

The background features a large, faint, light-gray seal of the Episcopal Diocese of Northern California. The seal is circular and contains a shield with a cross at the top, a chalice in the center, and a sunburst with the letters 'IHS' at the bottom. The words 'EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA' are written around the perimeter of the seal.

Episcopal Diocese *of Northern California*

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** No Report Submitted*

BISHOP TRAQUAIR'S OFFICIAL ACTS | 2020 DIOCESAN CONVENTION TO 2021 DIOCESAN CONVENTION

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There are canonically and resident in the Episcopal Diocese of Northern California at the present time:
1 Diocesan Bishop, 2 retired Bishops, 162 Priests canonical, 129 Priests canonical and resident, 31 licensed Priests, 38 canonically resident Deacons, 1 licensed Deacon.

ORDINATIONS TO THE DIACONATE

NAME	DATE	ORDAINED BY
Katie Evenbeck	06/12/2021	Bishop Traquair
Kathy Lawler	6/12/2021	Bishop Traquair
Barbara Gausewitz White	06/12/2021	Bishop Traquair

ORDINATIONS TO THE PRIESTHOOD

NAME	DATE	ORDAINED BY
Grace Flint	12/18/2020	Bishop Traquair
Portia Hopkins	12/18/2020	Bishop Traquair
Libby Vincent	12/18/2020	Bishop Traquair

There were no postulants or candidates approved in the year 2020-2021.

ACCEPTED BY LETTERS DIMISSORY

NAME	DIOCESE	DATE
Julie Wakelee Pierce	California	10/30/2021

TRANSFERRED BY LETTERS DIMISSORY

NAME	DIOCESE	DATE
Jocelynn Jurkovich-Hughes	San Diego	09/28/2020
Julie Vice	Nevada	02/01/2021
Jana Branson	Connecticut	03/22/2021
Kenn Katona	Delaware	05/04/2021
Carren Sheldon	Oregon	06/18/2021
Andrea McMillin	Olympia	07/29/2021
Erika Essiem-Jackson	Missouri	10/05/2021

LOSSES BY DEATH

NAME	DATE
Rufus Lee Page	01/04/2021
David Alves	03/31/2021
David Cavanagh	06/14/2021
Nick Ristad	09/19/2021

CLERGY LICENSED

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
Gerarlyn Cunningham	St. Francis Fortuna	January 20, 2018
David Davidson-Methot	Emmanuel Grass Valley	February 4, 2014
Jerayne Gray-Reneberg	St. Francis' Fortuna	November 11, 2010
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
Richard Johnson	Emmanuel Grass Valley	June 5, 2014
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
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
Vincent Raj	St. Michael & All Saints Ft. Bragg	*October 7, 2019
Peter Rodgers	St. Andrew's Antelope	February 17, 2004
Patricia Ross	Shepherd by the Se Gualala	January 6, 2011
Peggy Thompson	St. Luke's Calistoga	October 14, 2005
James Townsend	St. Luke's Galt	May 28, 2004
Claudia Jo Weber	Trinity Cathedral Sacramento	December 4, 2018
Lois Williams	Ascension Vallejo	January 24, 2017
Ronald Zoesch	St. Mary's Elk Grove	May 20, 2014

**indicates date licensed by Bishop Traquair*

CONSENTS TO ELECTIONS AND CONSECRATION OF BISHOPS BY BISHOP TRAQUAIR

Ordination and Consecration of Paul Gordon Chandler to be Bishop of the Diocese of Wyoming.

Ordination and Consecration of Ruth Woodliff-Stanley to be Bishop of the Diocese of South Carolina.

Ordination and Consecration of Betsey Monnot to be Bishop of the Diocese of Iowa.

Ordination and Consecration of Daniel Richards to be Bishop of the Diocese of Upper South Carolina.

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 Rt. Rev. Steven A. Miller, of Milwaukee

Resignation of Rt. Rev. William H. Love, of Albany

Resignation of Rt. Rev. Thomas E. Breidenthal of Southern Ohio

Resignation of Rt. Rev. Michael J. Hanley of Oregon

Resignation of Rt. Rev. John McKee Sloan of Alabama

Resignation of Rt. Rev. Jeffrey D. Lee of Chicago

Resignation of Rt. Rev. John S. Smylie of Wyoming

Resignation of Rt. Rev. Dorsey W.M. McConnell of Pittsburgh

Resignation of Rt. Rev. Whayne Houghland of Western Michigan and Eastern Michigan

Resignation of Rt. Rev. Alan Scarfe of Iowa

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.
- The Archdeacons designed and led a pre-ordination retreat for three participants in June.
- The Archdeacons participated as facilitators during breakout sessions for those interested in the diaconate during the October 2nd virtual Day of Discernment.
- This year the Archdeacons continued to refine and lead a program called the Transitional Deacon Experience. Three Transitional Deacons ordained in June have engaged 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.

- The Archdeacons facilitated Zoom check-in conversations open to all Deacons in the diocese as a way of building community and providing an avenue for mutual support.
- Diocesan Deacons also met with Bishop Megan following the Clergy Conference on May 19th.
- The Archdeacons meet monthly 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 April Archdeacon 101 online seminar.

Submitted by:

The Venerable Pam Gossard | Archdeacon

The Venerable Margaret Grayden | Archdeacon

As we began this year, the Board of Trustees, like everyone else, wondered when we would find some relief from the conditions created by COVID-19. Having cancelled all in-person meetings and an in-person Board Retreat, we were determined to make the most of what this season was offering to us. To that end, we got busy on several fronts, pursuing the well-being of the Diocese of Northern California.

Our year started off with the desire to make sure the systems within the Diocese were operating in a way that served the people, parishes, and missions well. Our Board Retreat this year (via Zoom) was facilitated by Bishop Mary Gray-Reeves. She brought her expertise at assessing systems for health and led us through a very beneficial process that brought about goals to achieve this year related to pursuing healthy systems.

This year, the Board, with the Budget and Finance Committee, has continued to look at the ways our budget is created, how vital ministries are supported, the ways in which they become sustainable and ways in which the Diocese can continue to support its parishes and missions.

Also, the Board finally achieved our goal of revising the way in which our unrestricted net assets are drawn down to support the budget. This, to us, was an important work to accomplish since it gives the Budget and Finance Committee the parameters to set a draft budget and it also insures that the draw down policy is financially sustainable for future health.

Even though we find ourselves in an undefined time due to COVID-19, the Board is committed to continue moving forward in health and strength, taking full advantage of all opportunities to minister in the Diocese of Northern California. We look forward to what this year will bring for us.

Brad Helmuth | Board Vice President

THE STANDING COMMITTEE ACCOMPLISHED THE FOLLOWING IN 2020-2021:

- The officers attended the Diocesan Board of Trustee's Retreat weekend and reported back to the entire Standing Committee
- Voted for consent of the elections of 4 Bishops, which included the consent for election of our own Betsy Monnet, Bishop Elect of the Diocese of Iowa.
- Approved three ordinations to the Transitional Diaconate
- Read and discussed the book "Canoeing the Mountains" by Tod Bolsinger. "The World in Front of You is Nothing Like the World Behind You" A leadership/theological approach to adaptive change.
- Approved the sale of a cell tower contract
- Approved the appointment of our Diocesan Attorney
- Held two joint meetings with the Diocesan Board of Trustees to review and discuss the Diocesan Listening Process
- Met with the leaders of the Commission on Intercultural Ministries and engaged in open dialogue about Standing Committee support
- Invited to Mark Dibelka, Missioner for Diocesan Resilience, to describe his roles and responsibilities in this newly formed position
- Invited Rev. Canon Julie Wakelee, Interim part-time Canon to the Ordinary to introduce herself and respond to questions
- Provided counsel to Bishop Megan as she requested

Respectfully submitted to convention by

Jim Sargent | President

2020-2021 MEMBERS OF THE STANDING COMMITTEE:

Rev. Amy Denney Zuniga | Vice President
Rev. Seth Kellerman | Secretary
Rev. Deacon Cindy Long
Rev. Tim McDonald*
Carlton Allen
Leta Parks
Sandra Takagi
Jim Sargent | President

** Rev. Jim Richardson resigned from the Standing Committee in December 2020 to accept a position on the Diocesan Board of Trustees. The Standing Committee invited Rev. Tim McDonald to serve the one remaining year of Rev. Richardson's four-year term.*

There have been some turnovers in the Commission on Ministry, with new life breathed in by the Holy Spirit. Due to increased ministry elsewhere in the Diocese, Leta Parks stepped down as Co-Chair of the Commission on Ministry. In discernment, Linda Maxwell was appointed as co-chair of the Commission on Ministry. Leta continues to serve on the Commission on Ministry, along with other members including: Rosemary Braxton, Susan Calkin, Shawn Hampton, The Rev. Dr. Daniel London, Malcolm Mackenzie, The Rev. Patty Park, The Rev. Brian Rebholtz and The Rev. Libby Vincent.

As people were able to return to in-person gathering, the Commission on Ministry decided to continue meeting via Zoom. This allows members to be located anywhere in the Diocese and still participate in our work.

The new ordination process that was conceived and implemented in 2020 has started bearing fruit. There have been three 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 now 22 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, 17 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.

A hybrid (combined in-person and online) Discernment Weekend is planned for early December 2021 with the hopes of having three aspirants attend.

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 as-

piring 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 Ministry has partnered with the Commission on Intercultural Ministries in preparing new standards and opportunities for training in Racial Reconciliation for all clergy, lay leadership and those following a path toward licensed lay ministry.

We look forward to the opening of Iona School, an online collaborative in which we have partnered with the Diocese of El Camino Real. Iona will be the school where those aspiring to be Deacons, 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.

Submitted by:
Linda Maxwell | Co-Chair
The Rev. Kate Sefton | Co-Chair

The Alta California Deanery consists of eight congregations stretching up the 1-5 corridor from Willows to Mt. Shasta, with a spur in northern Butte County incorporating Chico and Paradise.

As Diocesan Convention closed last year, our congregations had been creatively negotiating the vicissitudes of Covid-tide, engaging in creative opportunities for worship, both virtual and regathered, as well as providing pastoral care and Christian formation. I applaud the leaders of our congregations as they navigated the changing tides of the pandemic.

For Alta California we began with the exciting celebration of the return of the people of St. Nicholas,' Paradise, to their buildings on November 15, 2020. Damage to the buildings sustained in the Camp Fire in November 2018 had required significant work and prevented use by the parish. We rejoiced that their building is once again filled with the praise of God and offered as a base for mission as the communities of "The Ridge" recover from their shared trauma.

The year since Convention started with the winter surge, that sent all of our counties back to the dreaded "Purple Tier" which prevented regathered worship as we were heading into Advent and Christmas. While grieving the loss of our regular liturgical life, especially at such a holy season, we plunged back into creative mode with all manner of virtual Lessons and Carols and Christmas pageants, and other seasonal offerings. Two congregations St. Peter's and St. John's, banded together to present a shared "Blue Christmas" service, which was a particularly poignant offering this past year. By spring, opportunities for gathered worship emerged, and were able to engage together in Holy Week and Easter, while still presenting virtual services for those at home. The Altissimi continue to adjust to variants and surges and the changes and chances of this pandemic, faithfully standing on God's eternal changelessness.

All we have been about has been to bear witness that God continues to move in our lives and in our communities. We look to the future with hope. And

we have embodied this hope in calling forth the people of God into discernment of their role in the mission of Christ. Many have been called into new roles necessitated by the pandemic itself. Others have engaged in more formal forms of discernment as we lifted up our Regional Discernment Group, convened by the Rev. Grace Flint.

We have also started a deanery wide Sacred Ground Circle, led by the Revs. Grace Flint and Aidan Rontani, that the hope of God's justice and reconciling love might be woven through our common life and witness.

Finally, we will note that the year that began with one congregation celebrating the return to their buildings, we ended with another celebrating its 125th anniversary. St. John's in Chico celebrated its anniversary with a festive outdoor Eucharist, video testimonies from parishioners and clergy, past and present, and a taco truck.

Richard Yale | Dean

In July Bishop Megan appointed The Rev. Rik Rasmussen, Priest in Charge at St. Paul's Sacramento, to be the Dean of the Capitol Deanery. We give thanks for the years that The Very Rev. Mary Clausus led the deanery.

The deanery hosted a Deanery Confirmation service at Trinity Cathedral on October 30, 2021. Twenty-two candidates were either confirmed, received, or reaffirmed their faith. Candidates were from Trinity Folsom, St. George's Carmichael, Trinity Sutter Creek, St. Michael's Carmichael, and from the Wingfield Deanery Church of the Epiphany in Vacaville. It was wonderful to be able to gather in-person again.

St. George's, Carmichael has begun a new phase of its community garden ministry. The parish has formed an agreement with New Roots, which is part of the International Rescue Committee. New Roots is using our garden to provide spaces for recent refugees to plant vegetables and other things for their families. This will help the refugees become more "rooted" in our community. St. George's had a celebration event for the new garden program in late September, with Bishop Megan, diocesan leaders, New Roots staff, parishioners, and some of the gardeners present. stgeorgeca.org

Our Saviour, Placerville made an immediate and personal response to Caldor Fire victims staying in shelters, as Rector Debra Sabino delivered coffee and pastries (donated by Cameron Park Starbucks) almost every day while shelters were in operation. A team from Our Saviour has continued this effort with gift cards (most in \$50 denominations) to Safeway, Walmart and Target, distributed to needy persons and to groups in Grizzly Flats and Pollock Pines. They also distributed care cartons of bathroom and kitchen cleaning supplies, and bedroom linens - from the Diocesan Re-Start project - to people who were trying to re-enter their fire-damaged homes. oursaviourplacerville.org

St. Paul's, Sacramento welcomed Karen Lawler as an associate priest in January 2021. Karen's ministry with us focuses on Hope's Space, a

parish based wellness center which offers pastoral care to health care providers and people dealing with health challenges. Hope's Space is currently offering an end of week service for health care providers and a monthly virtual song circle. We anticipate beginning in-person programming in the coming year. We resumed our feeding program offering sack lunches mid-day Saturday as part of the mid-town Pilgrimage program. stpaulssacramento.org

In May of 2021, Trinity Folsom completed our campus renovation and expansion, nearly doubling the seating capacity of the church and turning a home that was a rental property into a building for our growing children's ministries. Just as exciting as finishing the \$3.5 million project is that we are on track to pay off our construction loan at the end of December 2022, at which point we will have no remaining debt. We welcomed a new assistant rector, the Rev'd Anne Smith, in June of 2021. trinityfolsom.org

Other churches in our Deanery:

St. Michael's | Carmichael:
stmichaelscarmichael.org

Faith | Cameron Park: faithec.org

St. George's | Carmichael: stgeorgeca.org

St. Lukes | Galt: stlukesgalt.org

St. Mary's | Elk Grove: stmaryselkgrove.org

St. Clement's | Rancho Cordova:
saint-clements.com

All Saint's | Sacramento: allsaintssacramento.org

St. Matthew's | Sacramento:
stmatthewschurchsacramento.org

Trinity | Sutter Creek: trinitysuttercreek.org

Submitted by
The Very Rev. Rik Rasmussen | Dean

The faith communities of the Semper Virens Deanery are Christ Church—Eureka, St. Alban’s—Arcata, 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.

WORSHIP AND MINISTRY IN THE ONGOING PANDEMIC

Congregations of the deanery continued to find ways to worship God and serve their communities through the changing circumstances of the pandemic. St. Francis, Christ Church and St. Alban’s resumed at least one indoor worship service each on Pentecost adding additional worship services as the summer went on. What a joy this has been! St. Francis completed landscaping their memorial garden in memory of beloved parishioner Fran Thompson. As other venues increasingly became unavailable, they saw an uptick in the number of 12 step groups using their space from 7 to 12 groups. Christ Church has been offering monthly outdoor “sacred saunters” throughout the year. Each saunter, a gentle walk through a beautiful local environment concludes with worship. A year ago November St. Alban’s resumed its ministry of cooking weekly meals for its local shelter for adults who are homeless. St. Paul’s, Crescent City continues to worship outdoors at the home of a parishioner. They have continued to offer their sack lunch ministry to hungry neighbors through the changes and challenges of COVID. Mid-week worship services are offered throughout the deanery both in person and online. Most congregational meetings continue to take place online.

BISHOP MEGAN’S VISIT TO THE DEANERY

Bishop Megan had a whirlwind tour of the deanery in the last week of July. Her first stop was the regional confirmation on Saturday, July 24 at Christ Church, Eureka. The service included two adult baptisms, confirmation of adults from Christ Church and St. Alban’s and the reception of new members. It was a spirited and joy filled occasion!

Her next stop was a Sunday pastoral visitation to St. Paul’s, Crescent City which included the confirmation of an adult member.

She then joined us for two days at Camp Living Waters. We were delighted she could join us. For more details see the full report about Camp in this packet.

Her final stop was a visit with the members of St. Mary’s, Ferndale. You may recall that St. Mary’s was officially dissolved as an organized mission by petition at last year’s diocesan convention.

While the long term plans for the church buildings and property are still to be determined, the four remaining women of the congregation continue, with the Bishop’s permission, to worship at St. Mary’s. Most Sundays, they meet for morning prayer and every two months or so, the Rev. Nancy Streufert joins them to celebrate Eucharist and preach.

Bishop Megan will celebrate and preach for their closing liturgy on Saturday, April 30, 2022 at 11 am. We look forward to celebrating this bittersweet milestone with the faithful servants of St. Mary’s.

EDUCATION FOR MINISTRY (EFM)

Our deanery wide EfM group continued meeting Thursday evenings via Zoom. Last year’s deanery group included participants from St. Alban’s, Arcata, St. Paul’s, Crescent City and Christ Church, Eureka. There was one graduate this year in June 2021. The Rev. Nancy Streufert serves as mentor to the group. The group is taking a break this fall and intends to resume in January 2022.

SACRED GROUND

St. Alban’s offered a Sacred Ground Circle with 12 of its members between October 2020 and March 2021. We will be offering another Circle this fall for members of the deanery.

CLERGY TRANSITIONS

The Rev. Deborah Magdalene moved to Humboldt County in October 2020 following her retirement as Rector from Zion Episcopal Church in Wappinger Falls, NY. She has quickly made a home for herself in the deanery joining the staff of Camp Living Waters, serving as a spiritual director, leading centering prayer and quiet days and supplying for the congregations of the deanery on Sunday mornings when needed.

The Rev. Dr. Susan Armstrong, retired associate at St. Alban's, Arcata, was finally able to move to southern Oregon in March 2021. We miss her!

Submitted by the Very Rev. Sara L. Potter | Dean

I have often said that the seven congregations that comprise the Sierra Deanery are like a string of pearls running along the Sierra Nevada Mountains in the Diocese of Northern California.

Starting at the northern most point of Highway 395, and ending at the intersection of Highway 49 and Interstate 80, the congregations that comprise the Sierra Deanery are: Saint Michael's and all Angels, Alturas, Good Shepherd Susanville, Christ the King, Quincy, Holy Spirit Lake Almanor, Holy Trinity, Nevada City, Emmanuel, Grass Valley, and St. Luke's, Auburn.

Their dedicated clergy, mission committees, and vestries work diligently to provide beautiful places of worship in these Communities, many of which have long and storied histories that emerged in the Gold Rush Era of our Diocese.

Several of the church buildings along Highway 49 are on the California State Historical Register and are lovingly maintained by the members of their congregations.

In our current context all of these churches are deeply embedded in their communities. They serve as meeting places on Sunday mornings for worship and study as the Body of Christ Gathered. In addition, they serve their larger communities during the week by hosting social, educational, and outreach services necessary to civic life.

The geography of the Sierra deanery has placed it on the frontline of California's catastrophic wildfires, even as we all grapple with the demands and effects of the COVID pandemic. These two crises have provided unique opportunities for our Deanery congregations to reach out in mutual support of each other. They have shared everything from material resources to creative ideas for worshipping safely.

As a creative means for members of Deanery churches to connect with each other, The Rev. Matt Warren led a Deanery-wide Bible study exploring Christ as presented in the four Gospels on Zoom. As a participant, I enjoyed it immensely and was grateful for this means to connect members of the Deanery with one another.

It has been a joy and a privilege to serve these wonderful congregations and their clergy leaders. As I conclude my ministry as the Dean of the Sierra Deanery, I am excited about their future.

I know they will be aided and supported by Bishop Megan, her staff, their new Dean, as well as the strength that comes from being a 'member church' in the Episcopal Diocese of Northern California.

Faithfully submitted,

The Very Rev. Mary Hauck | Dean

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, for which the Chancellor is very grateful.

During 2021 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 management practices for the Office of the Bishop.
- Provided additional advice regarding the conduct of electronic meetings to comply with Covid-19 restrictions on assembly yet maintain essential functions.
- Attended regular meetings of the Board's investment and property committees.
- Attended meetings of the Board of the Episcopal Foundation of Northern California and participated in development of a new grant process for the Foundation and selection of recipients.

PROPERTY

- Advised on and drafted loan instruments for loans to parishes and clergy.
- Advised regarding sale of a cell tower lease and consulted with the property committee regarding a proposed lease of certain church property and sale of other church property.
- Participated in drafting a lease for a parish community garden which particularly benefits Afghan refugees.

ARTICLES AND BYLAWS

- Prepared Amendments to the Bylaws of the Episcopal Foundation of Northern California.

MISCELLANEOUS MATTERS

- Monitored the bankruptcy of the Boy Scouts of America as some of our parishes may be asked to participate in resolution of sexual misconduct claims against the BSA. At this point that has not been determined.
- 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.
- Advised a parish on a workers compensation claim and advised another parish regarding a potential gift of land.

It has been a pleasure serving you in these matters.

Barbara Jewell | Chancellor

We are very excited to announce that ECS is presenting its first Episcopal Community Services' Bishop Megan's Transformer Award at this convention. This is an award to honor congregations that are working to transform their communities for Christ. This award is given to a congregation that, despite its size, is able to be visible in their community. Keep your eyes open for the presentation at this convention. And future ones!

We give thanks for the life and ministry of Rev. David Cavanagh! Father David's bequest of over \$350,000 to the Ministry Development Fund will help ECS support many other ministries!

The good news is that we have a full Board; Maria Acuna-Feldman, Rev. Cn. Cookie Clark, Stacy Duval, Rebecca Freie, Betty Harrison-Smith, Paul Mallett, Rev. Patty Park, Rev. Rick Laughman, Jim Schaal, Michael Tompkins, and Susan Wahlstrom. You will find one of us near you in your deanery!

Thanks for your generosity. This year we were able to fund all grant requests for a total of \$27,500 to:

- St. Luke's, Calistoga, to support bi-lingual teachers in the pre-school;
- St. Luke's, Auburn, the Warren Dunning grant (year 2 of 3) for the Prosper Placer Project that works with families living below the poverty level;
- St. Paul's, Sacramento, the Warren Dunning grant (Year 1 of 3) to offer spiritual care, companionship, and complementary forms of healing to persons receiving medical care from local healthcare providers;
- Church of the Incarnation, Santa Rosa, The Rt. Rev. Barry L. Beisner grant (year 2 of 5) for safety equipment in their kitchen;
- St. Andrews, Antelope, to work with World Relief to provide gardening space for refugees;
- St. Georges, Carmichael, to work with International Rescue Committee to provide gardening space for refugees;

- St. Alban's, Arcata, to purchase 4 inflatable rafts for Camp Living Waters; and
- St. Martin's, Davis, to develop an approach to ministry that considers the land, including its history, uses, original inhabitants, ecosystem health, and environmental threats.

We are especially proud of Susan Wahlstrom and Diocesan Health Partners' webinars. They are very well-received—getting rave reviews and over a hundred participants.

We give thanks to Marcia Traner, long-time Treasurer, who resigned in order to have more time to volunteer in her new diocese, San Joaquin. Rev. Patty Park has agreed to serve as treasurer.

ECS is available as consultants or will help find consultants as you reach out to your community. We can put you in touch with people who started up projects much like you are thinking about. Do contact one of the Board members. Our Board is found in all the deaneries and 10 congregations. We are right there among you to help! Do contact one of us.

Check us out on norcalecs.org and/or like us on Facebook at Episcopal Community Services of Northern California. We would especially appreciate it if you supported us at Smile on Amazon.com!

Again, thank you for your financial support. Your money is hard at work! Past grantees continue to serve. The greenhouse at St. James has produced a myriad of vegetables for the Food Bank. St. Francis, Willets, St. Paul's, Benicia, Incarnation and Epiphany feed the hungry even though they cannot invite them in to sit down. Your donations are hard at work! Be generous.

Stay well!

Cookie Clark | President

The Foundation was chartered in 1983 with a mission to complement and enhance the existing philanthropic efforts within the Diocese. We oversee a cluster of investment funds that have been established by bequests and donations from individuals for the benefit of their parishes and the Foundation.

Since its inception, the Foundation has facilitated gifts worth tens of millions of dollars from individuals to parishes and organizations within our Diocese.

The Foundation also facilitates stock transfers from parishioners to their local churches or the Diocese. This can be especially helpful for congregations with no broker accounts.

Part of the Foundation's mission is to educate congregations and institutions throughout the Diocese to help them enhance their financial vitality. We accomplish this by conducting workshops for congregations and parish leaders.

Our Life Planning Guide workshop furnishes attendees with a workbook that provides a guide to putting your affairs in order, so that your survivors will know where important information is kept and what your final wishes are.

Our Legacy Giving workshop teaches vestries and leadership teams how to design and manage a legacy giving program in your church.

We are in the process of making these workshops available in an online format.

Additionally, the Foundation partners with Episcopal Community Services to manage grants through the Anita Weaver Fund, which was established to assist seniors who may be homeless or may be on the verge of homelessness.

The Foundation underwrites the cost of the annual Bishop's Book of Dreams to ensure that 100% of donations go to the receiving organizations.

The Foundation has continued its Mustard Seed Grant program in 2021, and we are pleased to have awarded four \$500 grants so far this year, with hopes of granting more.

2021 marked the beginning of our Foundation

Grant Program, in which we dedicated \$100,000 to be given to congregations in this Diocese. We were thrilled to award grants to eleven parishes throughout our Diocese, to support ministries in Technology support, Evangelism, Outreach, and Education.

Grants were given to

- Christ the King (Quincy), Emmanuel (Grass Valley), Grace (St. Helena), Holy Trinity (Nevada City), St. Brigid (Rio Vista), and St. Michael and All Angels (Fort Bragg) for Technology support
- Our Savior (Placerville) to support a comprehensive outreach program, and to establish a Godly Play classroom
- St. Andrews (Corning) to help defray the extra costs of hosting twelve-step groups that meet at their church
- St. Mary's (Napa) to help advance their Stephen Ministry program
- St. Patrick's (Kenwood) to help purchase musical instruments for underserved children in support of St. Patrick's "Becoming Beloved Communities – Schools" ministry for "Opening Doors through Music and Mentoring" project
- St. Stephen's (Sebastopol) to help build fencing and sidewalks for The Playground project

The Foundation also recruited two tech-savvy parishioners to act as technical consultants to Technology grantees, to offer assistance in identifying equipment, techniques, and software that will help them meet their goals of upgrading their in-person and online technology.

We have room for additional board members, clergy or laity, who are interested in helping all our congregations thrive and achieve a stronger financial health and viability. Please communicate your interest to Michelle Karimi and michelle@norcalepiscopal.org.

Submitted by

Gregg Wickham

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 goal 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. Current members of EP&B include Rev. Tim McDonald, Tammy Murray, and Anne Seed. The Committee meets on a regular basis throughout the year.

HR TO GO

While there are several staff members in the OOB who are extremely well-versed in human resource policies and benefits, the OOB does not have a formal Human Resources department. The Diocese contracts with HR to Go, a well-established business that provides companies with a full range of human resources, consulting and professional development opportunities. Any staff member may access the resources provided by HR to Go.

EMPLOYEE HANDBOOK

EP&B reviewed the existing Employee Handbook for all employees in the OOB. Suggestions and edits were made to align the handbook with current state and federal employment practices and policies. The employee handbook is reviewed with and distributed to all new hires in the OOB and is available to all employees digitally.

2022 COLA ADJUSTMENTS

In summer 2021, EP&B began to discuss the proposed 2022 COLA adjustments for all Diocesan paid staff. After reviewing much data and COLA projections, the EP&B recommended a 2.5% COLA adjustment for 2022. This recommendation was presented to the Board of Trustees (BOT) but was not approved. The BOT approved a 2.7% COLA adjustment for 2022, aligning with what Federal employees are projected to receive. Churches are encouraged to review their budget and may provide an increase in COLA above the 2.7% required minimum, as voted on by their respective vestry.

2022 DIOCESAN HEALTH BENEFITS AND HEALTH PLAN OPTIONS

Kati Braak, Director of Operations, and Michelle Karimi, Executive Staff Support, provided a detailed review of the various health plans offered to Diocesan staff, including comparison of health care options and related cost of benefit coverage to the EP&B. The goal of this research was to recommend to the EP&B committee and the BOT the best health care options, at the most competitive rates. After reviewing the data and much discussion, the EP&B recommended to the BOT that Cigna be dropped as an option in the 2022 Health Plan coverage. While dropping Cigna would result in 10 employees having to select a new health coverage plan, this recommendation would result in an overall savings to the Diocese of approximately \$11,000. The recommendation and rationale regarding the proposed change was communicated to BOT via email, a FAQ document about the proposed change, and an optional zoom meeting for questions. This recommendation was not approved by the BOT and Cigna will remain in place as a health plan option for 2022.

Gratitude must be expressed to OOB staff, Kati Braak, Director of Operations, and Michelle Karimi, Executive Staff Support, for their countless hours of research and guidance to EP&B. Their work is acknowledged and appreciated.

10/6/21

Submitted by Anne Seed