



## **Diocesan Convention Minutes November 7 – 9, 2019**

**McClellan Conference Center  
5411 Luce Avenue  
McClellan, California 95652  
Telephone: 916-877-8159**

### **Thursday, November 7th**

The 109th Convention of The Episcopal Church in the Diocese of Northern California celebrated Holy Eucharist at 7:00 p.m. at the McClellan Conference Center. The Rt. Rev. Megan M. Traquair presided and preached.

### **Friday, November 8th**

The Convention opened with morning prayer. Following morning prayers, Bishop Traquair reported that a total of \$3,948 was collected from the Thursday evening Eucharist offertory.

#### **Formation of Convention**

Bishop Traquair called for the Report of the Secretary regarding Quorum. The Rev. Matthew Warren, Secretary, reported a quorum consisting of 77 Clergy and 65 congregations; whereupon Bishop Traquair as President called to order the 109th Convention of The Episcopal Church in the Diocese of Northern California.

Bishop Traquair called for the Report of the Committee on Admission of New Parishes and Missions. The Rev. Brian Rebholtz, on behalf of The Rev. Canon Kent McNair reported no new or disbanding missions or territories within the Diocese.

#### **Nomination and Election of Officers of Convention**

Bishop Traquair nominated the following persons for election to the following offices.

##### **Secretary and Assistant Secretary**

The Rev. Matthew (Matt) Warren, Secretary  
Ms. Jacqi Seppi, Assistant Secretary

##### **Chancellor and Vice Chancellors**

Canon Charles Mack, Chancellor  
Canon L. Miles Snyder, Chancellor Emeritus and Vice Chancellor

Ms. Barbara Jewell, Vice Chancellor  
Mr. Malcolm Mackenzie, Vice Chancellor  
Mr. Kevin Davis, Vice Chancellor

### **Treasurer**

Mr. John Nykamp, Treasurer

All persons nominated were elected by a motion duly made, seconded, and unanimously carried. Bishop Traquair declared those nominated to be elected.

Bishop Traquair recognized The Rev. Harry Allagree as Historiographer.

### **Appointment of Committees of Convention**

Bishop Traquair made the following appointments to Committees of Convention.

Canon Charles Mack, Parliamentarian  
Mr. Jim Sargent, Dispatch of Business  
The Rev. Canon Kent McNair, Admission of New Parishes and Missions  
The Rev. Rodney Davis, Constitution and Canons  
Ms. Leta Parks, Resolutions  
Mr. John Miller, Nominations  
Mr. Jim Sargent, Sergeant-at-Arms  
The Rev. Matthew (Matt) Warren, Judge of Elections  
The Rev. Matthew (Matt) Warren, Ms. Leta Parks,  
Canon Charles Mack, Minutes Committee  
Ms. Jacqi Seppi, Minutes  
The Rev. Matthew (Matt) Warren, Credentials

### **Agenda, House Rules, and Additional Resolutions from the Floor**

Bishop Traquair called upon Mr. Jim Sargent, Dispatch of Business, to present the agenda and house rules for Convention. Mr. Jim Sargent moved the adoption of the Agenda and adoption of the House Rules as stated in the convention packet, which shall operate both within and outside of the Convention, and for ratification of actions already taken in accordance with the Rules.

After a second, the motion was unanimously carried.

Bishop Traquair asked for any additional Resolutions from the floor. There were none.

### **Nominations**

Bishop Traquair called on Mr. John Miller, Elections, for the report of the nominations committee. Mr. John Miller moved that those presented in the nominations packet be placed in nomination for their respective office as follows.

## **General Convention Deputies and Alternates - Lay**

Ms. CeeCee Coleman  
Mr. Jay Elmquist  
Mr. Peter Juvé  
Mr. John Kraynak  
Canon Charles Mack  
Mr. John Miller  
Mr. Gerard (Jerry) Paré  
Ms. Anne Seed  
Ms. DonnaJo Woollen

## **General Convention Deputies and Alternates - Clergy**

The Rev. Canon Cookie Clark  
The Rev. Paul Colbert  
The Rev. Robin Denney  
The Very Rev. Daniel Green  
The Rev. Kenn Katona  
The Rev. Betsey Monnot  
The Rev. Michael Monnot  
The Rev. Lew Powell  
The Rev. Jim Richardson  
The Rev. Matt Warren

Bishop Traquair called for nominations from the floor. There were none for General Convention Deputies and Alternates, either lay or clergy.

Bishop Traquair declared the nominations to be closed, there being no further nominations nor objections.

## **Board of Trustees**

Mr. Myles Clarke, Ms. CeeCee Coleman, Mr. Stan Forbes, Mr. John Miller, Ms. DonnaJo Woollen

Bishop Traquair called for nominations from the floor. There were none for Board of Trustees  
Bishop Traquair declared the nominations to be closed, there being no further nominations nor objections.

## **Standing Committee**

Lay: Ms. Mary Ellen Ferguson, Mr. Gerard (Jerry) Paré, Ms. Leta Parks, Mr. Chris Sanft

Clergy: The Rev. Seth Kellerman, The Rev. Matt Warren

Bishop Traquair called for nominations from the floor. There were none for Standing Committee  
Bishop Traquair declared the nominations to be closed, there being no further nominations nor objections.

## **Bishop's Appointments and Appointments for Confirmation**

Bishop Traquair announced her appointments and appointments for confirmation as follows.

### **Archdeacons**

The Ven. Gary Brown  
The Ven. Pam Gossard

The Ven. Margaret Grayden was also appointed as of February 1, 2020, at which point  
The Ven. Gary Brown will step down.

### **Ecumenical Religious Officer**

The Rev. William Rontani

### **Indigenous Missioner**

The Rev. Lewis "Sitting Panther" Powell

### **ERD Coordinator**

The Rev. Jane Snibbe

### **Commission on Ministry**

The Rev. Margaret Grayden, Interim Chair  
Ms. Susan Calkin  
The Rev. David Englund  
The Rev. Babette Haggenjos  
The Rev. Dr. Daniel London  
Mr. Malcolm Mackenzie  
Ms. Linda Maxwell  
The Rev. Betsey Monnot  
Ms. Leta Parks  
The Rev. Brian Rebholtz  
Mr. Steve Rodekohr  
The Rev. Kate Sefton  
Dr. Scott Stockburger  
Ms. Jo Ann Williams

The Bishop called for a motion to confirm. All persons appointed were confirmed by a motion duly made, seconded and unanimously carried. Bishop Traquair declared those appointed to be confirmed.

### **Nominations for Election**

Bishop Traquair announced the following nominations for election.

### **Episcopal Community Services**

The Rt. Rev. Megan Traquair, Ex-Officio & Chair  
The Rev. Canon Beatryce "Cookie" Clark, President  
Mr. Jim Schaal, Vice President for Administration and Communication  
Ms. Betty Harrison-Smith, Vice President for Grants

The Rev. Patty Park, Secretary  
Ms. Susan Wahlstrom, Diocesan Health Ministries  
Ms. Marcia Traner, Treasurer

**The Episcopal Foundation of Northern California**

The Rt. Rev. Megan Traquair, Ex-Officio and Chair  
Canon Charles Mack, Ex-Officio and Chancellor  
Mr. Gregg Wickham, President  
The Rev. Perry W. Polk, Vice President  
Ms. Kathe Charters, Treasurer/Secretary

The Bishop called for a motion to elect. All persons nominated were elected by a motion duly made, seconded and unanimously carried. Bishop Traquair declared those nominated to be elected.

Bishop Traquair made the following appointments.

**Regional Deans of Convocations**

The Very Rev. Richard Yale, Alta California Deanery  
The Very Rev. Mary Claugus, Capital Deanery  
The Very Rev. Sarah Quinney, Central Deanery  
The Very Rev. Daniel Green, Russian River Deanery  
The Very Rev. Sara Potter, Semper Virens Deanery  
The Very Rev. Canon Mary Hauck, Sierra Deanery  
The Very Rev. Thomas (Mack) Olson, Wingfield Deanery

Bishop Traquair called for the Courtesy of the Floor Resolution. Upon motion by Ms. Leta Parks, seconded and unanimously carried, the following were granted seat and voice at this Convention:

Ms. Mary Parmer  
Vice Chancellors  
Canonically non-resident clergy licensed in this diocese  
Postulants and candidates for Holy Orders  
Lay officers of Commissions, Committees, Boards and Task Forces  
Diocesan Officers  
Lay leaders of daily prayers  
Laity appointed to give reports  
The Society of St. Francis  
Staff and Volunteers of The Belfry and LEVN  
Office of the Bishop Staff

Bishop Traquair read the Necrology, and the list of those newly canonically resident in the diocese.

Losses by death: The Rev. Art Lillicrapp, The Very Rev. Malcolm McClenaghan, The Rev. Lester Westling

Ordained to the Diaconate: Anny Genato, John Heidel, Karen Lawler, Alex Leach, Tim McDonald, Bob Scott, Jane Snibbe, Julie Vice, Cindy Woods

Transferred by Letters Dimissory: Kevin Phillips, Roy Whitten, Jude Hill, Robin Denney

Consent agenda – There was nothing to report for the consent agenda.

### **File by Title Reports**

Bishop Traquair called for the following reports to be filed by title.

Report of the Standing Committee

The Rev. Canon Beatryce “Cookie” Clark

Report of the Board of Trustees

The Rev. Michael Monnot – Filed report by title

Treasurer’s Report and Review of Budget for 2020

Mr. John Nykamp – Filed the report and review of budget for 2020 by title

Archdeacons Report

The Ven. Gary Brown – Filed the report by title

Deanery Reports

The Very Rev. Sarah Quinney, Central Deanery – Filed the report by title

The Very Rev. Daniel Green, Russian River Deanery – Filed the report by title

The Very Rev. Sara Potter, Semper Virens Deanery – Filed the report by title

The Very Rev. Thomas (Mack) Olson, Wingfield Deanery – Filed the report by title

The Very Rev. Canon Mary Hauck, Sierra Deanery – Filed the report by title

The Very Rev. Richard Yale, Alta Deanery – Filed the report by title

A motion was made to accept the file by title reports, seconded and unanimously carried.

**FIRST BALLOT** Bishop Traquair called upon Sergeant at Arms Mr. Jim Sargent to give instructions on voting. He did so and the First Ballot took place.

### **Bishop’s Address to Convention**

Bishop Traquair delivered her Address to Convention

### **Keynote Speaker**

Bishop Traquair called upon Ms. Mary Parmer of the University of Sewanee, who gave a presentation on Invite\*Welcome\*Connect

### **Camp Fire Anniversary Commemoration**

Bishop Traquair called for 86 seconds of silence to commemorate the first anniversary of the Camp Fire.

### **Results of First Ballot**

Bishop Traquair called upon Mr. Jim Sargent to give the results of First Ballot. He did so and gave instructions on the second ballot. A tally of that vote is attached to these Minutes. The following persons were elected to the following offices:

Board of Trustees: Ms. DonnaJo Woollen and Mr. Myles Clarke

Standing Committee: The Rev. Seth Kellerman and Ms. Leta Parks

Lay Deputies to General Convention: Ms. CeeCee Colman, Ms. DonnaJo Woollen

**A SECOND BALLOT** was called for both Clerical and Lay Deputies to General Convention..

Resolutions

*R1-19: Diocesan Commission on the Environment*

Bishop Traquair called upon the Hon. Leta Parks, Chair of the Resolutions Committee, to introduce Resolution R1-19. She advised that both the Resolutions Committee and the Committee on Constitution and Canons had found the resolution to be in proper form and asked the Bishop to recognize the Rev. Canon Tina Campbell, who upon recognition, moved its adoption and asked that if there was a second, she should speak to it. There was a second, and The Rev. Canon Tina Campbell presented Resolution R1-19 as follows.

RESOLVED, That a Diocesan Commission on the Environment be established to encourage and support congregations in their efforts to be environmentally friendly and to minister in ways that honor Creation; and be it further

RESOLVED, That the Bishop be requested to establish such a Commission by January 6, 2020.

EXPLANATION OF RESOLUTION:

Many churches in our diocese are engaged in environmental ministries of some kind. Examples are recycling, examination of energy use, solar power, community gardens, water conservation, drought tolerant landscaping, energy efficient appliances and construction. At this time these efforts are individual and disconnected. A diocesan Commission would provide a vehicle for recognizing and supporting church efforts, for networking, and for education on practices which might lessen our “carbon footprint” and possibly lower energy costs.

Throughout Scripture the beauty, abundance, and fragility of God’s creation are affirmed. Increasingly churches have come to realize that that, in many ways, our lifestyles and practices have had a significant impact on our environment. Much of it has been damaging.

Our Presiding Bishop, Michael Curry, in his Earth Day message, called on Episcopalians to “love God’s Creation” as God loves the world. He invited us to see this as a step in following the Way of Jesus.

Numerous General Convention Resolutions have called us to Creation Care.

Promoting Energy and Water Efficiency Across the Church (A213), and supporting Producers of Locally Grown Food (C049) are only two of many Resolutions that addressed environmental concerns at General Convention in 2018.

A diocesan Commission on the Environment would provide a framework for honoring Creation and the Creator, by offering resources, expertise, and support to the congregations in our diocese

## FISCAL IMPACT:

Travel expenses within the Diocese

A motion was made and seconded to table Resolution R1-19 until consideration of Resolution R2-19. The motion failed. Debate continued.

Resolution R1-19 was adopted by a voice vote, it being judged by the chair that the majority of votes cast were in the affirmative.

After announcements and noonday prayers, at 12 noon Bishop Traquair called a recess for lunch until 3:30 pm. During the Lunch break from noon until 12:50 pm, there was a Clergy Spouse Lunch, a Senior Warden lunch, and table discussions. From 1:00pm to 3:00pm Bishop Traquair opened the Convention floor to all in attendance to hear the Invite\*Welcome\*Connect Workshop led by Mary Parmer.

At 3:00 pm Bishop Traquair called the Convention back into session.

## Results of the Second Ballot

Bishop Traquair called upon Mr. Jim Sargent to give the results of the second ballot. He did so and gave instructions on the third ballot. A tally of that vote is attached to these Minutes. The following were elected.

Clergy Delegates: The Rev. Betsey Monnot, The Rev. Lew Powell, The Rev. Matt Warren

**A THIRD BALLOT** was called for both Clerical and Lay Deputies to General Convention.

## Resolutions

### *R3-19 Restoration of Emmanuel Church in Historic Coloma*

Bishop Traquair called upon the Hon. Leta Parks, Chair of the Resolutions Committee, to introduce Resolution R3-19. She advised that both the Resolutions Committee and the Committee on Constitution and Canons had found the resolution to be in proper form and asked the Bishop to recognize The Rev. Dr. Christine Leigh-Taylor, who upon recognition, moved its adoption and asked that if there was a second, she should speak to it. There was a second, and The Rev. Dr. Christine Leigh-Taylor presented Resolution R3-19 as follows.

**RESOLVED**, That the Episcopal Diocese of Northern California convey in writing its enthusiastic support of the California State Parks Department's intention to restore Emmanuel Church in the historic Gold Rush town of Coloma. The church was built in 1855 by Episcopalians and Methodists and soon operated as an Episcopal Church. From 1861 to 1903 it was served by the Rev. Caleb Peirce, the founder of Church of Our Saviour in Placerville. Emmanuel Church passed into State of California ownership at some point in its history, and was still used for weddings and funerals. It was closed as unsafe in 2015. The Parks Department has obtained approximately \$2.5 million of State funds to undertake the renovations.



## **EXPLANATION OF RESOLUTION:**

Episcopal Church of Our Saviour has a strong connection to Rev. Peirce and his legacy, and would like to participate in any helpful ways to appropriate restoration efforts, and make themselves available, along with other interested persons, to conduct special services in the restored Emmanuel Church.

## **FISCAL IMPACT:**

There is no anticipated fiscal impact on Church of Our Saviour or the Episcopal Diocese of Northern California.

R3-19 was adopted by a voice vote, it being judged by the chair that the majority of votes cast were in the affirmative.

### *R2-19 Climate Change and the Church*

Bishop Traquair called upon the Hon. Leta Parks, Chair of the Resolutions Committee, to introduce Resolution R2-19. She advised that both the Resolutions Committee and the Committee on Constitution and Canons had found the resolution to be in proper form and asked the Bishop to recognize Ms. Elise Keddie, who upon recognition, moved its adoption and asked that if there was a second, she should speak to it. There was a second, and Ms. Elise Keddie presented Resolution R2-19 as follows.

## **RESOLUTION:**

RESOLVED, That each congregation implement efforts to address how climate change relates to our call as Christians to care for God's creation and to serve the needs of all God's people and encourage members to study, pray, and work to determine how they are being led by the Spirit to address climate change in their households and daily lives; and be it further

RESOLVED, That each congregation, by the end of 2020, develop a plan for their church to address climate change; and be it further

RESOLVED, That the goal of this resolution is for each congregation's facility to making substantial efforts toward becoming carbon neutral by 2030.

## **EXPLANATION OF RESOLUTION:**

The 2019 United Nations Intergovernmental Panel on Climate Change has warned that we have only a dozen years for global warming to be kept to a maximum of 1.5 degrees centigrade, beyond which even a half degree will significantly worsen the risks of drought, floods, extreme heat and poverty for hundreds of millions of people. "Staying at or below 1.5 degrees centigrade requires slashing global greenhouse gas emissions 45% below 2010 levels by 2030 and reaching net zero by 2050." California's 2018 Fourth Climate Change Assessment summarized numerous risks and impacts of climate change on both human and natural resources in our Diocese.

12 of the 15 largest wildfires have occurred since 2000; the Camp Fire alone claimed 86 lives. California has endured extreme drought followed by massive rainstorms, increased heat both in

the daytime and warmer nights, negative impacts on agricultural production and the nutrition content of food and the health of trees for lumber, rising sea levels, the spread of infectious diseases, and the loss of biodiversity.

The Church is uniquely suited to address this crisis from a position of hope and moral clarity and to lead the way with ethical action.

#### **FISCAL IMPACT:**

Developing a plan will have minimal fiscal impacts for most congregations. Worksheets and links to resources available shall minimize fiscal impacts. Moreover, reducing electricity costs through the use of renewable energy will in fact save congregations money. Finally, the costs of a failure to address climate change will be far costlier than mitigation efforts

A motion was made and seconded to amend Resolution R2-19 to read as follows:

RESOLVED, That each congregation implement efforts to address how climate change relates to our call as Christians to care for God's creation and to serve the needs of all God's people and encourage members to study, pray, and work to determine how they are being led by the Spirit to respond to and mitigate address climate change in their households and daily lives; and be it further

RESOLVED, That each congregation, by the end of 2020, develop a risk assessment plan for steps that they can take their church to address climate change; both in preparation for and to minimize and be it further

RESOLVED, That the goal of this resolution is for each congregation's facility to making substantial efforts toward becoming carbon neutral by 2030 resilient to the effects of and minimize their effects on climate change.

A motion to end debate, was made, seconded, and carried unanimously.

Bishop Traquair called for a vote on the amendment. The amendment failed.

A motion to table the resolution was made, seconded, and passed unanimously.

#### *C1-19 Revision of Article V Sec. 4 of the Constitution*

Bishop Traquair called upon the Hon. Leta Parks, Chair of the Resolutions Committee, to introduce Resolution C1-19. She advised that both the Resolutions Committee and the Committee on Constitution and Canons had found the resolution to be in proper form and asked the Bishop to recognize The Rev. Canon Cookie Clark, who upon recognition, moved its adoption and asked that if there was a second, she should speak to it. There was a second, and The Rev. Canon Cookie Clark presented Resolution C1-19 as follows.

**RESOLUTION:**

RESOLVED, That Article V, section 4 of the Constitution be amended to read as follows:

**Article V Section 4.** Clergy in good standing who are actually and canonically resident in the Diocese, and Episcopal clergy and clergy of churches in full communion with the Episcopal Church who are in good standing who are in charge of a congregation in this Diocese and are actually resident in this Diocese and employed in a clergy position by a congregation or institution of this Diocese pursuant to a Letter of Agreement requiring half-time or greater hours of work shall have a seat, voice and vote in the Convention.

**EXPLANATION OF RESOLUTION:**

This change will allow all canonically resident clergy who are employed in the Diocese to vote at convention. Currently, clergy who physically reside outside the Diocese of Northern California but who are employed by a congregation in the diocese are barred from voting. This constitutional amendment applies only to canonically resident (permanently registered with the diocese) clergy living outside the diocese but who are employed at least half-time by a congregation or the diocese. It does not allow unemployed or retired clergy who are canonically resident but physically living elsewhere to vote.

Amending the Constitution is a two year process. This is the first reading. A majority vote is sufficient. In 2021 the vote will be by orders.

**FISCAL IMPACT:** None

A motion was made and seconded to amend Resolution C1-19 to substitute the word “serving” for the word “employed.”

A motion to end debate was made, seconded, and carried unanimously.

Bishop Traquair called for a vote on the amendment. The amendment passed.

Bishop Traquair called for a vote on Resolution C1-19 as amended. It was adopted by a voice vote, it being judged by the chair that the majority of votes cast were in the affirmative.

Bishop Traquair called on Mr. Gregg Wickham who presented on The Episcopal Foundation of Northern California

Bishop Traquair called on The Rev. Lucretia Jevne who presented on Episcopal Community Services.

The secretary made The Episcopal Church Canon I.1.1.(e) known to the Convention.

After prayers, Bishop Traquair called upon Mr. Jim Quinney to give instructions on the Rise Against Hunger outreach event.

Bishop Traquair called a recess until 8:00 a.m. the following morning, Saturday, November 9, 2019.

In assembly-line fashion, convention members participated in the Rise Against Hunger program where meals for the hungry were packed.

A banquet as held at 7:00pm. The Rt. Rev. Megan Traquair was the speaker.

## **Saturday, November 9th**

Bishop Traquair called to order the Third Business session at 8:26am.

### **Results of the Third Ballot**

Bishop Traquair called upon Mr. Jim Sargent to give the results of the third ballot. He did so and gave instructions on the fourth ballot. A tally of that vote is attached to these Minutes. The following was elected.

Lay Deputy Mr. Peter Juvé was elected.

In accordance with House Rule 8, which requires that, if there is no election in either order on the third or any subsequent ballot, the candidate with the lowest number of votes in the order shall be dropped on the next ballot, Mr. John Kraynak and The Rev. Kenn Katona were dropped from the ballot.

**A FOURTH BALLOT** was called for both Clerical and Lay Deputies to General Convention.

Bishop Traquair called upon Mr. Jim Schaal and The Rev. Michael Monnot to present on The Center at St. Matthew's.

### Resolution

#### *C2-19 Extension of R3-14 and Study of the Impact of Temporary Apportionment Exemption on Creative Staff Expenditures*

Bishop Traquair called upon the Hon. Leta Parks, Chair of the Resolutions Committee, to introduce Resolution C2-19. She advised that both the Resolutions Committee and the Committee on Constitution and Canons had found the resolution to be in proper form and asked the Bishop to recognize the Rev. Amy Denney Zuniga, who upon recognition, moved its adoption and asked that if there was a second, she should speak to it. There was a second, and the Rev. Amy Denney Zuniga presented Resolution C2-19 as follows.

**RESOLVED:** That the 109th convention of The Episcopal Diocese of Northern California, desiring to set policies that will implement our strategy of creating, developing, and supporting healthy congregations that make disciples, raise up saints, and transform communities for Christ in Northern California, and desiring to encourage congregations in the creative use of available resources, hereby modifies and amends Section 50.3 of the Canons of The Episcopal Diocese of Northern California to read as follows:

“Sec.50.3. Effective January1,2010, Mission Apportionment will be calculated as a percentage of Net Disposable Income (N.D.I.) defined as operating income less outreach and capital expenditures as defined in the instructions for the treasurer’s monthly report. The Mission Apportionment calculation will be based on a system of at least three tiers created by the Board of Trustees. The Board of Trustees will determine annually the percentage of Mission Apportionment for each tier.”

Commencing January 1, ~~2015~~ 2020, N.D.I. shall be defined as operating income less outreach and capital expenditures and creative staff expenditures. Creative staff expenditures are those by which personnel expenditures are increased by expenditures for staff positions newly created to be filled between January 1, ~~2015-2020~~ and December 31, ~~2017~~ 2023, to perform a function not previously performed by a paid staff position; however, creative staff expenditures shall be reduced by salary savings resulting from vacancies in, or the elimination of, other paid staff positions. A deduction for creative staff expenditures shall be available for only the first three years of the function not previously performed by a paid staff position. The approval of the Board of Trustees shall be required for the classification of an expense as a creative staff expenditure.

The Trustees may not set the percentage above 10% on the first \$60,000 of N.D.I., nor above 17.5% on N.D.I. over \$60,000 up to \$120,000, nor above 25% above \$120,000, without approval of Convention.

A parish or mission in financial difficulty may apply to the Board for assistance in paying its Mission Apportionment. Such applications must be made on an annual basis and must include a completed audit by a diocesan auditor or audit committee.”

And be it further;

RESOLVED, that said expenditures shall include all funds used to provide benefits to said hired individuals; and be it further

RESOLVED, that Treasurer and Office of the Bishop are to report on annual basis to the Board of Trustees the total amount of income exempted from the calculation of Apportionment for each fiscal year, and that the Congregational Development Group along with Office of the Bishop create and circulate a written summary of the impact of R3-14 and this resolution on congregational growth and vitality in advance of the 2024 Diocesan Convention; so that a determination might be subsequently made at the 2024 convention of the Episcopal Diocese of Northern California as to whether such an exemption might be extended on a permanent basis.

## **EXPLANATION OF RESOLUTION**

In 2014 the 104<sup>th</sup> convention of The Episcopal Diocese of Northern California passed R3-14, identical in substance to the proposed resolution, which took effect in January of 2015 and expired in December of 2017. The 2018 convention did not take up the matter of potentially extending the exemption on a permanent basis as suggested in R3-14.

This resolution carries forward the intent of R3-14, which was not only to exempt creative staff expenditures from apportionment for a period of three years, but also to study the effect of this exemption on the health and growth of new congregational ministries, and to weigh the fiscal impact such exemption would have on apportionment income over time.

This resolution allows us to continue to support congregations who are stretching financially to add new positions in response to needs and growth in their communities. As we live into a new episcopate, this resolution gives us the opportunity, as we intended when we passed R3-14, to

study the best ways to support congregational growth and our long-term sustainability as a diocese.

**FISCAL IMPACT:** It remains uncertain how many of our congregations have benefitted from R3-14, as well as how many might now be in a position to add additional creative staff expenditures to their budgets. However, it is anticipated that those who are able to do so will provide a long-term return for congregations and the Diocese.

It is anticipated that as congregations assume the responsibility for funding additional positions, they will be in a position to provide budgetary resources necessary for such additions and that such positions will be added in such a way that the congregational budget will grow to fully support the position. Over the three-year period this will result in additional income to support both congregational and diocesan priorities.

The following scenario provides an illustration of the anticipated result of the passing of this resolution:

A congregation hires a staff member to a newly created position at \$30,000 per year. Depending on the size of the congregation, the additional budgetary funds needed to cover this position would be assessed between 10%-17%. Under the current apportionment rules, the income generated to pay for the new hire would result in the congregation paying between \$3000 and \$5100 per year in additional apportionment, resulting in a 3 year return to the Diocese of \$9000 to \$15,300. The creative staff exemption resolution would authorize the congregation to wait three years before paying the full apportionment on additional staff members. However, the congregation will still pay the full expense required to compensate the additional staff. Assuming the addition of the new staff member helps the congregation to grow by 20 families pledging \$3000 per year, \$60,000 of additional income would become available beginning 3 years from the hiring of the staff member.

C2-19 was adopted by a voice vote, it being judged by the chair that the majority of votes cast were in the affirmative.

Bishop Traquair called on Ms. Emily Hyberg and who presented on The Belfry and LEVN.

Bishop Traquair called on The Very Rev. Sara Potter who presented on Camp Living Waters.

The Bishop called upon the Hon. Leta Parks, Chair and members of the Resolutions Committee to present the following Resolutions of Courtesy and Memorials and Bishop's address.

On motion by the Rev. Anne McKeever and duly seconded Resolution M1-19 Memorial for Lost Clergy was adopted by a unanimous vote as follows.

Resolved by the Diocese of Northern California of The Episcopal Church, in Convention, on the Ninth day of November, 2019, in Sacramento, California, that this diocese with sincerely felt grief, gives thanks and remembers with deep fondness and gratitude our brothers Art Lillicrapp, Malcolm McClenaghan and Lester Westling, all of whom served our diocese faithfully for many years. Through them we have witnessed a deep faith made manifest in the diligence, dignity, grace, humor and incredible patience with which they discharged their respective duties. This diocese hereby gives voice and attests to our deep and

lasting love for Art, Malcolm and Lester, our thanks to God for their lives, and our sympathy to their families who most acutely feel their absence.

On motion by the Ms. Leta Parks and duly seconded Resolution C01-19 of Gratitude and Celebration for Mary Parmer was adopted by a unanimous vote as follows.

Resolved by the Diocese of Northern California of The Episcopal Church, in Convention, on the ninth day of November, 2019, in Sacramento, California, that this diocese expresses its heartfelt gratitude for the presence and inspiration of Mary Parmer, Director of INVITE, WELCOME, CONNECT, transformational ministry of evangelism and hospitality at the University of the South, School of Theology. We give thanks for your creativity as a congregational development coach. You inspire and teach us how to develop intentional practices that invite and make welcome newcomers into God's church. Your passion for evangelism and empowerment of lay people to ministry serves as a guide for us to establish genuine connection with God's people as we spread the Good News of the Gospel. Your presence has enabled us to walk more closely with the Holy Spirit, as we continue our journey of faith and discipleship.

On motion by the Rev. Steve Shortes and duly seconded Resolution C02-19 of Resolution of Thanks and Celebration for The Rev. Dr. Stephen Shaver And The Liturgy Team was adopted by a unanimous vote as follows.

Resolved by the Diocese of Northern California of The Episcopal Church, in Convention on the ninth day of November, 2019, in Sacramento, California, that this diocese expresses heartfelt thanks for and celebration of the presence and ministry of Stephen Shaver, Rector, liturgist, preacher, author, and teacher. We also recognize the hard work and dedication of his faithful team, who under his direction, bring joy and spiritual healing in sacred song and prayer. We appreciate his passion for Anglican liturgy, as it expresses the power of the Holy Spirit to transform each person whom it touches. Through the work of Stephen and his team, we are reminded of the spiritual power of our ancient traditions to keep us connected with one another in a diverse and vital community of faith and love.

On motion by the Rev. Jim Richardson and duly seconded Resolution C03-19 of Resolution of Thanks and Expression of Support for the Staff of the Office of the Bishop was adopted by a unanimous vote as follows. Resolved by the Diocese of Northern California of The Episcopal Church, in Convention, on the ninth day of November, 2019, in Sacramento, California, that this diocese expresses its heartfelt thanks for the Staff of the Office of the Bishop. We are inspired by your selfless witness to the presence of Christ in our communal life through your grace and service to the people of this diocese. We gratefully witnessed your outstanding organizational skills and adaptability, as you lead us through the joyful celebration to a new Episcopate. We are especially thankful for your willingness to put in countless hours of work in preparation for the consecration of our new bishop, as well as this convention. We look forward to working with you in the coming year of continued transition, as we implement the vision of Bishop Traquair, and renew our mission to make disciples, raise up saints, and transform communities for Christ in Northern California.

On motion by the Rev. Anne McKeever and duly seconded Resolution C04-19 of Resolution of Gratitude and Recognition for the Lutheran Episcopal Volunteer Network was adopted by a unanimous vote as follows.

Resolved by the Diocese of Northern California of the Episcopal Church in Convention on the ninth day of November, 2019 in Sacramento California, that this diocese expresses heartfelt appreciation for the labors of our sisters and brothers with The Lutheran Episcopal Volunteer Network. Their selfless dedication is essential to helping make this convention a glorious gathering of Christian disciples working to bring Christ's message of peace and love. We therefore recognize and honor The Reverend Casey Dunsworth,

Program Director, Ms. Emily Hyberg, Executive Director, Austin Hayes, Ray Shelor, Bri Callan, Annie Bates and offer our prayers of thanksgiving for their presence among us.

On motion by the Ms. Leta Parks and duly seconded Resolution C05-19 of Resolution in Solemn Remembrance and Support for Victims of the 2018 Wildfires adopted by a unanimous vote as follows. Resolved by the Episcopal Diocese of Northern California of the Episcopal Church, in Convention, on the ninth day of November, 2019, in Sacramento, California, that this diocese expresses its heartfelt support and love to the communities who continue to suffer from the destruction of the 2018 wildfires. We offer our prayers to those in Paradise, California, especially those who worship at St. Nicholas, and also to those of other affected communities who struggle to rebuild their lives after this tragedy. We offer our gratitude to St. John's Chico, who stood with those in their time of greatest need. As we acknowledge the pain and grief caused by this disaster, we remain grateful for the opportunity to worship and pray together as people of faith. As we walk with the people of these communities on this solemn anniversary, we remain secure in our knowledge that God is with us on the path of healing.

On motion by the Rev. Steve Shortes and duly seconded Resolution C06-19 of Resolution Of Gratitude And Recognition For The Society Of St Francis adopted by a unanimous vote as follows. Resolved by the Diocese of Northern California of the Episcopal Church in Convention on the ninth day of November, 2019 in Sacramento California, that this diocese expresses heartfelt appreciation for the generosity of our sisters and brothers in the American Society of St. Francis for graciously providing their prayer chapel for worship and contemplation. As the Society celebrates its 100th anniversary in this Province, we recognize their commitment to a life of contemplation and service as they seek to be the incarnate presence of Christ in our communities. Their presence among us serves as a visible reminder of the love of God for all people.

On motion by the Rev. Jim Richardson and duly seconded, Resolution C07-19 Resolution of Thanks and Commending Support for the Bishop's Address adopted by a unanimous vote as follows. Resolved by the Diocese of Northern California of The Episcopal Church, in Convention, on the ninth day of November, 2019, in Sacramento, California, that this convention expresses its heartfelt thanks to Bishop Megan Traquair for her address "Deep Roots: New Fruit" as we explore together how to live into the fullness of our Baptismal Covenant in this time and place. We are inspired by her energy and commitment as she has traveled the length and breadth of this diocese, listening to our stories, challenging us to renew our mission, and beginning the task of grafting new fruit onto the old roots of our diocese. We commend the support of the people our diocese for her vision of healing and hope through our Lord Jesus Christ, as we look forward to many years together in fruitful and shared ministry.

### **Results of the Fourth Ballot**

Bishop Traquair called upon Mr. Jim Sargent to give the results of the fourth ballot. He did so and gave instructions on the fifth ballot. A tally of that vote is attached to these Minutes. The following was elected.

Lay Deputy Mr. Jay Elmquist was elected.

In accordance with House Rule 8, The Rev. Paul Colbert was dropped from the ballot.

**A FIFTH BALLOT** was called for Clerical Deputy to General Convention.



There was a break.

### **Results of the Fifth Ballot**

Bishop Traquair called upon Mr. Jim Sargent to give the results of the fifth ballot. He did so and gave instructions on the sixth ballot. A tally of that vote is attached to these Minutes. There was no election

**A SIXTH BALLOT** was called for Clerical Deputy to General Convention.

Bishop Traquair called on The Very Rev. Sarah Quinney and Ms. Emily Dedo who presented on Pathways.

Bishop Traquair honored the leadership of The Ven. Gary Brown.

### **Results of the Sixth Ballot**

Bishop Traquair called upon Mr. Jim Sargent to give the results of the sixth ballot. He did so. A tally of that vote is attached to these Minutes. The following was elected.

Clerical Deputy: The Rev. Robin Denney

Bishop Traquair declared the election of the following Deputies to General Convention:

Lay Deputies:

1. Ms. DonnaJo Woollen
2. Ms. CeeCee Coleman
3. Mr. Peter Juvé
4. Mr. Jay Elmquist

Clergy Deputies

1. The Rev. Lew Powell
2. The Rev. Matt Warren
3. The Rev. Betsey Monnot
4. The Rev. Robin Denney

Bishop Traquair declared the election of the following Alternate Deputies in accordance with House Rule 8, which requires, after the election of Deputies, Alternate Deputies shall be elected by ranking all candidates appearing on the last ballot, both lay and clerical, not elected as Deputies in the order and prescribes that, counting the votes from both orders, and that Alternate Deputies shall be elected by ranking them in the order cast, and that those receiving the highest number of votes shall be elected:

Lay Alternates

1. Canon Charles Mack
2. Mr. John Miller
3. Ms. Anne Seed
4. Mr. Jerry Paré

Clergy alternates

1. The Rev. Canon Cookie Clark
2. The Very Rev. Daniel Green
3. The Rev. Jim Richardson
4. The Rev. Michael Monnot

The newly elected Board of Trustees, Standing Committee, and General Convention Deputies were commissioned.

**BLESSING FROM THE BISHOP AND DISMISSAL by THE ARCHDEACONS**

Following the Closing Prayer upon motion duly made, seconded and passed unanimously, Bishop Traquair adjourned the Convention at 10:50 a.m.

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Reviewed by:

X

Canon Charles R. Mack  
Parliamentarian

Submitted by:

X

Ms. Jacqi Seppi  
Assistant Secretary

X

Ms. Leta Parks  
Chair of Resolutions

X

The Rev. Matt Warren  
Secretary