

**Episcopal Diocese
of Northern California**

GOVERNANCE REPORTS



2022 DIOCESAN CONVENTION | GOVERNANCE REPORTS

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GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS

BISHOP TRAQUAIR'S OFFICIAL ACTS

2021 Diocesan Convention to 2022 Diocesan Convention

Visitations	20
Celebrate Holy Communion	38
Sermons Preached	31
Persons Baptized	5
Persons Confirmed	47
Persons Received	22
Persons Reaffirmed	3
Ordinations to the Diaconate	0
Ordinations to the Priesthood	2
Received by Letters Dimissory	2
Transferred by Letters Dimissory	4
Services of Institution	2
Installation of Bishops	3
Consent to Marriage	6
Consecrations	0
Deconsecrations	0
Made Postulant	6
Made Candidate	0
House of Bishops	1
Clergy Conference	1
Burials	0
Suspensions	0
Consent to Bishop Consecration	9
Consent to Bishop Resignation.	11
General Convention	1
Dedications	3

There are canonically and resident in the Episcopal Diocese of Northern California at the present time:
1 Diocesan Bishop, 3 retired Bishops, 160 Priests canonical, 125 Priests canonical and resident, 26 licensed Priests, 37 canonically resident Deacons, 1 licensed Deacon.

GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS

ORDINATIONS

To the Diaconate

There were no ordinations to the transitional or vocational diaconate in 2021-2022

To the Priesthood

Name	Date	
Barbara Gausewitz White	12/11/2021	<i>By Terry White on behalf of Bishop Traquair</i>
Kathy Lawler	1/19/2022	<i>By Bishop Traquair</i>

To Postulancy

Name	Date
Don Callison	6/9/2022
Karen Hoida	6/9/2022
Emily Hyberg	12/12/2021
Rosemary MacLaughlin	12/12/2021
Paul Mallatt	12/12/2021
Anna Wiley	6/9/2022

ACCEPTED BY LETTERS DIMISSORY

Name	Diocese	Date
Zachary D Neubauer	Central Florida	6/13/2022

TRANSFERRED BY LETTERS DIMISSORY

Name	Diocese	Date
Anne Clarke	Michigan	12/1/2021
Barbara White	Kentucky	12/11/2021
Elizabeth "Betsey" Monnot	Iowa	12/18/2021
Michael Monnot	Iowa	9/13/2022

ACCEPTED FROM THE ANGLICAN COMMUNION

Name	Diocese	Date
Tammy Smith-Firestone	Bolivia	12/1/2021

RECEIVED INTO THE EPISCOPAL CHURCH

Name	Date
Gerarlyn E Cunningham	10/28/2021

LOSSES BY DEATH

Thomas Taylor	10/31/2020
Nancy Edwards	12/9/2021
Ray Potter	12/28/2021
Patricia Sue Kempster	5/5/2022
Jim Hargis	

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CLERGY LICENSED

**indicates date licensed by Bishop Traquair*

Name	Congregation Affiliation	Date Licensed
Michael Backlund	St. Paul's, Sacramento	April 7, 2006
Tansy Chapman	St. Michael's, Fort Bragg	October 25, 2006
Gregg Churchill	All Saints', Redding	March 29, 2006
Restituto Coloma	St. Mary's, Elk Grove	November 18, 1971
David Davidson-Methot	Emmanuel, Grass Valley	February 4, 2014
Melanie Donahoe	St. John's, Petaluma	May 26, 2022
Jerayne Gray-Reneberg	St. Francis', Fortuna	November 11, 2010
Stacey Grossman	Epiphany, Vacaville	September 1, 2022
Pamela Higgins	St. Paul's, Benicia	April 1, 2015
Arthur Holder	St. Paul's, Benicia	September 4, 2008
The Rt. Rev. George Hunt	St. Patrick's, Kenwood	December 16, 2006
Karen King	St. Patrick's, Kenwood	March 5, 2014
Amy Lawrence	Trinity Cathedral, Sacramento	April 9, 1999
Connor Lynn	St. Martin's, Davis	August 17, 2015
Deborah Magdalene	St. Alban's, Arcata	September 10, 2021
Linda Maloney	Faith, Cameron Park	August 15, 2013
Lesley McCloghrie	Christ Church, Eureka	January 29, 2013
Mary Morrison	Trinity Cathedral, Sacramento	December 4, 2018
Barbara Elizabeth Nixon	St. Luke's, Galt	May 1, 2012
Bob Phillippi	Trinity Cathedral, Sacramento	February 4, 2004
Mary Piper	St. Paul's, Crescent City	March 24, 2022
Peter Rodgers	St. Andrew's, Antelope	February 17, 2004
James Townsend	St. Luke's, Galt	May 28, 2004
Claudia Jo Weber	Trinity Cathedral, Sacramento	December 4, 2018
Ellen K. Wondra	Incarnation, Santa Rosa*	October 26, 2020
Ronald Zoesch	St. Mary's, Elk Grove	May 20, 2014

CONSENTS TO ELECTIONS AND CONSECRATION OF BISHOPS

By Bishop Traquair

Ordination and Consecration of Elizabeth Bonforte Gardner to be Bishop in the Diocese of Nevada

Ordination and Consecration of Juan Carlos Quiñonez to be Bishop in the Diocese of Central Ecuador

Ordination and Consecration of Brian K Burgess to be Bishop in the Diocese of Springfield

Ordination and Consecration of Jos Tharakan to be Bishop in the Diocese of Idaho

Ordination and Consecration of Shannon Rogers Duckworth to be Bishop in the Diocese of Louisiana

Ordination and Consecration of Phyllis Spiegel to be Bishop in the Diocese of Utah

Ordination and Consecration of Douglas Scharf to be Bishop Co-adjutor in the Diocese of Southwest Florida

Ordination and Consecration of Jeffrey Mello to be Bishop in the Diocese of Connecticut

Ordination and Consecration of E. Mark Stevenson to be Bishop in the Diocese of Virginia

Ordination and Consecration of Ketlen Solak to be Bishop of the Diocese of Pittsburgh.

Ordination and Consecration of Matthew Cowden to be Bishop Co-adjutor of the Diocese of West Virginia.

CONSENTS TO RESIGNATION OF BISHOPS

By Bishop Traquair

Resignation of The Rt. Rev. Gregory H. Rickel, Olympia

Resignation of The Rt. Rev. Scott B. Hayashi, Utah

Resignation of The Rt. Rev. Dabney T. Smith, Southwest Florida

Resignation of The Rt. Rev. Ian T. Douglas, Connecticut

Resignation of The Rt. Rev. Morris K. Thompson, Jr., Louisiana

Resignation of The Rt. Rev. W. Michie Klusmeyer, West Virginia

Resignation of The Rt. Rev. Brian Thom, Idaho

Resignation of The Rt. Rev. Francisco Duque, Colombia

Resignation of The Rt. Rev. Carl Wright, Suffragan of the Armed Forces

Resignation of The Rt. Rev. Prince Singh, Rochester

Resignation of The Rt. Rev. W. Andrew Waldo, Upper South Carolina

Resignation of The Rt. Rev. Diane M. Jardine Bruce, Los Angeles

ARCHDEACON REPORT

October 2022

The canons of The Episcopal Church state that Deacons serve directly under the authority of and are accountable to the Bishop. They also stipulate that the Bishop may appoint one or more Deacons as Archdeacon(s) to assist the Bishop in the formation, deployment, supervision, and support of the Deacons or those preparing to be Deacons, and in the implementation of the canons. In the Episcopal Diocese of Northern California, it is customary for the Archdeacons to continue serving as Deacons in the parishes to which they have been assigned.

The care, support, and formation of Deacons involve many conversations and meetings. Because of the current pandemic, most of our communications have been conducted by text, phone, email, and/or Zoom meetings.

- The Episcopal Diocese of Northern California currently has a total of forty Deacons licensed and/or canonically resident. This number also includes Deacons who are technically retired (i.e., no longer assigned to serve in a congregation) yet are still active.
- This year there were no Transitional Deacon ordinations but the Archdeacons look forward to resuming the Transitional Deacon Experience program in 2023 where we engage in lively monthly conversations centering around assigned readings and living out the diaconal vows taken at ordination, especially during these times of COVID, racial unrest, and the recent wildfires.
- This year Bishop Megan, the Archdeacons, and diocesan Deacons were able to meet in person during the May Clergy Conference and share face to face in building community and providing an avenue for mutual support.
- The Archdeacons meet regularly with Bishop Megan.
- The Archdeacons attend monthly diocesan convention planning meetings.
- The Archdeacons attend monthly Commission on Ministry meetings with seat and voice, but no vote. They have been involved in an ongoing discussion and exploration of specific ways to meet the formation needs of those seeking ordination to the diaconate in this diocese.
- The Archdeacons attended the Association for Episcopal Deacons online March conference for Archdeacons and Directors and the June AED sponsored conference on the Life and Work of Deacons.

Submitted by:

*The Venerable Pam Gossard and The Venerable Margaret Grayden,
Archdeacons*

STANDING COMMITTEE OF THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA

2022 Convention Report

2022 was anything but a routine year for the Standing Committee. As the pandemic raged on, accommodations had to be made and last-minute changes became the norm. All meetings were held by ZOOM, which turned out to be a favorable adaptation as our members resided in widely diverse geographic areas.

The Standing Committee welcomed one new lay member after the 2021 convention. Donnie Wallace was elected to a four-year term and The Rev. Tim McDonald was elected to a full four year term after completing an unexpired term in 2021.

The calendar year commenced with a joint retreat with the Board of Trustees in Chico, facilitated by The Very Rev. Mary Gray-Reeves. It was the largest joint gathering of governmental bodies in memory. In addition to Bible Study and trust building exercises, goals were established for the coming year and a covenant pledging mutual respect and trust was drafted.

The Committee consented to the election of the following Bishops:

The Rev. Matthew Davis Cowden, West Virginia

The Rev. Fraser Lawton, Dallas

The Rev. Jeffrey Mello, Connecticut

The Rev. Phyllis Spiegel, Utah

The Very Rev. Douglas Scharf, SW Florida

The Rev. Jos Tharakan, Idaho

The Rev. Betsey Monnot, Iowa

The Very Rev. Brian Burgess, Springfield

The Rev. Juan Carlos Quinonez, Ecuador

The Rev. Canon Mark Stevenson, Virginia

The Rev. Canon Shannon Rogers Duckworth, Louisiana

Two “Days of Discernment” were held with the Commission on Ministry by Zoom for those seeking information on the new ordination process. Although in-person Discernment Weekends had been planned, last minute adaptations to a hybrid on-line, in-person format became necessary to accommodate the ongoing pandemic.

GOVERNANCE REPORTS | STANDING COMMITTEE

The implementation of the new ordination process proved highly successful in spite of the challenges encountered and the following people were recommended and ultimately approved by the Bishop for postulancy:

Deacon Don Callison – priesthood

Karen Hoida – Diaconate

Anna Wiley – Priesthood

Rosemary McLaughlin – Priesthood

Mark Dibelka – Priesthood

Paul Mallatt – Diaconate

Emily Hyberg – Priesthood

Kathleen Frederick was approved for Candidacy.

The Committee also voted to approve the refinancing of a loan for St. Michael's Day School and the removal of St. Nicholas, Tahoe City as a mission.

The Committee wishes to thank The Rev. Amy Denney Zuniga for her service at the expiration of her term and Jim Sargent who served two years as President of the Standing Committee. We also thank The Rev. Cindy Long who found the call of grandchildren too great to resist and has moved to Tennessee.

Respectfully Submitted

Leta Parks

President, Standing Committee

BOARD OF TRUSTEES

Submitted by Board Vice-President, Brad Helmuth

This year began with the Board of Trustees having a retreat in January. The facilitator for our gathering was +Mary Gray-Reeves and the Standing Committee was invited to be with us as well. As we spent time together, our goal was to develop a Leadership Covenant and to set goals for 2022. The purpose of developing the Leadership Covenant was to express our desire for how we wanted to work together (You can find the text of this covenant below). The purpose of setting this year's goals was to allow us to focus on our mission priorities for this year.

Goals set for this year include these mission priorities:

- **Finishing up any final details of the 2021 goals.**
- **Developing a strategic plan for the use of the Camp Noel Porter funds.**
- **Evaluating the health of congregations in the Diocese of Northern California.**
- **Communicating the Leadership Covenant to the diocese.**
- **Planning for the end of the lease for the OOB office space.**

As a Board, we have also been working on developing both short and long term strategic plans for the growth and strengthening of the congregations in the diocese. A subcommittee has been set to address these plans.

The Leadership Covenant

With God's help, we will act with integrity in our relationships with congregations, governing boards, the Office of the Bishop and throughout the diocese –and respect the dignity of every human being.

With God's help, we will build trust, respecting the limits of authority and boundaries, and when we fall short, seek reconciliation with those we harm.

With God's help, seeking to be faithful to our baptismal covenant, we acknowledge our common brokenness and our desire to be a resurrection people. We assume positive intent and shared leadership. We agree to: listen and communicate, be clear about our roles, act with courage and humility for the good of the diocese, holding ourselves and work lightly.

With God's help, we will actively create and maintain safe channels for the sharing of concerns. We will promptly acknowledge and respond to those concerns, fostering an environment of healthy and productive communication

COMMISSION ON MINISTRY

Submitted by: Linda Maxwell and The Rev. Kate Sefton, Co-Chairs

Our current members on the Commission on Ministry are:

- The Hon. Leta Parks of Trinity Cathedral, Sacramento
- The Rev. Kate Sefton of St. Stephen's, Sebastopol
- Ms. Rosemary Braxton of Trinity Cathedral, Sacramento
- Ms. Susan Calkin of Grace, St. Helena
- The Rev. Libby Vincent of Trinity, Folsom
- Mr. Malcolm Mackenzie of St. Mary's, Napa
- Ms. Linda Maxwell of St. Paul's, Healdsburg
- The Rev. Patty Park of St. Luke's, Auburn
- Ms. Rhonda Canby of Trinity Cathedral, Sacramento
- Mr. Earl Cunningham of St. Francis, Fortuna
- The Rev. Mike Kerrick of St. Clement's, Rancho Cordova
- Ms. Donnie Wallace of St. Barnabas, Mt. Shasta
- Mr. Fernando Dizon of Incarnation, Santa Rosa
- There are currently two open clergy positions

The archdeacons, The Ven. Pam Gossard of Christ Church, Eureka and The Ven. Margaret Grayden of St. Martin's, Davis have seat and voice, along with the Canon to the Ordinary, The Rev. Canon Julie Wakelee. We are led by our Bishop, The Rt. Rev. Megan Traquair.

We still continue to meet by Zoom and have been able to tackle larger meetings such as Day of Discernment and Discernment Weekend by Zoom as well. Although not in-person, these meetings still work well and allow members and ordination nominees the ability to meet wherever they are.

The new ordination process that was conceived and implemented in 2020 is still bearing fruit. There have been four online Days of Discernment, where those feeling a call to ordained ministry, or to a consecrated life, could receive an overview of the ordination process. There are currently 11 people who are aspirants – those who are continuing in their discernment to one day be priests or deacons in our Diocese.

After attending a Day of Discernment, if sponsoring clergy and their aspirant decide to continue with the process, an aspirant attends the Regional Discernment Group. Several groups have finished or are in process with their aspirants, and as of this writing, 8 people have completed their meetings with their Discernment Groups. With these two processes in place, many people are having a better sense and understanding of their call and the nature of its shape.

An in-person Discernment Weekend is planned for early December 2022 with the hopes of having 5 aspirants attend. With two hybrid discernment weekends having been completed, we currently have 7 postulants.

Now that the discernment process is underway, the Commission on Ministry looks towards rebooting the Lay Ministry path. With the success of the Regional Discernment Groups, several people aspiring to be lay ministers have asked for a similar process. The Commission on Ministry is working on a new Lay Ministry handbook as well as what the process looks like for the variety of lay ministries of the church.

The Commission on Intercultural Ministries has started offering their new racial reconciliation one day training throughout the diocese. We encourage you to read their report for more information on this workshop. Going forward, a course such as this will be required for those seeking lay ministry licenses as well as those serving in leadership positions in their home parishes. More dates for the training will be scheduled in the new year.

We look forward to the opening of the Iona School, an online collaborative in which we have partnered with the Diocese of El Camino Real and the Diocese of San Diego. Iona will be the school where those aspiring to be Deacons, as well as those interested in lay ministry, will be able to complete their formation. This has been an exciting time of growth and change for diocesan ministries and formation. The Commission is grateful for the opportunity to serve in this way.

CHANCELLOR'S REPORT

Submitted by Barbara Jewell

The Chancellor is a diocesan officer learned in the law who is elected each year at Convention. On request, the Chancellor renders opinions on the Constitution and Canons of the Diocese and The Episcopal Church and provides legal advice to the Bishop, the Convention, the Board of Trustees, the Corporation, parishes and missions. This year Barbara Jewell served as Chancellor and was assisted by Canon Charles Mack, Chancellor Emeritus and Vice-Chancellor, Malcolm McDowell and Susan Myers, Vice-Chancellors. The knowledge and skill of the Vice Chancellors is invaluable.

During 2022 your Chancellors have provided advice on a variety of matters including but not limited to policy formation and implementation, property, bylaws and miscellaneous matters as follows:

Policy Formation: Reviewed documents and participated in meetings with members of the Board of Trustees and Standing Committee related to current and past functioning of the Office of the Bishop and the relationship between the Office of the Bishop, the Board of Trustees, and Standing Committee, with the goal of each body being to improve the functioning of the diocese. Participated in development of new financial management practices for the Office of the Bishop.

Attended regular meetings of the Board's investment, budget & finance, convention and property committees. Attended meetings of the Board of the Episcopal Foundation of Northern California, participated in continued development of a new grant process for the Foundation and selection of recipients, and addressed tax and insurance issues.

Governing documents: Assisted a parish in updating its articles of incorporation and bylaws.

Property: Prepared the documents necessary to transfer title of the property where St. George's Carmichael is located from the diocese corporation sole to St. George's. Reviewed and proposed revisions to a lease for the mission at Gualala. Reviewed documents pertaining to the Diocese' current lease.

Miscellaneous Matters: Continued to monitor the bankruptcy of the Boy Scouts of America. Advised the Office of the Bishop regarding pending criminal complaints against members of certain parishes. Consulted with our Church Attorney and Intake Officers on Title IV matters and provided advice on personnel matters. Consulted with our insurance carrier regarding potential claims.

It has been a pleasure serving you in these matters.

EPISCOPAL COMMUNITY SERVICES

Episcopal Community Services (ECS) met monthly by zoom during the past year.

In 2021, ECS received a generous gift from the estate of the Rev. David Cavanagh. The Board voted to add a new grant beginning in 2022 called Rev. David and Catherine Cavanagh Memorial Grant. The Ministry should focus on service to the community, with particular emphasis on advancing social services, community outreach, or agrarian ministries (e.g., community garden or gleanings).

In May of this year the Board made the following grants totaling \$47,100:

Missionary Development Grants:

- St. Alban's, Arcata, for Camp Living Waters for storage containers.
- St. Luke's, Calistoga, for Professional Development and Curriculum, Art Supplies. and Scholarships.

Warren Dunning Memorial Social Justice Grant (3-year)

- St. Matthew's Center, Sacramento, the for the Oasis Project.
- All Saints, Redding, for support related to Welcoming Refugees to Redding. through Sponsor Circles.
- St. Luke's. Auburn, the third year for Prosper Placer.
- St. Paul's, Sacramento, the second year for Hope's Space.

Rev. David and Catherine Cavanagh Grant:

- St. George's, Carmichael, to rent a Port-a-Pot for their community garden.
- St. Martin's, Davis, for Land Based Ministry.

In April, our former treasurer received notice that we were to be sued as part of a class action suit of alleged violations of employee rights. Since we have not had an employee since 2012 this was a moot point. Thanks to Chancellor Barbara Jewell the suit was finally dropped—after the law firm forgot to take us off the list and our former treasurer received a summons in addition to the notification.

At this convention we will be presenting our second annual Bishop Megan Traquair ECS Transformer Award to congregations that are transforming their community for Christ. This year's award winners are St. Brigid of Kildare, Rio Vista, Good Shepherd, Susanville, and St. Peter's, Red Bluff.

Come by our table and see how you can support our work and how we can support your work in the community!

Cookie Clark, President

EPISCOPAL FOUNDATION OF NORTHERN CALIFORNIA

Gregg Wickham

The Episcopal Foundation of Northern California was established in 1983 as an independent non-profit corporation. The Foundation's board of directors is composed of both lay and clergy members, who serve on a voluntary basis. The Bishop and Chancellor are ex officio members. We are stewards of a stock portfolio of around \$3 million, comprised almost entirely of investment funds individual parishioners in our Diocese have established as an important part of their estate planning, and they have entrusted the Foundation to provide oversight of their investments.

The mission of the Foundation is to enhance and complement the philanthropic efforts within our Diocese. We pursue that mission in a number of ways.

- **Routine distribution of investment earnings:** We see to it that, if a donor has specified that a certain percentage of the earnings of their investment fund be given to a particular parish on a yearly basis, we make sure that distribution takes place. Among these is our coordination with Episcopal Community Services to award the Anita Weaver grants, which aim to combat homelessness among vulnerable senior populations.
- **Stock transfers from an individual's estate to a parish or organization:** Sometimes the ownership of an entire investment portfolio is to be transferred. The Foundation can facilitate that transfer.
- **Facilitate workshops for parishes and church lay leaders:** We offer two workshops: one to help people organize their affairs and important papers, in the event of incapacitation or death. Our other workshop provides a framework for church leaders to establish and manage a planned giving program at their church. Unfortunately, COVID has suspended our in-person workshops, but we are working on an on-line version, and we hope to introduce it early next year.
- **Offer grants to Diocesan parishes and organizations:** Out of our unrestricted funds, the Foundation has established the Mustard Seed grants (\$500 grants for start-up and local ministries), and the Foundation Grants, which total \$100,000 to support a variety of ministries in our Diocese.

Since 2020, the Mustard Seed grants have done such things as helped to build a free pantry of essential toiletries for college students, purchase audio-visual equipment, provide printed material for a ministry to children with special needs, purchase handbooks for a Stephen Ministry program, purchase yarn for a prayer shawl ministry, and to help defray the costs of printed material for a legacy giving campaign, among other ministries.

\$100,000 Foundation Grants, begun in 2021 and continued this year, have helped parishes purchase audio-visual equipment and expertise in order to enhance their in-person and on-line worship experience, provided seed money for large community outreach projects, equipped classrooms for religious instruction, bought musical instruments for a church-community program to bring music to underprivileged school children, and helped develop church-sponsored community spaces.

Like any other board of directors of a nonprofit, we are always hoping to do more. And we have been doing more because of the generous financial support of individuals in our Diocese. And we are always on the lookout for new board members, who would like to be part of our Diocese-wide ministry. We meet on Zoom once a quarter, and stay in touch by email and phone.

EMPLOYMENT PRACTICES AND BENEFITS COMMITTEE

Submitted by: Anne Seed

Our Purpose: The Employment Practices and Benefits Committee (EP&B) for the Episcopal Diocese of Northern California is one of several committees and commissions within the organizational structure of the Office of the Bishop (OOB). Working with OOB staff, the purpose of the EP&B is to provide guidance related to employment practices and benefits to the Bishop and to the Board of Trustees (BOT), that impact all paid Diocesan staff.

Who We Are: Current members of EP&B include Rev. Tim McDonald, Anne Seed and Margie Harrison-Smith. Work of the committee is assisted and supported by staff in the Office of the Bishop. The Committee meets on a regular basis; 2022 meetings have all been held virtually via Zoom.

What We Do: 2023 COLA Adjustments In summer 2022, EP&B began to discuss the proposed 2023 COLA adjustments for all Diocesan paid staff. The EP&B Committee felt that the methodology for determining COLA would best serve our diocese by aligning with our diocesan spending policy and using a running 3-year average. This will flatten out the highs or lows. It has been the practice of this diocese to use Social Security Administration (SSA) as the benchmark for determining COLA recommendations to the Board of Trustees. By using a 3-year running SSA average for COLA, the COLA for our diocese in 2023 would be 5.3%. The recommendation from the EP&B Committee is that the Board of Trustees accept the recommendation of using a 3-year SSA average to determine COLA with a COLA recommendation of 5.3% for 2023. This recommendation was presented to the BOT at their August 2022 meeting was approved, and is part of the 2023 Diocesan Budget which was also approved. Churches are encouraged to provide COLA but it is not mandatory. If adopted, COLA must be applied equally to all employees to ensure parity between Clergy and Laity.

Employee Handbook EP&B committee worked with OOB Staff and HRtoGO in revising the Office of the Bishop Employee Handbook to align with current policies and state laws. It was released on August 1, 2022.

2023 Diocesan Health Benefits and Health Plan Options 2023 is a passive open enrollment year; with no major changes to the Health Plan Options. There are, however, pending changes to prescription drug plans and these changes were reviewed by Office of the Bishop Staff and the committee and then presented to the Board of Trustees for approval. The following motion was made, received a second, and was approved by the Board of Trustees at their September 10, 2022 meeting: The Episcopal Diocese of Northern California elects to continue with the Standard RX plan for 2023 and for all subsequent years unless changed by future Board of Trustees action.

Congregational Range Sheet

At the request of the Budget & Finance Committee, EP&B discussed the need for the diocese to take a deeper look into clergy compensations. The committee is committed to this work, recognizing it will take time as they benchmark other dioceses and those denominations we are in communion with. This is a priority of the EP&B committee to be completed in 2023.

Gratitude to the OOB staff, Kati Braak, Director of Operations, and Michelle Karimi, Executive Staff Support, for their countless hours of research and guidance to EP&B.

SAFE CHURCH CONVENTION REPORT

Submitted by Michelle Karimi | Safe Church Coordinator

In 2021: Praesidium transitioned from the Armatus platform to Praesidium Academy, and released new course materials. All learners who had completed a course in Praesidium Armatus in the past four years were migrated to Praesidium Academy.

In 2022: The Episcopal Church (TEC) launched a new program called Safe Church, Safe Communities in partnership with the Task Force to Develop Model Sexual Harassment Policies and Safe Church Training, and the risk management vendor Praesidium. The 20-year-old Safeguarding courses for Congregations and Ministries were decommissioned and removed from Praesidium Academy's online learning platform.

New courses in 2022 include:

- Introduction and Theological Background
- Organizational Rules and Model Policies
- Inclusion
- Power and Relationships
- Pastoral Relationships
- Abuse and Neglect
- Bullying

TEC has also begun the process of translating the trainings into other languages of the dioceses of The Episcopal Church.

Leadership: The new Safe Church Office for The Episcopal Church resides within the Department of Faith Formation with Bronwyn Clark Skov currently serving as manager.

What's to come: The Safe Church Office for TEC is also in conversation with leaders of the nine Provinces of The Episcopal Church to schedule training for two Safe Church trainers per diocese. Webinars for supporting Diocesan Trainers are being planned and materials for instructor-led training are being developed and reviewed.

Finally, we'd like to express our appreciation to all of the Safe Church Administrator across the diocese for their steadfast attention to the transitions and continued support during the ongoing changes. As the diocesan Safe Church Coordinator, I will continue to serve as the liaison between our diocese and the national church office to bring you news, updates, and support with any future changes.

HISTORIOGRAPHER'S REPORT

Canon Charles R. Mack, Historiographer

It shall be the duty of the Historiographer of the Diocese to collect and preserve as property of the Diocese such materials as can be obtained relative to the History of the Diocese, its Bishops, Parishes, Missions, institutions and undertakings and so to arrange, catalog, and classify all such books, documents, photographs and papers in his custody as to make their content accessible for reference and research. Canon 12.4.

Your Historiographer has custody of a wide range of historical materials and has used them for several historical research projects concerning clergy and congregations of the Diocese. He has assisted a member of St. Luke's Woodland in canvassing and classifying a large collection assembled by a recently deceased member of the congregation extending to its foundation and including activities of the church and its members and obituaries of members and related people.

It is a pleasure to serve you in these matters.

Respectfully submitted,

Canon Charles R. Mack, Historiographer

CAPITOL DEANERY 2022 CONVENTION REPORT

The Very Rev. Rik Rasmussen, Dean

Faith, Cameron Park

No report submitted

St. Michael's, Carmichael

No report submitted

St. George's, Carmichael

Update for past year:

- Had successful capital funds drive and replaced our roof.
- Continued community garden outreach with New Roots program for refugees.
- Resumed two-service format, with second service in person and live streamed.
- Replaced entire audio-visual system.
- Started weekly collection of items for St. Matthew's Center.
- 12-Step groups have resumed meeting at the church building, currently with four groups per week.
- Completed adult and youth confirmation classes.
- Budget remained in the black throughout the years of Covid.
- Did annual Mutual Ministry Review in summer of 2022 and will have Outreach Workshop later in fall with goal of increasing our community outreach in person and online.

St. Mary's, Elk Grove

No report submitted

Trinity, Folsom

Trinity Folsom sent parishioner Anna Wiley off to Virginia Theological Seminary in August on her journey towards ordination to the priesthood. Also in August, we welcomed Travis Baldwin as our new fulltime Director of Children and Youth Ministries.

St. Luke's, Galt

No report submitted

Our Savior, Placerville

No report submitted

St. Clement's, Rancho Cordova

No report submitted

Trinity Cathedral, Sacramento

No report submitted

All Saint's, Sacramento

All Saints' bid farewell to their rector of 10 years, The Rev. Michael Monnot. Rev. Michael's wife, The Rt. Rev. Betsey Monnot, was elected as the Bishop of Iowa. All Saints bids farewell to the Monnot family. All Saints is now in transition and looks for their next priest.

St. Matthew's, Sacramento

St. Matthew's held an all Parish retreat that was facilitated by Canon Julie Wakelee. The looked at where we have been, our current assets (using the appreciative inquiry model), and how we can move into the future. The congregation is exploring what leadership will look like in a very small congregation. Our Daughters of the King Chapter has continued to be very active in going out and feeding our homeless neighbors.

St. Paul's, Sacramento – Hope's Space

Hope's Space is a health ministry of St. Paul's, Sacramento, which offers spiritual and emotional support to health care personnel, and people facing pain, illness, loss or suffering particularly for persons not yet linked with a church.

Services for the general public include support groups, healing song circles, and drop in pastoral care. Services specifically for the healthcare community include an "End-of-the-Week Service of Letting Go" and trainings on incorporating spirituality into clinical assessment.

In the first year, most of the offerings were virtual. In person offerings include a Service of Lament and Healing after the overturn of Roe v Wade and a follow up workshop in August. Monthly support groups for persons dealing with chronic pain and care giving begin this Fall.

Hope's Space offers a community where healthcare providers, who are not trained in spirituality, would feel comfortable sending their patients for spiritual and emotional support. They are continuing to build collaborative relationships with local healthcare providers and will be taking the End of Week service on the road to Sacramento medical clinics in September.

Trinity, Sutter Creek

No report submitted

CENTRAL DEANERY CONVENTION REPORT 2022

2022 has been a year of challenges and opportunities for the churches of the Central Deanery. Post Covid many of the churches continue to reach out to their communities sharing Sunday services and weekday worship and study groups via Zoom, You Tube and Facebook. The efforts have welcomed strangers we will rarely meet and impacted lives in ways we will never know. At many of our church's congregants have not returned to in person worship for a variety of reasons of which health and safety are the greatest concerns. Our churches continue to offer Holy Eucharist using the Common Cup or intinction. Masks are a personal choice as is holding hands during the passing of the Peace. We continue to re-gather as the body of Christ guided by his Holy Spirit growing in love for each other, our communities and our world.

This past year we've experienced the retirement of Father John Harris at St. Timothy's Gridley, Father Kevin Phillips at St. John's Marysville, and Father George Foxworth at Grace Wheatland retired for a second time. At St. James Lincoln the Reverend Sarah Quinney accepted a position in Colorado. None of those positions have been filled with another priest. A huge thank-you to Canon Julie Wakelee who has worked with these congregations to find interim supply priests and long-term solutions of part time and/or bi-vocational priests. All our congregations are being ably led by both clergy and lay leadership. We are blessed by some outstanding leaders.

St. Andrew's Antelope continues its ministries despite dealing with a fire in their building on Nov. 13, 2021. They worship at Bethel Lutheran Church Sacramento where Father Peter Rogers continues to offer bible study and just a two weeks ago celebrated a Choral Evensong.

This past year we resumed our tradition of Advent Lessons and Carols at St John's Roseville. Beautiful angelic voices filled the sanctuary. It was an opportunity for all of us to enjoy their beautiful sanctuary as well as their gracious hospitality. We hope to continue this tradition this year. Another tradition is the St. Stephen's Chocolate Festival in Colusa also on the first Sunday in Advent the proceeds of which will fund their outreach ministries.

Outreach activities occur throughout our deanery. Through community gardens, food closets, meal programs, clothing drives, prison ministries, counseling, and other activities, our churches are quite active in serving those in need in our particular communities. At St Paul's Oroville they support a gun turn in program that converts the weapons into garden tools; St Stephen's Colusa supports drive thru food distribution; St James Lincoln continues to provide Sunday services for special needs children as well as a community garden; the activities at St John's Roseville requires a separate report and the list goes on and on.

All that activity supports our spiritual and formation needs drawing its vitality from the love of God and feeds that love within our churches. As you can see, the Central Deanery's ten congregations continue to work collaboratively and look for ways to support our respective ministries. We continue to grow together in faith and ministry, letting the transforming love of Jesus Christ guide us as the Holy Spirit inspires us.

Your Brother in Christ,

The Very Rev. Richard Laughman

RUSSIAN RIVER DEANERY

The Very Rev. Ed Howell, Dean

The Russian River Deanery Clergy met in person on March 29 at St. Paul's, Healdsburg, the first in-person meeting since Covid arrived. We invited our Deanery representative to the Board of Trustees, Daphne Vernon, and Lay Leaders from three congregations without resident clergy to join our Clericus for conversations about Deanery ministries.

At that March meeting we also paid tribute to the Rev. Daniel Green who retired from the "Deanship" after nine very active and productive years of leadership.

We met in person again in June at Incarnation in Santa Rosa and again in August at Holy Trinity, Ukiah. In addition to catching up with happenings at each of the eleven congregations in the Deanery, we shared the struggles all are still having returning to church after so many months of Zoom services and meetings, and some good surprises that came from those internet times. Some congregations gained new members via zoom.

We paid close attention to our participation in the current Diocesan programs and initiatives, including Restart, the Regional Discernment Groups, Best Skills, Sacred Ground and the racial Healing and Justice workshops. At our August meeting we also discussed planning a Deanery workshop to help people qualify for the several licenses that will enable more lay members to do the many ministries of their congregations. There are seven licenses, but we will start with worship leader, Eucharistic Minister, Eucharistic Visitor and Preacher.

At the time of this writing (weeks before the convention) we are looking forward to staying in touch at the convocations (zoom again) and the convention in Redding.

We welcome the new Diocesan staff member for Congregational Development, the Rev. Mack Olson. That's what this Deanery is all about — developing strong congregations full of faithful members.

In Christ,

Ed Howell, Dean

REPORT TO DIOCESAN CONVENTION FOR THE SEMPER VIRENS DEANERY

Submitted by The Very Rev. Sara L Potter

The faith communities of the Semper Virens Deanery are St. Alban's—Arcata, Christ Church—Eureka, St. Francis Mission—Fortuna and St. Paul's Mission—Crescent City. Clergy and lay leadership work together to share resources and opportunities for contextual ministries throughout our deanery.

Closing of St. Mary's Ferndale

The petition to close St. Mary's, Ferndale was approved by an act of Diocesan Convention in 2020. The ongoing nature of the pandemic, however, prevented the closing worship of that congregation until Saturday, April 30 when forty plus members of the Semper Virens deanery gathered with Bishop Megan and the four remaining members of St. Mary's, Ferndale for the final act of worship in the church building. The Rev. Nancy Streufert coordinated the leadership for the reception and the worship roles of acolyte, cantor, lector, organist, Eucharistic ministers and deacon from the four deanery congregations with Bishop Megan preaching and presiding. Our Savior Lutheran Church, Ferndale offered their fellowship hall for the reception. It was a fitting occasion to honor the 125 year ministry of this congregation to the surrounding dairy farming community of the north coast. The future use of the buildings and grounds remains under consideration. A video of the closing worship can be found at <https://christchurcheureka.org/st-marys-episcopal-church-ferndale-ca/>.

Camp Living Waters

We had a fantastic camp this year. See the separate report.

Sacred Saunters

Christ Church, Eureka has been offering sacred saunters as part of their ministry since before the start of pandemic. Each saunter is a gentle stroll lasting about an hour in a beautiful outdoor setting with periodic stops for the movements of a simplified Eucharist. In the winter of 2022 the Rector of Christ Church, the Rev. Daniel London invited the other deanery congregations to join in this ministry. This request was met with enthusiasm and now the congregations of the deanery rotate hosting the saunters for the whole deanery on the first Saturday of each month. The saunters afford members of the deanery time to reconnect and enjoy fellowship without other business to attend to. In other words, worship is the business of our gatherings. The saunters are often followed by a picnic or other impromptu fellowship.

Education for Ministry (EfM)

After taking a break last fall, our deanery wide EfM group resumed meeting in January 2022. The group continues to meet Thursday evenings via Zoom with occasional in person gatherings. The current group includes participants from St. Alban's, Arcata, St. Francis, Fortuna, St. Paul's, Crescent City and Christ Church, Eureka. The Rev. Nancy Streufert serves as mentor to the group.

Racial Reconciliation-Sacred Ground & I Will With God's Help

St. Alban's offered a Sacred Ground Circle for its members between October 2020 and March 2021. We offered a second Circle for members of the deanery from October 2021 through March 2022. The nine-member group included participants from St. Alban's, Arcata, St. Francis, Fortuna, and Christ Church, Eureka. A third Circle will be offered this fall. At the time of this writing Christ Church, Eureka was preparing to host at the end of August a deanery wide pilot training of I Will With God's Help, a new training developed by the Diocesan Commission for Intercultural Ministry.

REPORT FROM WINGFIELD DEANERY

There are ten churches in the Wingfield Deanery which covers Yolo, Solano and Napa Counties. We are still recovering from the Pandemic shutdown, restrictions, and slow return. Churches maintain a presence on the Internet using the available video conferencing offered by Zoom, YouTube and Facebook. Surprisingly, the digital congregation is significant.

A highlight of the year is that three of the eight delegates for General Convention in Baltimore were from the Wingfield Deanery. Among the Alternates, two of the five are from the Deanery. The Deanery supplies top leadership to the Episcopal Foundation of Northern California, the Episcopal Community Services, and the Commission for Intercultural Ministries. Seven of the 15 members of the Board of Trustees are from the Deanery, and four of our churches are among the larger churches in the Diocese.

A sad note is that St. Brigid's, Rio Vista will cease meeting at the end of this year.

The Very Rev. Perry W. Polk, Dean