

Executive Council Minutes
Tuesday, April 18, 2023
4:30 PM – 6:30 PM
via ZOOM

Attendance: Present Absent Excused

Officers:

The Rt. Rev. Dr. Marc Handley Andrus Bishop and President P
Sherry Lund Chair, Class of 2023 (Convention) P
The Rev. Kirsten Spalding, Vice Chair, Class of 2025 (Convention) P
Peter Fairfield, Secretary, Class of 2024 (Convention) P

<i>Class of 2023</i>	<i>Class of 2024</i>
The Rev. Krista Fregoso (Contra Costa) P	Bruce Morrow (Alameda) P
Steven Depont-Kalani (San Francisco) P	Mary Frances Leopold (Southern Alameda) P
Aidan Jobe Sea (Peninsula) P	The Rev. David Erickson (Convention) P
Elaine-Vallecillo Miller (Southern Alameda) P	Bill Burrell (Marin) P
Jeanette Dinwiddie-Moore (Convention) P	Michael Diamond (Peninsula) P
<i>Class of 2025</i>	<i>Bishop's Appointees</i>
Vance Frost (Marin) P	Leigh Flesher (2025) P
Carolyn George (Convention) P	Bruno Peguese (2024) P
The Rev. John Kirkley (San Francisco) P	Edgar Woo (2024) A
The Rev. Will Scott (Alameda) E	
Jim Wiant (Contra Costa) P	

Ex-officio members:

The Rev. Brother Richard Edward Helmer Secretary of the Convention P
Lane Ringlee Treasurer of the Diocese P

Diocesan Staff:

The Rev. Canon Debbie Low-Skinner Canon to the Ordinary P
The Rev. Michele Racusin CFO A
Canon Davey Gerhard Canon for Stewardship and Development P
The Rev. Gary England Vice Chancellor A
Canon Amy Cook Canon for Faith Formation A
Stephanie Martin Taylor Working Head Group for Communications P
Canon James Forsyth A

Other attendees:

Canon Christopher Hayes, Esq. Chancellor of the Diocese E

4:32 Chair Sherry Lund called the meeting to order. The meeting then split into groups of two in breakout rooms to share prayers.

4:39 Mike Diamond described his experience of the Vital & Thriving process in his parish, Christ Church-Los Altos, which is currently in the second year of the First Cohort. While the process initially seemed overwhelming, he has found it to be a wonderful journey. In the last step before deciding on initiatives that they will launch, there was a high level of agreement among those present. V+T has been a great success in giving participants a shared understanding of the future direction for the parish.

4:42 Chair Lund asked members to contact her in the next day or two if they felt called to work on either the Executive Council Nominating Subcommittee (which generates nominees), or the Diocesan Nominating Committee (which assures all requirements are in place).

4:44 The chair removed the March minutes from the consent agenda to add some recent additions.

4:47 Carolyn George moved that the updated March minutes and the remainder of the consent agenda be approved. The motion was seconded and approved unanimously.

4:48 The Rev. Krista Fregosi moved that the meeting move into executive session to be updated on the Bluebird project. The motion was seconded and approved unanimously.

4:54 The Rev. Krista Fregosi moved that the meeting leave executive session. The motion was seconded and approved unanimously.

4:55 As the Rev. Canon Michele Racusin was unable to attend, the bishop described the current status of the parochial reports. Only two parishes have yet to submit their reports, but these two are not expected to change the overall status. Some parishes showed surprising shrinkages, but these were balanced by others that showed encouraging expansions. When the parish profile numbers are finalized, at the recommendation of the bishop, the Assessment Formula Task Force of the EC will consider the proposed 2024 budget (the first step before we recommend an assessment formula to Convention.)

4:57 Treasurer Lane Ringlee began his report for the Finance Committee by remarking that the diocese was in reasonable financial shape through the first quarter. The main item requiring a decision at this time was the request by St. Luke's for access to the diocesan line of credit. They are planning capital improvements to their building that will be executed in stages. This being so, they will not need full funding up front, but will require partial funding for each stage of the work and repayments will be made as their work and their capital campaign progress. Responding to questions, he assured the committee that their planning for both the work and their capital campaign was at an advanced stage, the consent of the Executive Committee being all that was required to begin the work. A motion by Steven Depont-Kalani to allow St. Luke's access to the diocesan line of credit up to \$700,000.00 was seconded and passed unanimously.

5:08 Treasurer Ringlee then addressed questions concerning the funding of the new position of Canon for Racial, Social and Environmental Justice. He and Canon Davey Gerhard assured the committee that there are funds and pledges in place to support the salary and benefits from the Expanding Horizons Funds and other sources. He mentioned the Carol Cook Fund and the bishop's discretionary funds as sources to cover the full compensation package and other expenses related to the position. The bishop expressed the hope that his successor will continue this position. If so, the successor bishop will need to identify and approve expenditures from funds under the bishop's control. There are no current plans for endowing this position. A decision now to fund this position will not and should not tie the hands of the next bishop nor those of succeeding Executive Committees. The Rev. Kirsten Spalding asked whether the position will be reflected in the Diocesan budget given to Convention. Treasurer Ringlee indicated that he would come back with an answer to this question. If the position is reflected in the Diocesan Budget, it would show up both as income (from the Expanding Horizon's Fund or other sources) and expenditures for salary, benefits and expenses related to the position. In response to questions on the timing of this appointment, the bishop said that the search committee will begin work in May with the expectation of having candidates to present to the bishop in September. Chair Sherry Lund summed up the process by saying that this Executive Committee is providing the seed money for this position, but future church leaders will need to decide how the position should be sustained in the future.

The Rev. Kirsten Spalding made the following motion:

Resolved, the Executive Council approves an expenditure for the purpose of funding a position, the Canon for Racial, Social, and Environmental Justice (CRSEJ), for the Diocese of California (as described at the February and March Executive Council (EC) meetings). The approved allocation shall be prorated at a rate of not more than \$150,000 for salary and benefits between hire date and the end of the calendar year. The source of the funding will be the Expanding Horizons-Caring for God's Creation: Leadership/Environmental Allocation. This expenditure will be reviewed for approval by Executive Council annually in December of 2023, 2024 and 2025 to enable the position to be funded for three years.

The motion was seconded and passed unanimously.

5:50 Break

5:56 The bishop thanked all who made the new canon position possible. He described his upcoming schedule as he goes on sabbatical and assured the committee that he will be attending all Executive Committee planning meetings and Executive committee meetings remotely while he is away. He outlined his plan for creating new Regional Deans. As there has not been much response to his call for volunteers, he will appoint a clergy member in each deanery to fill these posts. He stressed that it is impossible for a bishop to be familiar with the pastoral needs of over a hundred clergy persons and the creation of these positions will greatly aid him in addressing those needs. The bishop reported that St. Alban's has requested that they be converted to mission status as they need to call a new pastor at less than a fulltime basis (currently projecting a ¼ time call for a Vicar). He said that St. John's, Clayton is going through

some changes, and related decisions may come to the EC at future meetings. The bishop expressed his desire that, in light of the sale of the properties of St. Cuthbert's and Holy Innocents, Corte Madera, a process be set up to discern the use of proceeds from such sales. This process should include consultation with the closing church and other churches in the Deanery. There were several questions such as "Should funds from the closing of a parish be set aside as seed money for new parishes?". The bishop recommended that the Governance Committee undertake this project and recommend to EC a process to determine the use (or uses) of proceeds from church property sales and any other outstanding assets when a church closes.

6:33 The following Talking Points for the committee's consideration were discussed.

- 1) CFO and Finance Committee are looking at Parochial Reports. With only 2 reports outstanding there are some deficits, but on balance, nearly even income. When the parish profile numbers are finalized, at the recommendation of the Bishop, the Assessment Formula Task Force of the EC will consider how we build the budget (the first step before we recommend an assessment formula).
- 2) EC approved advancing St. Luke's in SF a \$700,000 line of credit.
- 3) The Finance Committee is continuing its Assessment Formula Comparison looking at similarly situated Dioceses.
- 4) The EC made a decision to fund the Canon for Racial, Social and Environmental Justice with an allocation not to exceed \$150,000 from the Expanding Horizons Leadership allocation. This expenditure will be reviewed for approval by Executive Council annually in December 2023, 2024, and 2025 to enable the position to be funded for three years.
- 5) the Bishop's Search Process continues: The Diocesan profile has been posted and the applications are due by May 31st.
- 6) The Bishop is appointing Regional Deans to provide ready communication between Dioceses and the Deaneries and they will be in place by the first week of May.

6:40 Chair Sherry Lund closed the meeting and prayers were offered by The Rev. Canon Debbie Low-Skinner

Respectfully submitted,

Peter Fairfield, Secretary