$637,579 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>20-Nov</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: 2 — one lay member and one clergy member

LAY
Michael Chambers
Albe Larsen

CLERGY
Paul Fromberg
Pam Jester

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

LAY
Patrick Anderson
Charlie Mader

Secretary of the Convention
Elect: 1 (any order)

David Frangquist

Treasurer of the Diocese
Elect: 1 (any order)

Robert McCaskill

Note: It is not the practice of the Nominations Committee to edit or correct submitted nominee biographies.

NOTE: Click on nominee name to be linked directly to entry.
Standing Commitee — Lay

Michael Chambers
Trinity+St. Peter's, San Francisco
San Francisco Deanery

Interests:
I have season tickets for the Giants.
I enjoy going to the games with my daughters. I also enjoy hiking, camping, and gardening.

Professional associations:
I have been licensed to practice law in California since 1987. I have been a trial attorney for CSAA Insurance Exchange since 1992.

Summary of activities within my congregation/diocese:
I am completing my three year term on the Executive Council. I have been involved with the San Francisco Deanery Executive Committee and as a delegate. I have served Trinity+St. Peter's as Senior Warden and Treasurer.

Major activities beyond diocese:
I am a board member for the Coalition of Concerned Legal Professionals. We seek to provide legal assistance to those members of our community who cannot afford to pay for legal services.

In my opinion the major issues facing the church today are
Our congregations are aging and we have had difficulty attracting and retaining younger members. We also need to find ways for congregations to share clergy and resources. The more we are open to collaborate with each other the more we will be able to accomplish in our community.

Why are you running for this position?
I want to help congregations to explore ways to attract younger members. I also want to help encourage congregations to seek out partners to assist in our mission efforts.

Nominated by Patricia Cunningham
Albe Larsen  
St. Matthew's, San Mateo  
Peninsula Deanery

**Interests:**
My principal avocation is in working to bring transformational opportunities to as many as possible of the 1.2+ billion people who haven't as much as a light bulb. This work is done through IEEE Smart Village, a program that brings electricity through creating locally owned sustainable businesses in off-grid or poor-grid regions of the developing world and couples that with educational opportunity using web-based classes, with the goal of education from pre-K to end of life and already has a proven Master's in Development Practice, technical training, and soon-to-be-launched in Papua New Guinea K-6 education. Other: Reading; travel; gardening; cooking.

**Professional associations:**
Institute of Electrical and Electronic Engineers Nuclear and Plasma Sciences Society. I am the Society Secretary and Newsletter editor IEEE Smart Village Special Events Manager.

**Summary of activities within my congregation / diocese:**
At St. Matthew's I serve as a visiting Eucharistic Minister, and am the UTO and Outreach Chair for our League for Service (ECW). I have served three terms as League president and as a member of the Altar Guild. In the Diocese I currently serve on Executive Council representing the Peninsula Deanery and have served seven years as president of the Diocesan Altar Guild and on the board for ~15 years. I served two terms on the Diocesan Nominating Committee, was on the Bishop's Committee at Holy Family and a lector and member of the property development committee.

**Major activities beyond diocese:**
I am a member of the Province VIII leadership group and serve as president of the Province VIII Altar Guild. I am also on the board of the National Altar Guild Association and served for six years as its newsletter editor. I am currently on the Nominations Committee for NAGA and am the chair of the Scholarship Committee.

**In my opinion the major issues facing the church today are**
Relevance of the church in today's world: I see not just THE but also most major religions addressing how the church (temple, mosque) are of importance in today's society. School and work schedules don't allow church to have the central place it once had, with the exception of conservative and fundamentalist groups. I see towns with schools that make it difficult for children to participate in certain activities if they are active church members, and I see an erosion of fundamental moral values common to all the great religions. Second, I see within our own church, as well as within others, the striving for but lack of inclusivity. To address the changing demographics of our country we need to embrace and include newcomers and rather than the old "they don't do it our way," try to look at other traditions and learn from them and incorporate what is relevant and comforting to new communities in our worship. I have seen first-hand the damage this attitude of "my way is the only right way" can have within a congregation. Teaching open-heartedness is essential for our communities to thrive. Youth need to be better integrated so that the church has a future.

**Why are you running for this position?**
First, I believe that if one is a member of an organization, one has a responsibility to serve it as fully as possible. As a member of St. Matthew’s and of the Diocese of California, I not only feel obliged, but also want to serve the greater church community to the best of my ability. I also feel that I have the background and experience to serve effectively as a member of the Standing Committee. Professionally, at MIT, I was Assistant Director of the a Division of a laboratory within the Institute and was responsible for the Division's physical property and well as for its personnel. I learned early on to listen to each employee and understand what their needs were to be effective parts of our team. I also learned a great deal about budget management, and continue that today as part of my professional society’s Finance Committee. I believe that, while I can contribute to the Standing Committee, I will also learn from it in greater depth about the operation of our Diocese. Serving the Diocese in this capacity will be both an opportunity to serve using skills I have developed over decades, and a challenge to learn.

_Nominated by David Frangquist_
Standing Committee — Clergy

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

Interests:
My professional interests include liturgy and ritual theory, writing about all things church, teaching graduate students, church growth, congregational development, transformational learning processes, canons and church governance. The things that interest me about my congregation are teaching about spiritual resilience and the spirituality of resistance, creative systems management, sharing the work of ministry with as many people as possible, and developing liturgies that feed people’s hungry souls. My personal interests include icon painting, cooking good food, talking about politics, walking the dog, quiet, and being with my husband Grant.

Professional associations:
Member, Gathering of Leaders; President, The Food Pantry; Member, Gathering the Next Generation.

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 political era. • 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, and abilities to serve the Diocese of California on the Standing Committee. I am blessed to lead and serve a vital congregation; the people of St. Gregory’s share with me a deep and expansive ministry of God’s Mission in the world. I have energy and vision for the church that is being called into the future. As a member of the Standing Commission on Liturgy and Music, I have gained a deeper appreciation for Constitution and Canons of the Church, as well as the challenges of Church governance. 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 understanding how our common life is bound together by our common prayer. As Episcopalians, we have done great work in creating a public theology that proclaims God’s culture of justice, love, and mercy. This is the place from which to work for the sake of our diocese’s ministry in the world. There is much to be done; I will bring my best effort to this work and hope that I will have the opportunity to serve.

Nominated by Warren Wong
In my opinion the major issues facing the church today are

With the country as divided as ours is, it is more important than ever for church to be a place of solace while also being a place in which we reach out to the poor, the sick, the marginalized and the outsiders. The tradition of the Episcopal Church allows us to do both. Living and working in a highly secular area like the Bay Area, a significant challenge for our church is reaching the “spiritual but not religious” populations whose values may reflect those of Episcopalians.

Why are you running for this position?

I am running for Standing Committee because I am passionate about good governance and have a deep love for our church. During my legal career, I served as president of two bar associations and as an officer for two other law-related non-profit organizations. This experience taught me how to address difficult and complex issues while maintaining collegial relationships with other board members. I also learned that good governance empowers the entire organization. I believe strongly that good governance requires diverse leadership. Currently, there is no deacon on the Standing Committee. The deacon’s role of interpreting to the Church the needs, concerns, and hopes of the world informs the perspective that I will bring to the deliberations of the Standing Committee.

Pam Jester
All Saints, San Leandro
Southern Alameda Deanery

Interests:
My interests outside of church include hiking, dogs, movies, gardening and exploring the wealth of culture and natural beauty in the Bay Area.

Professional associations:
Current: American Association of Episcopal Deacons, Interfaith Domestic Violence Program of the Alameda County Family Justice Center, Alameda County Mental Health Hearing Officer Program. Inactive member of the State Bar of California. Previous: Alameda County Bar Association (President 2006), California Women Lawyers (President 1986), State Bar of California Women In the Law Committee (Chair 1989), Voluntary Legal Services Corporation (Vice President 2010), Continuing Education of the Bar (Executive Director 2002-2015).

Summary of activities within my congregation / diocese:
Working with Outreach and Social Ministries teams to make All Saints, San Leandro more visible in the community. Working with neighborhood association to better understand the concerns of the community. Working with the Interfaith Domestic Violence Program of the Alameda County Family Justice Center to inform, equip, empower, and support the faith community to prevent and intervene in domestic violence. Leading Women’s Spirituality Group.

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

Nominated by Justin Cannon
Patrick Anderson
Trinity-St. Peter's, San Francisco
San Francisco Deanery

**Interests:**
I have been active in Cursillo for more than a quarter century. I served on 10 Cursillo teams and as Rector of one of them. I am the current vice president of the national Episcopal Cursillo Ministry Committee, the vice chairman of the San Francisco Bay Area General Cursillo Secretariat, and have served several years on the San Francisco/San Mateo Secretariat. I publish newsletters both for the local and national Cursillo organizations.

**Professional associations:**
I am retired. I have worked as a reporter and managing editor of a local newspaper, human resources and labor relations analyst, supervisor, and communications manager for a large state agency.

**Summary of activities within my congregation / diocese:**
Starting in late 1986, I served numerous terms on the St. Peter's Vestry in the roles of Vestry Clerk, Junior Warden and Senior Warden. I was Senior Warden when our congregation demolished the quake-damaged church and constructed affordable housing for developmentally disabled adults. I currently serve as Senior Warden of Trinity-St. Peter's. I also co-founded the Trinity-St. Peter's Men's Group, which meets monthly.

**Major activities beyond diocese:**
I serve on the national Episcopal Cursillo Ministry Committee, and I publish the ECMC’s monthly newsletter. I have authored a novel entitled Second Born, which is a reimagining of the life of Jesus during the "lost years" from age 12 to the beginning of his ministry; it will be published in the late fall of 2017.

**In my opinion the major issues facing the church today are**
Throughout the country but especially here in the Bay Area, young people are abandoning the church. Possible causes include demographics, social trends, liturgy, and lack of outreach. In past generations, parents raised their children in the church and, after the children briefly departed during young adulthood, they returned to the church when they settled down. However, a larger proportion of the current generation was not raised in the church and therefore does not see it as a "home" to return to. Our challenge is to go outside our own comfort zone of Christian circles, to appeal to seekers who may not yet have known church as a regular staple in their lives. We must listen to their needs so that we can be the Spirit’s instruments to entice and welcome them into the church.

**Why are you running for this position?**
In my 30 years as a lay leader in my congregation and in Cursillo, I’ve learned that governance of the church must not rest solely on the shoulders of clergy. All too often, priests are called upon to master all of the diverse spiritual gifts Paul lists in Romans 12 and I Corinthians 12. That is more burden than our precious clergy should have to bear. Lay people must also bear responsibility for the nourishment and nurture of the church. I want to make the Diocese of California a beacon for young people.

*Nominated by Patricia Cunningham*
Charlie Mader
St. Aidan’s, San Francisco
San Francisco Deanery

Interests:
I enjoy travelling around the State of California with my little niece; exploring, hiking, and camping. We just finished our summer road trip to the Gold Country, Bodie, Mono Lake, and Yosemite.

Professional associations:
I am licensed California Real Estate broker and I belong to following trade associations: National Assn of Realtors California Assn of Realtors San Francisco Assn of Realtors. I also serve on the Forms Committee and the Managers Council of the SF Assn of Realtors.

Summary of activities within my congregation / diocese:
It’s been a busy first year on Exec Council for me. I am attending the meetings and learning ropes of all that goes on “behind the scenes”. I’m also busy out protesting our change in government and bearing witness to oppression, standing up for the weak and vulnerable.

Major activities beyond diocese:
Most of my family moved to Sonoma over the summer. My mother to assisted living and my sister and niece to the City of Sonoma, to take a new position. I’ve been helping out with both their moves and getting my niece settled in a new school and congregation (Trinity-Sonoma), and it’s been keeping me pretty busy.

In my opinion the major issues facing the church today are
Number 1 is of course standing up for those being persecuted by our new Administration. It sickens me to see the clock turned back 100 years. Also there is climate change and ecology, which I care deeply about. Declining membership is an issue, but I firmly believe that that will come, if we keep the doors (and our minds) open.

Why are you running for this position?
I recently bought an electric car and I’ve become an evangelist for EV’s (Electric Vehicles). I would like to work with the sustainability commission for the Diocese with the goal of getting car charging stations in all accessible parking lots owned by the Diocese.

Nominated by David Frangquist
The 168th Convention of the Episcopal Diocese of California

Secretary of the Convention

David Frangquist
St. Aidan’s, San Francisco
San Francisco Deanery

In my opinion the major issues facing the church today are
Reinventing Church to present the Gospel of Christ in new and relevant ways. As our society becomes increasingly polarized and many people associate Christianity with only one side of the political divide, we need to broadcast that we are a different kind of Christianity, truly concerned with justice and compassion. 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 need to communicate our true excitement about Christ to a skeptical people. At the same time, we need to find new ways to use our resources effectively and mobilize the power of the Holy Spirit embodied in all our members.

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 I am called to do more, especially since we have not yet found me a successor. There is still much to do to promote transparency and communication in our diocese and to improve the effectiveness of Diocesan Convention. It has been exciting to serve Christ in this way.

Nominated by Diane FitzGibbon & Albe Larsen

Summary of activities within my congregation / diocese:
• Secretary of Convention
• Committee on Dispatch of Business 2007-2017
• Committee on Governance 2010-2012
• Standing Committee class of 2008 (Secretary 2006, Vice President 2008)
• Diocesan Council 2002-2004
• Pacific Church News Advisory Board 2002-2005
• presenter at Diocesan Ministry Conferences (vocations track)
• Convention Delegate
• Vestry (4 times)
• Parish Treasurer
• Congregation Vocations Committee
• Senior Warden
• Rector Search Committee
• labyrinth builder
• thespian
• Mother Superior (St. Dymphna’s)

Major activities beyond diocese:
Carleton College Alumni Association, Colorado River runner.

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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*
Repeal of Mandatory Retirement Age for Priests and Deacons

Resolved, that the 168th Convention of the Diocese of California submit the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of ___________ concurring, that the 79th General Convention of The Episcopal Church repeal Canon III.7.7 and Canon III.9.8 and amend Canon III.9.15(a) as follows:

Title III: Ministry
Canon 7: Of the Life and Work of Deacons

Sec. 7. On reaching the age of seventy-two years, a Deacon shall resign from all positions of active service in this Church, and the resignation shall be accepted. The Bishop may, with the consent of the Deacon, assign a resigned Deacon to any congregation, other community of faith or ministry in another setting, for a term not to exceed twelve months, and this term may be renewed:

Canon 9: Of the Life and Work of Priests

Sec. 8. Resignation
On reaching the age of seventy-two years, a Priest shall resign from all positions in this Church, and the resignation shall be accepted. Thereafter, the Priest may accept any position in this Church, including, with the permission of the Ecclesiastical Authority, the position or positions from which resignation pursuant to this Section has occurred, provided:

(a) tenure in the position shall be for a term of not more than twelve months, which term may be renewed from time to time;
(b) service in the position shall have the express approval of the Bishop of the Diocese in which the service is to be performed, acting in consultation with the Ecclesiastical Authority of the Diocese in which the Priest is canonically resident.
(c) Anything in this Canon to the contrary notwithstanding, a Priest who has served in a non-stipendiary capacity in a position before resignation may, at the Bishop’s request, serve in the same position for a term not to exceed twelve months thereafter, and this term may be renewed.

Explanations:
The current canon is overtly discriminatory.
Theologically and ethically, this is the argument that has priority. On the basis of the gospel, TEC has taken a stand for inclusion and against discrimination in all areas of life, including church life. Several canons explicitly specify that various decisions, some involving lay and some clergy, may not be made on the basis of “race, color, ethnic origin, national origin, sex, marital status, sexual orientation, gender identity and expression, disabilities or age, except as otherwise provided by these Canons.” One of the exceptions “otherwise provided by these canons” is that all clergy, even unpaid clergy, must tender their resignations, and these resignations must be accepted, at age seventy-two, although a bishop may permit a priest or deacon to continue their ministry on an annual basis. This is explicit age discrimination, “ageism,” which should not be in the canons of a church that claims to be inclusive.

It blocks discernment. Clergy discernment is not merely about entering the ordained ministry, but is a constant process of identifying one’s calling and vocation throughout life, including the time and manner of one’s retirement. As a practical matter, most clerics will discern a call to retirement by age seventy-two, but newly ordained older clergy, and older clergy ending their current call but not discerning a call to retirement, face the difficulty of finding a new call due to required retirement age. Parishes and institutions in a search process also have to factor in the apparent age of a candidate based on the expected length of the call. But the Office for Transitional Ministry follows current secular best practices by not including direct information about the cleric’s age in the ministry portfolio. Thus parishes/institutions are faced with a canonical requirement about maximum age and a best practices requirement forbidding them to consider a candidate’s age.
Repeal of Mandatory Retirement Age for Priests and Deacons

in the selection process.

Occasionally, the mandatory retirement canon is used to retire an impaired cleric approaching age seventy-two. But impairment does not restrict itself to a particular age. Eliminating mandatory retirement would allow an issue of dysfunctional pastoral relationship to be open to discernment and healing rather than hidden under an arbitrary age factor.

An additional consideration: in 2009, the Church Pension Fund reported to the 76th GC that “Increasing the mandatory retirement age would not have a negative impact on the Clergy Pension Plan. In fact, it would increase the number of assessments coming into the Fund and typically pay a retirement benefit to a cleric for a shorter period of time, thus having a possible positive impact on the Fund.”

Circumstances have changed since mandatory retirement age laws were instituted. The mandatory retirement canon for “ministers” was first enacted in 1949. The temper of those times saw a need to open up positions for younger men, and the accepted solution was to institute age terminations. According to the Church Pension Group (CPG), in 1960, 71% of ordinands were 35 years old or younger, and only 6% were over 55. It was expected that the typical cleric would have a thirty- to even fifty-year career. But times change. In the 2009-11 period, only 28% of ordinands were under 35, and 27% were over 55 (CPG, “State of the Clergy 2012,” p. 7). Furthermore, the total number of ordinands is dropping, and retirements during this period outpaced priestly ordinations by nearly 2 to 1 (CPG, p. 6). Social and financial changes have made it impossible for most clergy to expect the old thirty-plus-year full time church career. Analogous changes have made age discrimination in employment now usually illegal in the secular world, putting TEC in the awkward position of being more discriminatory than secular employers. In fact, in 2009 CG passed Resolution 2009-C048, “Support Employment Non-discrimination Laws,” rejecting all discrimination, including age, in employment.

Submitted by: Peninsula Deanery. Contact: Irene Lawrence, St. Bede’s, Menlo Park, irenelawrence42@gmail.com

Endorsed by: Nigel Renton, St. Mark’s, Berkeley; the Rev. Rebecca Goldberg, Holy Child and St. Martin’s, Daly City; the Rev. Jane McDougle, Holy Innocents’, San Francisco.
Becoming a Sanctuary Church

Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of _________ concurring, That the 79th General Convention of The Episcopal Church declare itself to be a Sanctuary Church, as defined by the following actions and commitments; and be it further

Resolved, That The Episcopal Church encourage and support congregations and institutions of the church, both within and outside the United States, to consider becoming Sanctuary Congregations and Institutions, serving as places of welcome, refuge, healing, and other forms of material and pastoral support for migrants and refugees and for all those targeted by hate due to immigration status or some perceived status of difference such as religion or nationality; and be it further

Resolved, That The Episcopal Church encourage and support congregations and institutions across the church to work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people, and specifically to connect with local and national sanctuary communities and institutions, faith-based coalitions, and immigrant rights groups engage in educating, organizing, advocacy, legal direct action, and other methods as deemed appropriate in each context, to ensure the safety, security, and due process for immigrants and refugees, with a focus on keeping families together; and be it further

Resolved, That The Episcopal Church affirm our church’s support for U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes, and reaffirm our church’s support for congressional action for comprehensive and just reform of the broken U.S. immigration system as called for in General Convention resolution 2009-B006: “to allow undocumented immigrants who have established roots in the United States and are often parents and spouses of U.S. Citizens to have a pathway to legalization and to full social and economic integration in to the United States.”

Explanation: For many years, migrant families in the United States and in many other countries have suffered on the margins of our society. They have been scapegoated during difficult economic times and victimized by harsh anti-immigrant ordinances passed by countries, states, and localities. In the aftermath of the recent U.S. presidential election there is heightened concern that the campaign rhetoric villainizing immigrants has become policy targeting them because of their immigration status or religious beliefs.

As a people of faith committed to dismantling oppressive systems and building structures and communities that reflect God’s compassion and justice, we must do nothing less than make straight a highway in the desert for our sisters and brothers. This resolution puts our faith into action by standing with the growing number of cities, colleges and communities of faith declaring themselves places of welcome, refuge, and healing for those targeted by hate due to immigration status or some perceived status of difference as we work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people. We acknowledge that Holy Scripture calls us to welcome the stranger (Deuteronomy 10:19, Leviticus 19:34, Matthew 25:35), and therefore to resist the stated policy proposals of the newly elected Trump administration to target and deport millions of undocumented immigrants, including veterans who have honorably served in the US Military, and to eliminate the Deferred Action for Childhood Arrivals (DACA) program that has granted temporary relief for thousands of young people in our communities and families. We acknowledge that this call extends to supporting the rights of migrants and refugees throughout the Americas and the world who are fleeing violence (both state and non-state violence) and catastrophic events such as those brought on by climate change.

In reference to speaking up for justice on controversial issues, we remember the words of our former Presiding Bishop Frank Griswold saying, ”To open the door of one’s heart is to relinquish certitude in favor of living the questions and to see Christ in all who knock ‘on the right or the left…It means to embrace and take into the inner chamber of one’s own being seemingly irreconcilable and passionately held points of view, submitting them to the truth who is Christ and then remaining steadfast, even in the very midst of hell, without despair.”

Submitted by: Ms. Sarah Lawton, sarahelawton@gmail.com; The Rev. Davidson Bidwell-Waite, davidsonbidwell@comcast.net; The Rev. Anna Lange-Soto, ABLange@aol.com.

Endorsed by: Diocese of California Sanctuary Task Force

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Resolved, That the 168th Convention of the Diocese of California declares the Diocese of California to be a Sanctuary Diocese;

Resolved, That the Diocese of California, including its congregations and institutions, supports Episcopal Church initiatives, and connect with other local and national sanctuary communities and institutions, immigrant rights groups and coalitions, and public officials to engage in educating, organizing, advocacy, legal direct action, and other methods as deemed appropriate in each context, to ensure the safety and security of the unauthorized immigrants and refugees;

Resolved, That the Diocese of California pledges to support and to encourage congregations and their members to continue the work begun with previous General Convention and Diocesan resolutions seeking meaningful reform of U.S. immigration laws and policy; and

Resolved, That the Diocese of California commits to direct resources toward equipping congregations to engage in such work appropriate to local contexts, capacity, and discernment.

Explanation: For many years, immigrant families have suffered on the margins of our society. They have been scapegoated during difficult economic times and victimized by harsh anti-immigrant ordinances passed by some states and localities.

Because of policies being instituted by the current administration, migrants and immigrants in this country fear more than ever the break-up of their families, the loss of homes and business, and the destruction of the lives they have built in this country, often over decades.

This resolution puts our faith into action by standing with the growing number of communities of faith, cities, colleges and organizations declaring themselves places of welcome, refuge, and healing for those targeted by hate due to immigration status or some perceived status of difference as we work alongside our friends, families, and neighbors to ensure respect for the dignity and human rights of all people (e.g., BCP p. 305). We acknowledge that Holy Scripture calls us to welcome the stranger (Deuteronomy 10:19, Leviticus 19:34, Matthew 25:35), and therefore as a people of faith we commit to challenging oppressive systems and building structures and communities that reflect God’s compassion and justice, we must do nothing less than make straight a highway in the desert for our sisters and brothers.

Of particular concern are the current administration’s efforts to target and deport millions of undocumented immigrants, including veterans who have served honorably in the US Military, utilizing “Expedited Deportation” without Due Process for individuals NOT convicted of a felony or violent crime, and threatening to eliminate the Deferred Action for Childhood Arrivals (DACA) program that has granted temporary relief for thousands of young people in our communities and families with US Citizen children.

What does it mean to be a Sanctuary Congregation?

Involvement of sanctuary faith communities across the United States ranges from:

- Education & Advocacy including signing petitions, attending hearings on relevant legislation, and/or participation in civic demonstrations (this could involve planned civil disobedience but such action would be an individual decision);
- Accompaniment of Immigration Families or Youth. This usually involves members of the congregation, supported by the prayers of the congregation, accompanying families to hearings and providing emotional support;
- Networks of Protection & Rapid Response, which involves being present at ICE raids to ensure compliance with law and accountability;
- Physical Sanctuary for persons facing deportation and support of individuals and families seeking refuge.

The Fifth and Fourteenth Amendments to the United States Constitution each contain a due process clause, and as far back as 1896, the U.S. Supreme Court ruled that all persons in the United States of America have constitutional rights to due process which safeguards against the arbitrary denial of life, liberty, or property...
Becoming a Sanctuary Diocese

by the government outside the sanction of law. So, undocumented immigrants do have legal rights to due process under the U.S. Constitution and federal statute. Thus we hope that all congregations will find a form of being a Sanctuary Congregation that is appropriate to the local context, and that members of the Diocese can agree to support at least the first three types of Sanctuary above.

Speaking of engaging with controversial issues, Bishop Marc has quoted Presiding Bishop Frank Griswold saying, "To open the door of one's heart is to relinquish certitude in favor of living the questions and to see Christ in all who knock 'on the right or the left...It means to embrace and take into the inner chamber of one's own being seemingly irreconcilable and passionately held points of view, submitting them to the truth who is Christ and then remaining steadfast, even in the very midst of hell, without despair."

Submitted by: The Rev. Davidson Bidwell-Waite, davidsonbidwell@comcast.net; Ms. Sarah Lawton, SarahELawton@gmail.com; The Rev. Anna Lange-Soto, ABLange@aol.com.

Endorsed by: Diocese of California Sanctuary Task Force.
Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of the Episcopal Church:

Resolved, the House of _________ concurring, That the 79th General Convention call upon the Presiding Bishop and President of the House of Deputies to appoint a task force consisting of lay and ordained members to research and create a proposal for a church-wide paid family leave policy for consideration at the 80th General Convention; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of $30,000 for the implementation of this resolution.

Explanation: The only paid leave provided across The Episcopal Church related to family life is physical disability for childbearing women. It is past time for our church to provide more relevant and needed paid leave for those caring for ill family members, and for new parents. The Episcopal Church already has a structure through the Church Pension Group through which such a program could be created and made available to all dioceses that wish to participate.

Submitted by: the Rev. Julie Wakelee-Lynch, Rector, St. Alban’s Episcopal Church, rector@st-albans-albany.org; Ms. Lori Coleman, Canon for Finance, Grace Cathedral and member, DioCal Personnel Practices Committee, loric@gracecathedral.org; the Rev. Beth Phillips, Rector, Christ Church, Portola Valley, motherbeth@ccpvw.org; the Rev. Bruce O’Neill, Rector, St. Clement’s, Berkeley and chair, DioCal Personnel Practices Committee, bruce@stclementsberkeley.org; the Rev. Liz Tichenor, Associate Rector, All Souls Parish, Berkeley, liz@allsoulsparish.org.


RESOLUTION 5

Task Force on Paid Family Leave

Resolved, That the 168th Convention of the Diocese of California calls for the creation of a task force to research and prepare a proposal for a paid family medical leave policy for consideration at the 169th Convention of the Diocese of California; and

Resolved, That the Bishop Diocesan shall appoint task force members representing lay and clergy employees and employers from the Diocese to complete this work no later than July 2018.

Explanation: Time for parents to care for newborn or newly adopted children, and the need for time to care for ailing family members should not carry the added stress of loss of income. Employers in many sectors now provide paid family leave, however no sector of The Episcopal Church in the United States makes such a provision. This creates a hardship for employees who need the time off, and for congregations which very often cannot afford to provide paid leave and also hire short-term temporary staff during the leave period.

The State of California has a plan which employers may join, but the Chancellor of the Diocese has determined that diocesan participation in it is not possible, because some benefits are provided to our employees through the national church. While it would be ideal for the national church to provide this benefit, the creation of a large-scale plan will take time. Meanwhile, a DioCal self-funded program (similar to the program for salary continuation, currently in place) would provide a low-cost option allowing for paid leave while also supporting congregations to meet essential staffing needs during the employee’s absence. This task force would research options, seek input from congregations and diocesan institutions, and propose language and structure for a Diocese of California program to be considered by voters at the 2018 diocesan convention.

Submitted by: the Rev. Julie Wakelee-Lynch, Rector, St. Alban’s Episcopal Church, rector@st-albans-albany.org; Ms. Lori Coleman, Canon for Finance, Grace Cathedral; and member, DioCal Personnel Practices Committee, oric@gracecathedral.org; the Rev. Bruce O’Neill, Rector, St. Clement’s, Berkeley; and chair, DioCal Personnel Practices Committee, bruce@stclementsberkeley.org; the Rev. Beth Phillips, Rector, Christ Church, Portola Valley, motherbeth@ccpvww.org; the Rev. Liz Tichenor, Associate Rector, All Souls Parish, Berkeley, liz@allsoulsparish.org.
**Resolved**, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

**Resolved**, the House of ________ concurring, That the 79th General Convention of The Episcopal Church support a national tax on carbon-based fossil fuels based on the Carbon Fee and Dividend proposal of the Citizens’ Climate Lobby, which would impose a carbon fee on all fossil fuels and other greenhouse gases at the point where they first enter the economy; align US emissions with the physical constraints identified by the Intergovernmental Panel on Climate Change (IPCC) to avoid irreversible climate change; and use this carbon fee through a trust fund to make equal monthly per-person dividend payments to all American households.

**Explanation:** As Christians and members of a faith community, we have a responsibility to care for the earth and for the peoples of the earth. “The earth is the Lord’s and the fullness thereof, the world and those who dwell therein.” Psalm 24:1

Previous Diocesan Resolutions have urged parishes to take measures to protect the earth, and to reduce greenhouse gas emissions. While local, regional, and state actions are important and necessary, they are not sufficient to solve this global problem which is accelerating ever more rapidly. The United States must take significant steps to participate fully in the international effort to preserve a livable world.

The non-partisan non-profit Citizens’ Climate Lobby offers a scientifically-based proposal with bipartisan appeal. This climate solution, known as Carbon Fee and Dividend, is a national, revenue-neutral carbon fee-and-dividend system (CF&D) that would place a predictable, steadily rising price on carbon, with all fees collected minus administrative costs returned to households as a monthly energy dividend.

In just 20 years, studies show, such a system could reduce carbon emissions to 50% of 1990 levels while adding 2.8 million jobs to the American economy.

The benefits of a fully-rebated revenue-neutral carbon tax are clear to and endorsed by leaders of faith, business associations, national security leaders, and energy and healthcare industry leaders. This market-based solution will save lives, create jobs, and boost our economy while reducing the risks associated with climate change.

Additional information can be found online at: diocal.org/appendix-and-endnotes-resolution-6

**Submitted by:** Contra Costa Deanery, Contact:
Emily Hopkins, Delegate, St. Paul’s, Walnut Creek, EmilyHopkins4@gmail.com, 925-324-9056.

**Endorsed by:** the Rev. Susan Champion; the Rev. Justin Cannon; St. Paul’s Walnut Creek.


Resolved, That, in light of the Diocese’s 2014 advocacy of economic pressure as a means of ending Israel’s now fifty-year occupation of Palestinian lands and fostering a just peace in the Holy Land, the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, The House of _________ concurring, That the 79th General Convention of the Episcopal Church direct the Corporate Social Responsibility Committee to identify by July 1, 2019 those companies that profit from Israel’s occupation of Palestinian lands or whose products or actions support the infrastructure of the occupation and to place such companies so identified on its “no-buy” list; and be it further

Resolved, That the General Convention direct the Investment Committee to divest from any investments it might have in such companies and urge the Church Pension Group (CPG) to take similar action; and be it further

Resolved, That the General Convention direct Executive Council to disseminate to Episcopalians a list of products manufactured in Israeli settlements in the West Bank and marketed in the United States; and be it further

Resolved, That the General Convention encourage Episcopalians to avoid investing in such companies or buying such products.

Explanation: This resolution is predicated on grounds that are moral and legal.

Joining our voice to those of other Christian denominations against the oppression and apartheid endured by Palestinians on a daily basis would add greatly to the growing moral pressure on Israel and, not incidentally, enhance the reputation of the Episcopal Church. In doing so, we would respond to the pleas for economic pressure contained in the 2005 “Call from Palestinian Civic Society” and in the 2009 “Kairos Palestine Document” of Palestinian Christians. Most importantly, we would fulfill our baptismal vow to “seek justice and respect the dignity of every human being.”

The main obstacles to such action have been the justified feelings of guilt within the Christian community with regard to the Holocaust, the efforts by the Israeli Government and some American Jewish groups to equate economic pressure on the Israeli Government with anti-Semitism, and threats by some American Jewish groups to cut off the ecumenical dialogue, if we take such action. We in the Christian West must atone for the sin of the Holocaust, but, in vowing “Never Again,” insist that its memory not blind us to injustices in the Middle East or elsewhere. We must, as we did in our 2014 resolution, also reject the sin of anti-Semitism and affirm Israel’s right to live in peace within secure borders. We must, moreover, strive to maintain a lively, honest dialogue with our Jewish neighbors, celebrating our shared Judeo-Christian heritage, but ever mindful that friends do not seek to silence one another nor enable bad behavior by remaining silent. Breaking the silence sometimes demands courage. In seeking ours, we honor the courage of the growing number of Jews in both Israel and the United States critical of the policies of the Israeli government, opposed to the occupation, and supportive of economic pressure as a legitimate non-violent means to promote an end to the occupation and a just peace.

In terms of law and policy, the occupation and settlements are considered illegal by the international community and our own government. Nonetheless, in fifty years of occupation, the Israeli settler population in the West Bank and East Jerusalem has increased by five percent per year and, in the last decade, from 350,000 to 600,000. These “facts on the ground” have eroded the prospects for a two-state solution preferred by the Episcopal Church and the United States Government, diminished the hopes for peace, and demonstrated that “corporate engagement” and “positive investment” have failed. It is time to try new methods to persuade Israel to do what is in its own best interest.

One such method, which has proven its efficacy in combatting apartheid in South Africa and racial segregation and anti-LGBT legislation in our own country, is economic pressure in the long tradition of non-violent resistance to injustice. With regard to Israel/Palestine, various forms of such pressure have already been adopted by the World Council of Churches; the Methodist, Presbyterian,
Mennonite, and Lutheran Churches; the United Church of Christ; and secular organizations such as the European Union.

Concerning the occupation, United Nations Security Council Resolution 242 of November 22, 1967 emphasizes “the inadmissibility of the acquisition of territory by war” and “affirms that the fulfillment of Charter principles requires the establishment of a just and lasting peace in the Middle East which should include the application of both the following principles: withdrawal of Israeli armed forces from territories occupied in the recent [1967] conflict; and termination of all claims or states of belligerency and respect for and acknowledgement of the sovereignty, territorial integrity and political independence of every State in the area and their right to live in peace within secure and recognized boundaries free from threats or acts of force.”

Concerning the settlements, Article 49 of the Fourth Geneva Convention says: “The Occupying Power shall not deport or transfer parts of its own civilian population into the territory it occupies.” Article 85 of the First Protocol to said Convention further stipulates that “the transfer by the Occupying Power of parts of its own civilian population into the territory it occupies, or the deportation or transfer of all or parts of the population of the occupied territory within or outside this territory, in violation of Article 49 of the Fourth Convention” shall be regarded as one of the “grave breaches of this Protocol” that “shall be regarded as war crimes.”

Investigation and consultation with appropriate TEC officials have shown there are no budgetary implications to the resolution. Accordingly, the resolution contains no budgetary resolve.

Submitted by: The Rev. Vicki Gray, Deacon, Christ the Lord, Pinole and member, East Bay Chapter of the Episcopal Peace Fellowship (vgray54951@aol.com or (707) 554-0672).

Endorsed by: The Rev. Susan Champion, Rector, Christ the Lord, Pinole; the Rev. Katherine Salinaro, Christ the Lord, Pinole; the Rev. Kathleen Van Sickle, Deacon, St. Alban’s Albany; Janet Chisholm, All Souls, Berkeley; the Rev. Daniel Prechtel, Assisting Priest, All Souls, Berkeley; Barbara D. Metcalf, St. Alban’s, Albany; the Rev. Davidson Bidwell-Waite, Deacon.
Supporting Transgender Access

Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of __________ concurring, That the 79th General Convention of The Episcopal Church reaffirm its support for the enactment of laws at the local, state and federal level that prohibit discrimination based on gender identity or the expression of one’s gender identity; and be it further

Resolved, That The Episcopal Church support legislative, educational, pastoral, liturgical, and broader communal efforts that seek to end the pattern of violence against transgender people in general and transgender women in particular, calling attention especially to the rising violence against transgender women of color; and be it further

Resolved, That The Episcopal Church oppose all legislation that restricts public restroom, locker room and shower access for transgender and gender non-conforming people, recognizing that such bills disproportionately impact and contribute to a pattern of violence against transgender women and non-binary identified people; and be it further

Resolved, That The Episcopal Church ask dioceses and parishes to remove barriers to full participation in congregational life by making their gender-specific facilities and activities fully accessible to all, regardless of gender identity and expression.

Explanation: This resolution reaffirms the support of The Episcopal Church for transgender people by calling upon the General Convention to lift its voice in response to the rise of anti-transgender rhetoric, legislation, and violence across the United States. It builds upon earlier General Convention resolutions* and public statements by the Presiding Bishop and the President of the House of Deputies decrying this pattern, including the recent legislative efforts in Texas and the declared ban on transgender people serving in the military.**

Building upon this foundation, this resolution calls us to recognize and respond to the lethal violence against transgender people that has risen sharply over the last several years, disproportionately impacting transgender women of color.*** It also challenges us to name how so-called “bathroom bills,” which have likewise increased markedly in recent years, are part of that same pattern of violence, impacting not only transgender people in general but more specifically targeting transgender women and girls in a horrific pattern of transmisogyny.**** Finally, this resolution calls upon Episcopalians to ensure that even as we direct our gaze and action outward, we also take stock of the gender-specific activities and facilities of our own congregations, making sure that they are fully accessible to people of all gender identities and expressions, binary and non-binary.

Founded on our baptismal vocation to persist in resisting evil, to strive for justice and peace among all, and to respect the dignity of every human being, this resolution urges us onward in building the beloved community.

Footnotes available online here: dio-cal.org/blogs/convention-resolutions/resolution-8-supporting-transgender-access

Submitted by: The Rev. Dr. Cameron Partridge, Rector, St. Aidan’s, San Francisco, rector@staidansf.org; Ms. Gretchen Lintner, Delegate, St. Mary the Virgin, San Francisco, gretchen.lintner@gmail.com.

Endorsed by: Ms. Sarah Lawton, Delegate, St. John the Evangelist, SF; Mr. Warren Wong, Delegate, St. James Church, SF; The Rev. Liz Tichenor, Associate Rector, All Souls, Alameda
Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of __________ concurring, That the 79th General Convention of The Episcopal Church call upon the Executive Council and its Committee on Corporate Social Responsibility (CCSR), in conjunction with the Church Pension Fund, to identify 10 companies significantly impacting the environment, and be either the primary filer or co-filer for shareholder resolutions creating a designated climate scientist position on their boards of directors; and be it further

Resolved, That the General Convention budget make this a priority for the triennial as the Stewardship of Creation pillar of the Jesus Movement by allocating $12,000 - $15,000 in addition to CCSR’s budget for implementation.

Explanation: The Episcopal Church has repeatedly called for strong measures to slow global warming and its concomitant climate change. This resolution, further implementing this policy in a modest fashion intended to be noncontroversial, calls upon the Church’s Executive Council and its Committee on Corporate Social Responsibility (CCSR), in conjunction with the Church Pension Fund, to identify ten companies that would be appropriate candidates to have a designated climate scientist expert on their board of directors. It also directs CCSR to be either the primary filer or co-filer for shareholder resolutions to accomplish that result. This will ensure open discussion of issues, hold directors and officers accountable for their actions, and secure the rights of shareholders to be represented by independent directors who are competent in this critical area.

Implementing this and other resolutions, TEC’s Executive Council, among other things, has instructed the Treasurer to vote in favor of all shareholder resolutions asking companies to adopt principles for national and international action to stop global warming; and to vote in favor of all shareholder resolutions asking companies to report on the financial risks resulting from climate change and their impact on shareholder value and related matters.

God calls us to be good stewards of God’s good Creation (Gen. 1:31, 2:15). Jesus commands us to care for those who are vulnerable as if we were caring for Him (Mt. 25:40). The Fifth Mark of Mission of the Anglican Communion is “To strive to safeguard the integrity of creation and sustain and renew the life of the earth.” The Episcopal Church, by its mission, is pledged to the protection and care of God’s people and God’s Creation.

Based on three resolutions, the Episcopal Church have established policies on Global Climate Change (GC 2006 B002), Care of Creation (Executive Council Minutes – February 21, 2010). Board Diversity, and Scientific Integrity in Environmental Policy (GC 2009 C012). With the increased call from institutional investors for transparency and reporting the impacts of climate change policies to shareholders, it becomes imperative that governing boards have climate scientist expert on corporate board of directors.

More background is available here: diocal.org/background-resolution-9

Submitted by: Warren J. Wong, delegate, St. James, San Francisco of the Deanery of San Francisco; member, Executive Committee on Corporate Social Responsibility 2001-09 (formerly SRI); member, Interfaith Center on Corporate Responsibility (ICCR) Climate Change WorkGroup (2016-), wjwstjames@gmail.com

Endorsed by: Episcopal Peace Fellowship – East Bay Chapter