



Episcopal Diocese *of Northern California*

2025 DEANERY CONVOCATIONS
SATURDAY | OCTOBER 4

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All events this day online using Zoom.

CONVOCATION AGENDA

9:45 AM	ZOOM ROOM OPENS
10:00 AM	WELCOME AND PRAYER CONVOCATION AGENDA OVERVIEW OVERVIEW OF CONVENTION AGENDA THE WORK OF CONVENTION Governance Nominations Resolutions/Petitions Overview of Resolution Town Hall 2025 BUDGET REVIEW Q&A Questions about Convention
10:50 AM	GODSEND: THE MISSIONAL JOURNEY VIDEO CLOSING PRAYER/DISMISSAL
11:00 AM	REGIONAL ROUNDTABLE CONVERSATIONS BEGIN DEANERY CONVOCATION ZOOM MEETING ROOMS: Alta California Room 1 Capital Room 2 Central Room 3 Sierra Room 4 Semper Virens Room 5 Russian River Room 6 Wingfield Room 7
1:00 PM	DEANERY CONVOCATIONS BEGIN



2025 DEANERY CONVOCATIONS ELECTIONS

GOVERNANCE NOMINEES | STANDING COMMITTEE

Three positions – one lay; four-year term; two clergy; three-year term and four-year term



DONNIE WALLACE

LAY NOMINEE

ST. BARNABAS,

MT. SHASTA

NOMINATED BY:

REV. MARK DIBELKA

INCUMBENT: NO

NOMINEE BIOGRAPHY

Please write a short biography about yourself including diocesan and/or congregational level positions held currently or previously.

My name is Donnie Wallace, and I have been a member of St Barnabas Episcopal Church in Mt. Shasta since 2012. Over the past decade, I have been deeply shaped by this faith community-through worship, service, and the quiet yet powerful work of shared discernment. My years at St. Barnabas have included clerk for two years, Mission Council for two years, one year as Junior Warden. Lay Worship Leader, Eucharistic Minister, ECW and also as a lay member of the Standing Committee, all of which have deepened my understanding of what it means to walk together in faith.

NOMINEE STATEMENT

What talents and spiritual gifts do you bring to the Board of Trustees?

I am offering myself for election to the Standing Committee because I believe in the work of shared governance, spiritual oversight, and prayerful decision-making that this body is called to carry out. I feel drawn to this ministry out of a desire to serve the wider diocese with integrity, humility, and an open heart. I would bring to the Standing Committee a commitment to listening, collaborative leadership, and a grounded sense of discernment rooted in prayer and scripture. I would be honored to help steward the mission and values of our diocese as we continue navigating both challenges and opportunities in the life of the church. Thank you for your consideration.

GOVERNANCE NOMINEES | BOARD OF TRUSTEES | SHELLY CARLSON

Two at-large positions – lay or clergy; three-year term



SHELLY CARLSON

LAY NOMINEE

ST. JOHN'S,

ROSEVILLE

NOMINATED BY:

SELF

INCUMBENT: NO

NOMINEE BIOGRAPHY

Please write a short biography about yourself including diocesan and/or congregational level positions held currently or previously.

I have been a member at St. John's Roseville since 2010. I have served on the vestry 3 terms and currently serve as the Vestry Clerk. I have served as president of the Nor. Cal Diocesan DOK board for 2 terms, president of the Province VIII DOK board, president of the secretariat and Rectora for Cursillo Ministry of No. California. I serve 4 times as a lay delegate to N. California General Convention. I am called to serve God's people in this life. I always try to lead by the example Jesus gave us to serve all people. I am married, have wonderful adult children and even more wonderful grandchildren. I am retired and enjoying the life God has blessed me with. I am originally from the Western Slope of Colorado where my extended family still resides. I enjoy knitting, crocheting, playing cards, serving, and family time. Giving of my time, talent and treasure is my mission in this life.

NOMINEE STATEMENT

What talents and spiritual gifts do you bring to the Board of Trustees?

I have served on several boards through out my life. I am a dedicated servant in all I set out to do. I am prayerful in all I do, discerning for the guidance from God and the Holy Spirit in all decisions large and small. I am opened minded in all situations looking to obtain all information, points of view and spend time in prayer, prior to stepping forward with any decision. I believe everyone should voice their thoughts and opinions while discussing matters at hand. It is also critical to be respectful of everyone, listening to other voices especially when they don't line up with my own views. The dynamic between any board, team, committee is important to be successful. This process brings healthy discussions and final decisions guided through the direction of God. I love to roll up my sleeves and work with leaders to accomplish the goals for God's people through the resources He provides.



MARGIE HARRISON-SMITH

LAY NOMINEE

ALL SAINTS, REDDING

NOMINATED BY:

SELF

INCUMBENT: YES

NOMINEE BIOGRAPHY

Please write a short biography about yourself including diocesan and/or congregational level positions held currently or previously.

For the Diocese of Northern California, I have served 4 years on the Board of Trustees, completing a one-year and 3-year term. I am eligible to serve 2 more years. I have served as Vice President of the Board for the last 3 years. I have also served on the Disaster Resilience Team, Employee Practices & Benefits Committee, Convention Planning, Communications, Revival Planning and have served as a Faith X mentor. My husband and I belong to All Saints’ Redding, where I have served as Rector’s Warden, People’s Warden, Clerk as well as my current role as an eucharistic minister, acolyte and vergier. I also chaired the communications team, the operations team, the endowment committee and am currently the team lead for worship on the Ministry Council.

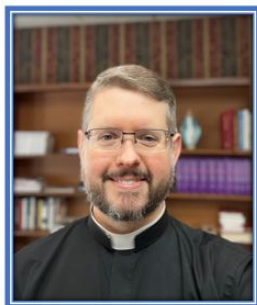
NOMINEE STATEMENT

What talents and spiritual gifts do you bring to the Board of Trustees?

I have experience working with people from different perspectives and being able to identify and create common priorities. I bring my consensus building and communication skills to every aspect of Board of Trustees work. I can keep track of a variety of projects – a key skill for a busy board. I am able to think strategically about the needs and desires of all areas of the diocese. I am willing to try something new and learn from the projects we have completed. I care about the people who currently make up the Diocese and will work hard to make the diocese stronger and more vibrant for those we serve now and those we will serve in the future.

GOVERNANCE NOMINEES | BOARD OF TRUSTEES | BRET HAYS

Two at-large positions – lay or clergy; three-year term



BRET HAYS

CLERGY NOMINEE

TRINITY, FOLSOM

NOMINATED BY: SELF

INCUMBENT: YES

NOMINEE BIOGRAPHY

Please write a short biography about yourself including diocesan and/or congregational level positions held currently or previously.

A lifelong Episcopalian, the Rev. Bret B. Hays discerned a vocation to ordained ministry as an undergrad at UPenn, graduating from Virginia Theological Seminary in 2008.

Bret completed the ordination process in the Diocese of Connecticut, but his first call was to serve as Curate at St. John's Cathedral, Denver. After short-term positions at Christ the King, Arvada and Christ Church, Aspen, Fr. Bret was elected rector of St. John's, Gloucester, MA, serving there from 2011 to 2021. After three years as rector of Advent Episcopal Church in Tallahassee, Fr. Bret joyfully accepted a call to Trinity, Folsom. He is passionate about helping everyone to put, or keep, God at the center of their lives, and to grow into the full stature of Christ.

Having previously accepted an invitation from the Bishop of Massachusetts to serve on the search committee for Regional Canons in that diocese, he was happy to accept an invitation from our Bishop to fill a vacant seat on the Board of Trustees, as this aligns with his care for the support and development of churches of all sizes and situations. Being impressed with the Board's work and composition, he now seeks a full term.

NOMINEE STATEMENT

What talents and spiritual gifts do you bring to the Board of Trustees?

I have been learning about congregational development since before I was ordained, doing my seminary fieldwork in the only church plant in the Diocese of Washington. I am knowledgeable, organized, thoughtful, dedicated, and loyal. I completed the Congregational Development Institute during my curacy and have continued to learn about the subject, with increasing focus on evidence-based approaches.

Although I began my ordained ministry in a large church and serve one now, most of my work has been in small churches, so I am knowledgeable about, and sympathetic to, their challenges, opportunities, and dynamics. But all of this is underlaid by a theological understanding that the Holy Spirit has always been active in the church, and God has blessed every congregation with everything they need to thrive in their mission, although these things might not be within the congregation. Our diocese, through its Board, should be understood and experienced as a blessing to every constituent church.

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

Charlie Heermans is an active member of St. Paul's in Sacramento, where he serves on the Vestry and as Stewardship Director. He is a firm upholder of the ministry of all believers, putting this into practice as Sacristan of St. Paul's Guild of St. Mary, leading the guild in supporting the parish's liturgical life. His ministry focuses on fostering worship that is reverent, beautiful, and welcoming. Charlie also works to connect the parish with the wider community, building partnerships with organizations such as the California Native Plant Society, the Sacramento City Cemetery, Midtown Heart, and more. Through this outreach, he seeks to strengthen the church's wider witness as a partner in civic and cultural life.

On a wider level, he is a member of the Episcopal Young Adult Caucus, and the General Convention Under 40 Caucus, engaging in conversations that will shape the future of the church for generations.

He brings to his candidacy a love of tradition balanced with hope for the future, and a passion for, and commitment to, making the Episcopal Church a place of inclusion, justice, and faithful witness. He lives his life striving to uphold two foundational values "to show hospitality to strangers for by doing so you have shown hospitality to angels" (Hebrew 13:2) and "[to] strive for justice and peace among all people, and respect the dignity of every human being" (BCP p. 305) He would be honored to represent the Diocese of Northern California at General Convention.

NOMINEE STATEMENT

As deputy, I would bring the perspective of a young lay leader actively engaged in parish life. My experience as a member of the vestry, Stewardship Director, and Sacristan have grounded me in the daily life of the church. My work with outreach and community partnerships have given me a vision for how Episcopal Church can remain a vital presence in the world as a worldwide mission regardless of parochial status. As a member of both the Young Adult Caucus and the GCunder40, I am committed to ensuring that younger voices are represented in church governance. I would bring dedication collaboration, and a deep love for Episcopal (and wider Anglican) tradition, working to help the church live fully into its baptismal covenant.



MR. CHARLES HEERMANS

ST. PAUL'S | SACRAMENTO

NOMINATED BY:

MARK KANE

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

My professional career includes 34 years with a Fortune 10 energy company in accounting, compliance and managerial roles. I am married. Nancy, my wife, and I have 3 adult children. On moving to Napa in 1995 we began worshipping at Saint Mary's church. I have been active in many parish ministries serving in a variety of roles such as Sunday School teacher, EfM mentor, feeding ministries, Finance Committee, Foundation Committee, Profile Committee, and Vestry.

My diocesan level service began as a board member on the Episcopal Foundation of Northern California in 2015. I served for 6 years, the last 3 as chair. I rejoined the board in 2024.

I also am a member of the diocesan Investment Committee. I joined the Investment Committee in 2019.

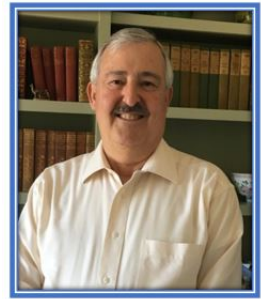
I was a lay deputy to the 80th and 81st General Conventions and served as a member of the Legislative Committee for Stewardship and Socially Responsible Investing for both General Conventions.

I served as a member of and then convener of Province VIII Network on Stewardship, Planned Giving, Grants, Investments and Endowments.

Within the Napa community, I serve as an advisory board member to a local non-profit organization providing services to those dealing with homeless, addiction, food insecurity, emergency services in times of disaster and workforce training programs.

NOMINEE STATEMENT

I believe my professional career and my service to my parish, diocese, Province 8 and prior General Conventions provide important background and experience to be effective in the role of deputy. I feel this governance ministry and role is important in the life of the Church, especially in the chaotic period of our time. I have been transformed by service to my community, parish and diocese. As chair of my parish's Profile Committee, the importance of inclusion, welcoming all to the table, and listening were key factors to our successful rector search. Serving with the Investment Committee informs me on the importance of sound policy and procedures to safeguard and grow your assets to support your parishes' ministries. My service with stewardship committees in Province 8 and the 80th and 81st General Conventions, increased my awareness of the broader Church, the importance to develop relationships across diocesan boundaries, and having a voice in the governance process. I feel the lessons learned through my past experience and current service can be put to good and effective use as deputy to the 82nd General Convention to shepherd issues important to the Diocese of Northern California and the universal Church.



MR. PETER JUVE

ST. MARY'S | NAPA

NOMINATED BY:

REV. ROBIN DENNEY

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

My journey as an Episcopalian began at birth, when I was baptized at Trinity Church in San Francisco. However, the first church I remember was St. Stephen's in Ferguson, MO, where I served as an acolyte, choir member, and lay reader. I was active in Sunday School and youth group. In college, I attended Grace Episcopal in Galesburg, IL, where I was cantor. After college, I returned to California and found a home at Church of the Incarnation in Santa Rosa. In the 38 years thus far, I have participated in several ministries: choir, Altar Guild, Eucharistic Minister, Welcome Committee, and Daughters of the King. I also completed Education for Ministry in 2024.

In addition, I have served on Vestry three times, with two years as Rector's Warden, have been a delegate for many years to our diocesan conventions, and had the honor of serving as a deputy in the 81st General Convention.

Outside of church, I am a librarian for Sonoma County, President and co-newsletter writer of the Sonoma County chapter of NOW, and co-chair of the Education committee with the Santa Rosa-Sonoma County NAACP branch. The greatest gift I have received, ironically, is the onset of the lockdown in 2020. I began really looking at myself, my prejudices, and world views, in addition to reading voraciously about history that I never learned in school, immersing myself in social and racial justice organizations, participating in Sacred Ground, and trying to become a better human.

NOMINEE STATEMENT

If elected, my goal for serving as a General Convention Deputy in 2027 would be to further the work the Episcopal church is doing to "respect the dignity of every human being" through being part of the social or racial justice committees who move forward recommendations for equitable solutions on which the deputies and Bishops will vote. This is my passion.



MRS. AMY NYKAMP

INCARNATION | SANTA ROSA

NOMINATED BY:

REV. STEPHEN SHAVER

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

A lifelong Episcopalian, the Rev. Bret B. Hays discerned a vocation to ordained ministry as an undergrad at UPenn, graduating from Virginia Theological Seminary in 2008.

Bret completed the ordination process in the Diocese of Connecticut, but his first call was to serve as Curate at St. John's Cathedral, Denver. After short-term positions at Christ the King, Arvada and Christ Church, Aspen, Fr. Bret was elected rector of St. John's, Gloucester, MA, serving there from 2011 to 2021. After three years as rector of Advent Episcopal Church in Tallahassee, Fr. Bret joyfully accepted a call to Trinity, Folsom. He is passionate about helping everyone to put, or keep, God at the center of their lives, and to grow into the full stature of Christ.

Having previously accepted an invitation from the Bishop of Massachusetts to serve on the search committee for Regional Canons in that diocese, he was happy to accept an invitation from our Bishop to fill a vacant seat on the Board of Trustees, as this aligns with his care for the support and development of churches of all sizes and situations. He is enthusiastic about the many ways in which the Episcopal Church can meet the needs of individuals and society.

NOMINEE STATEMENT

I would bring knowledge, experience, thoughtfulness, diligence, faithfulness, and above all, love of God, neighbor, and church. In particular, my experience in corporate, pastoral, and program-sized churches, in different cultural and geographical contexts, gives me awareness and perspective that should be valuable in a churchwide context. I have personally been grateful for how the church has made my life better, in every stage of life, and I firmly believe that The Episcopal Church offers things that are desperately needed in our society today, but seldom available: a passionate witness for the vulnerable and marginalized, a loving and all-inclusive community that exists for a transcendent purpose, an alternative to the glorification of money and power that takes as a premise the inherent worth of every person, and a custodian making available the best of sacred tradition and culture. All of that being said, I tend to be drawn to the quiet and unglamorous tasks that are essential to keeping and nurturing our church and content to leave the bold, ideological side to others.



REV. BRET HAYS

TRINITY | FOLSOM

NOMINATED BY:
SELF

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I grew up in Ithaca NY and Los Altos CA and became an “Evangelical on the Canterbury Trail” while studying at Westmont College. Although I served as a short-term missionary in Romania and led urban mission trips in SF, it was my experience as a multifaith chaplain to AIDS patients in the SF General Hospital in 2004 that ultimately led me to the Episcopal Church. In 2007, I was confirmed at All Saints Pasadena while working as an Episcopal youth minister. I was priested by Bishop Mary Glasspool in 2014 and continued working as a youth minister for five Episcopal parishes in Marin County while pursuing a PhD in Christian Spirituality at the Graduate Theological Union. Since 2013, I’ve been teaching courses on Anglicanism, Spirituality, and the Bible at CDSP; and recently taught a Diaconal Theology course for Bexley-Seabury. After completing my PhD in 2016, I served as a priest-in-charge of a small mission church in San Rafael. Soon after being called as the rector of Christ Church Eureka in 2018, I began serving on the Commission on Ministry, as the co-chair of the Academic Committee; and then later, as an Instructor for the Center for Bible Study and member of the Revival Worship Planning Team as well as host of the satellite Revival site in Eureka. I served as an active Alternate at General Convention in 2024 and was then appointed as the Episcopal Diocesan Ecumenical & Interreligious Officer (EDEIO) and more recently as the Province 8 EDEIO Coordinator.



**REV. DR. DANIEL
DEFOREST LONDON**

CHRIST CHURCH | EUREKA

NOMINATED BY: SELF

NOMINEE STATEMENT

I was thrilled to attend General Convention in 2024 and to be entrusted to serve so frequently on the floor of the House of Deputies, which gave me the opportunity to speak in favor of alternative texts for the Good Friday liturgy (A115), which are less prone to antisemitic interpretation. I attended numerous legislative meetings before and during General Convention and posted brief summaries each day of Convention, highlighting key resolutions, discussions, and events; a practice that I would gladly resume.

As the Ecumenical & Interreligious Officer for the Diocese and the EDEIO Coordinator for Province 8 (including all states West of the Rockies as well as Navajoland, Hawaii, and Taiwan), I feel especially compelled to participate in this upcoming General Convention when the Episcopal Church will make decisions about moving forward towards full communion with the United Methodist Church.

I would bring a familiarity with the legislative process, a readiness to serve on the floor as well as an eager willingness to step down to let others participate. I would bring a commitment to faithfully serve our deputation and to attend prayerfully to our communal discernment. I would also underscore the importance of pacing ourselves throughout Convention and prioritizing our health. It would indeed be an honor to once again be part of conversations and resolutions that reaffirm our commitment to inclusivity, climate justice, racial reconciliation, and ecumenical relations.

Finally, I would ensure that Sassy the Sasquatch, our diocesan mascot, would join our deputation once again!

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

It was my privilege to be one of eight deputies representing our diocese at General Convention in Louisville in 2024. We worked as a team advancing proposals on climate change, immigration, and issues of church inclusion. We still have much work to do at the next General Convention in Phoenix.

I was ordained a priest in our diocese by Bishop Jerry Lamb in 2001 and served on the staff at Trinity Cathedral for six years. I left to become Rector of St. Paul's Memorial Church in Charlottesville, Virginia. I returned to Northern California in 2015 as the Priest-In-Charge of the Church of the Incarnation in Santa Rosa and then served as the Interim Dean of Trinity Cathedral in 2018. I am now a priest associate at the cathedral and serve in other congregations in our diocese as a substitute "supply" priest.

I have served in several leadership positions in our diocese, including on the Standing Committee and as the Capital Deanery representative on the Diocesan Board of Trustees. I chaired a task force that clarified the roles in our governance structures with the Office of the Bishop.

I am the author of "The Abolitionist's Journal: Memories of an American Antislavery Family" about my abolitionist ancestors and how their story still shapes me and my family.

My wife, Lori, and I volunteer at an organic farm in Sutter County growing fresh fruits and vegetables for Community Supported Agriculture distribution and for food banks and meals for the unhoused.

NOMINEE STATEMENT

Before I was a priest, I was a journalist. My passion then, as now, is finding people on the margins, listening to their stories, and opening avenues for inclusion and justice in the wider world.

I bring this passion to General Convention.

I served at the last General Convention as a member (and officer) of the "Racial Truth Telling, Reckoning and Reconciliation" Committee that considered all resolutions related to racial justice. I learned a great deal about many issues in the wider church. I hope to again serve on this committee at the next General Convention.

I am the primary author of our diocesan proposal to add civil rights leader and theologian Howard Thurman to The Episcopal Church calendar of saints. I believe how we tell the stories of our forebearers shapes who we are as God's people.

Our proposal to add Thurman to the calendar began several years ago at our diocesan convention and has grown into a national effort. We won an initial vote at General Convention in Louisville, but we must receive a second approval at the next General Convention. I hope to shepherd this in Phoenix.

One of the major strengths of our Northern California deputation is the mix of experienced deputies with new deputies who bring a fresh perspective. We supported each other through the long days and evenings of General Convention — and in committee work beginning months before convention. I would be greatly honored to serve again as a deputy to continue this work.



REV. JIM RICHARDSON

TRINITY CATHEDRAL|
SACRAMENTO

NOMINATED BY: SELF

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I was raised Pentecostal in England and became an enthusiastic Episcopalian after some time in the Church of England. The Episcopal Tradition has a unique contribution to make regarding faith in our culture. We are faithful and thoughtful, open to science and mystery, and we praise God with our hearts, souls and minds.

I studied theology at the London School of Theology, King's College London and Westcott House in Cambridge. I have also undertaken a sabbatical semester of study at Church Divinity School of the Pacific focusing on episcopal liturgy and leadership. My academic interests lie in early childhood spirituality and lifelong christian formation. My practical experience is in understanding complex systems and working with churches on change and transformation.

I love Sci-fi and cooking. I parent an Australian Shepherd mix rescue pup: River. My favorite color is red, my favorite thing to cook is Coq Au Vin and my favorite bible verse is 1 John 4:7, which tells us that: God is love.

I serve as Dean of Trinity Cathedral in Sacramento, I am Vice President of the Standing Committee, I am Vice President of the board of Sacramento ACT. I am a founding board member of the Sacramento Area Rainbow Faith Alliance. When I served in the Diocese of California I was on Diocesan Executive Committee, was a Deanery President, and a member of the Diocesan Finance Committee.

NOMINEE STATEMENT

As a convention deputy I would bring my passion for life long learning and family ministry to general convention. I would also bring experience with ministries of justice and mercy, specifically working with the unhoused and with migrants. I also love our liturgy and would advocate for the beauty of its tradition, with accessibility for contemporary congregations.

I have worked in various levels of church governance, and have an aptitude for understanding how systems work. I look for consensus, and I think that our church has a real gift to offer US culture in this moment of polarization. We have a gift for looking for the middle way, not as a compromise, but as a habit of mind that always looks for creative solutions.

I love to work with teams of people who want to share and live good news. I would relish the opportunity to work with our convention deputation, and speak to the issues we face. As a church we have taken a stand of human sexuality, reproductive health rights, the dignity of migrants and the needs of the unhoused. I have worked on all of these issues and am keen to pursue them further at this general convention.

I ask for your vote so that I may serve the Diocese of Northern California in this important forum.



**VERY REV. MATTHEW
WOODWARD**

TRINITY CATHEDRAL |
SACRAMENTO

NOMINATED BY: SELF



2025 DEANERY CONVOCATIONS RESOLUTION

TITLE: R1-2025 Dignity, Not Hate, Not Mass Deportation, Not Silence

PROPOSED BY: Pam Saltenberger, Delegate and Senior Warden, Trinity Cathedral; Dave Crane, Delegate, Trinity Cathedral; Alexandra Stephens, All Saints, Redding; Lupita Arim-Law, St. John's, Chico; Janet Lane, St. Martin's, Davis; The Rev. Cn. Julie Wakelee, Canon to the Ordinary; Barbara Jewell, St. Paul's Benicia and Chancellor of the Diocese; The Very Rev. Matthew Woodward, Dean of Trinity Cathedral; The Rev. Jim Richardson, Associate, Trinity Cathedral; The Rev. Geri Cunningham, St. Francis, Fortuna; The Very Rev. Cliff Haggenjos, Dean of Central Deanery; The Very Rev. Tammy Smith-Firestone, Dean of Alta Deanery

REPRESENTATIVE AT CONVENTION: Shireen Miles

DATE SUBMITTED: September 4, 2025

RESOLUTION:

He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor. (Lk 4:18-19)

Resolved, that as people of faith who are gathered together at the 115th Convention of the Episcopal Diocese of Northern California, we honor our baptismal covenant to seek and serve Christ in all persons, loving our neighbors as we love ourselves. We strive for justice and peace among all people and we respect the dignity of every human being. Therefore we reaffirm our support for Migration with Dignity, the immigrant justice policy adopted by the 81st General Convention of the Episcopal Church (Resolution C031); and be it further

Resolved, that acknowledging the current state of emergency for migrants and their families and the daunting challenges facing migration ministries across the Church, this body, meeting in convention, directs the Bishop of the Diocese of Northern California, The Right Reverend Megan M. Traquair to write to the presiding bishop, president of the House of Deputies and the Executive Council of the Church urging them to move forward as expeditiously as possible in the establishment of the Task Force on Migration With Dignity as called for in the Migration with Dignity resolution (C031) adopted by the 81st General Convention to: 1) inventory current assets and resources of the Church for serving and supporting migrants; 2) conduct a gap analysis to identify missing elements that could strengthen the Church's response; 3) recommend a whole-of-church strategy for supporting migrants and for information and resource sharing; and be it further

Resolved, that this letter also urges the presiding bishop, president of the House of Deputies and the Executive Council to establish an annual Migration with Dignity Sunday for The Episcopal Church during the season of Epiphany as called for in resolution C031; and be it further

Resolved, that the Episcopal Diocese of Northern California participate in the launching of a Migration with Dignity formation program such as "Sacred Journeys," to engage Episcopalians in this diocese with the plight of refugees, migrants, asylum seekers and displaced persons and encourage actions that can be undertaken to assist them and advocate on their behalf.

EXPLANATION. “Dignity,” as addressed in the Migration with Dignity resolution is not just a word, but rather a framework of principles declaring that all migrants have: 1) a universal right of movement; 2) the right to be secure from arbitrary and abusive detention, forced labor and sexual violence; 3) the right of equality; 4) the right to a basic quality of life; 5) the right to access services; and 6) civil and political rights. Therefore, we oppose all policies and actions that deprive migrants of these rights including, but not limited to, the U.S. Government’s current program of mass detention and deportation.

—
As a Church, we oppose U.S. Government actions that: 1) halt refugee resettlement programs; 2) terminate temporary protected status (TPS) and humanitarian parole for many categories of migrants; 3) sharply restrict migrants’ ability to seek asylum; 4) conduct mass arrests of migrants; 5) deport migrants without due process to foreign prisons and countries other than their countries of origin; 6) give the green light to enforcement within houses of worship, schools and hospitals; 7) defy U.S. courts by failing to carry out their orders; and 8) harass or detain public officials for investigating detention facilities or accompanying migrants to court hearings;

The Episcopal Diocese of Northern California calls upon all Episcopalians in the Diocese of Northern California to advocate that local, state, national and international governing bodies promote Migration With Dignity by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced persons and enacting new laws and policies guaranteeing their welcome, protection and integration into our communities.

FISCAL IMPACT: None

TITLE: R2-2025 Revision of the Diocesan Apportionment Structure

PROPOSED BY: The Rev. Amy Denney Zuniga, Grace, St. Helena, The Rev. Pamela Dolan, St. Martin's, Davis, The Rev. Brad Helmuth, Holy Trinity, Nevada City, The Rev. Christy Laborda-Harris, St. Stephen's, Sebastopol, The Rev. Sara Potter, St. Alban's, Arcata

REPRESENTATIVE AT CONVENTION: Rev. Amy Denney Zuniga & Rev. Brad Helmuth

DATE SUBMITTED: September 5, 2025

RESOLUTION:

RESOLVED, That this 115th Convention of the Diocese of Northern California direct the Board of Trustees to revise the diocesan apportionment structure such that the effective apportionment rate (the percentage of actual expenses paid in apportionment) for all congregations is 10% or lower, while maintaining current apportionment exemptions and fairly distributing the apportionment burden among congregations of varying sizes and budgets; and be it further

RESOLVED, That the Board of Trustees establish a significantly simplified system for calculating apportionment which includes an estimated apportionment assessment at the beginning of each calendar year, followed by a reconciliation ("true-up") once the books are closed on that year to replace monthly calculations; and be it further

RESOLVED, That the Board of Trustees develop and publish a written restoration process by which congregations unable to pay their full apportionment may apply for assistance, which shall include financial review as well as stewardship and congregational development advising, with the goal of enabling congregations to return to full apportionment; and be it further

RESOLVED, That these changes shall take effect beginning with the 2027 calendar year

EXPLANATION

This resolution aims to introduce an equitable, transparent, supportive apportionment model.

The Current Model is complex and effective apportionment levels are comparatively high. Outlined in EDNC Canon 50, the model designates caps on ranges of income--10% under \$60,000; 17.5% \$60,000-\$120,000; 25% over \$120,000, allowing the BOT to decide specific ranges and amounts-- currently five ranges from 10-20% While detailed church-wide apportionment data is not publically available, internet searches show diocesan rates from 7%-17%. The Treasurer's Monthly Report is an anomaly among Episcopal dioceses-- most use a twice yearly estimate/true-up process, while paying monthly.

Reducing congregational apportionment to 10% or lower while maintaining fair distribution of effective apportionment rates across congregations protects smaller congregations from bearing disproportionate burdens, allows mid and larger congregations to support growing costs, enabling all congregations to grow. It puts us in alignment with TEC, which is embarking on significant restructuring under the new presiding bishop to return financial resources to congregations where on-the-ground ministry is happening.

Simplified process: The two-step approach—estimating apportionment early, then true-up post-closing—offers predictability and fairness in financial planning while significantly reducing staff and volunteer time spent on the TMR. It aligns our practice with the simpler processes in the majority of TEC dioceses.

Establishing a formal assistance process for congregations under strain underscores the Diocese's pastoral commitment, offering clear process and supportive resources instead of case-by-case exceptions. This supports congregational health and resilience, building trust through transparency across the Diocese.

Implementing these changes in 2027 allows sufficient lead time for careful consideration of how diocesan systems and budgets will adapt. Because implementing apportionment reform will necessitate a canonical change, the Diocesan Convention will vote on the details of the proposed new system at the 2026 convention.

FISCAL IMPACT: Based on the 2025 Operating Budget, EDNC projected revenue of approximately **\$1,810,000** from apportionment. Total diocesan operating expenses were budgeted at around **\$2,952,000**.

The complexity of the current apportionment system makes it difficult to calculate with precision the fiscal impact of implementing a 10% effective cap. We estimate that implementation would return approximately \$800,000 to the congregations in 2027, putting diocesan apportionment income closer to \$1,000,000. Apportionment income represents about two-thirds of the budgeted diocesan income; this 44% reduction in apportionment income **reduces the diocesan operating budget by about 25%**.

This reduction would be offset by:

- Adjustments in the diocesan operating budget, including savings from the recent office move and reallocation and reduction of programmatic or governance expenses.
- Longer-term growth and stability in congregational giving
- Savings in an estimated 800 hours of staff and volunteer time annually by reducing apportionment calculations to twice a year versus twelve times a year

Estimated Fiscal Impact:

- Short-term: moderate reduction in net apportionment revenue.
- Mid-term: Neutral to positive impact on diocesan finances due to healthier congregational contributions, paired with budget adjustments.
- Overall: Manageable with deliberate budgeting, especially given advance notice of implementation in 2027.

TITLE: R3-2025 Canonical Change to Canon 16 Elected Deanery Members

PROPOSED BY: Barbara Jewell, Chancellor and Kati Braak, Director of Operations

REPRESENTATIVE AT CONVENTION: Barbara Jewell, Diocesan Chancellor

DATE SUBMITTED: September 5, 2025

RESOLUTION:

RESOLVED, That Canon 16 of the Canons is hereby amended to read as follows:

16.1.Creation. There shall be a Board of Trustees (“Trustees”) which shall be composed of the Bishop, who shall serve as President, seven elected deanery members, three appointed members, five elected at large members, the Chancellor, and the Treasurer of the Diocese. Unless serving as elected members, the Deans of the Deaneries shall be associate members without vote.

16.1.1. Selection. Elected and appointed members shall be selected as follows:

16.1.1.1. Elected Deanery Members. The elected deanery members shall be elected at *Deanery Fall Convocation* ~~at Convention~~ by a caucus of the convention delegates from the deanery they represent. *Upon election of a deanery member, the Dean shall certify the election to the Secretary of Convention and the Assistant Secretary of Convention and specify whether the person is of the clergy or lay order.*

Explanation: Over the years, there has been confusion and concern about deaneries being able to caucus at Convention. This resolution aims to reduce stress and uncertainty for delegates, streamline the overall Convention process, and ensure deanery representatives to the Board of Trustees receive timely information about upcoming Board events for the following year.

Fiscal Impact: None.



2025 DEANERY CONVOCATIONS PETITIONS

TITLE P1-2025 | Change of Status for St. John’s, Marysville

This Petition is addressed to the following officer and bodies of The Episcopal Church in the Diocese of Northern California:

Bishop
Standing Committee
Diocesan Convention

And represents the following:

1. The Petitioner, St. John’s Episcopal Church, Marysville, was established as a congregation of the then-Diocese of California in 1855 and was later one of two original congregations in the Missionary Diocese of Northern California.
2. Petitioner has been without the services of a full-time rector since 2010 and has not called a rector in succeeding years. The time elapsed without calling a rector is greater than the reasonable time for doing so per Diocesan Canon 30, sec 32.9.

After a long period of discernment, with Sunday attendance averaging 13 people (as noted in the 2024 parochial report), and financial resources dwindling below sustainable levels, the congregation voted to sell the property earlier this year. That sale was approved by the Standing Committee and Bishop and was completed in July 2025.

Members distributed the physical and financial assets of the congregation to neighboring churches. Congregants have disbursed to worship at local churches.

3. On June 25, 2025, the Vestry of St. John’s Episcopal Church, Marysville adopted the following Petition and authorized its execution and filing by the Senior Warden.

Petitioner prays that:

Diocesan Convention Change status of the Petitioner to an organized mission by a majority vote, pursuant to Canons 30.12 and 32.12.

Mr. Brooks Roughton, Senior Warden Date

Ms. Lobelia Robinson, Treasurer Date

TITLE P2-2025 | Closure of St. John’s, Marysville

This Petition is addressed to the following officer and bodies of The Episcopal Church in the Diocese of Northem California:

Bishop
Standing Committee
Diocesan Convention

And represents the following:

1. On June 25, 2025, the Vestry of St. John’s Episcopal Church, Marysville adopted the following Petition and authorized its execution and filing by the Senior Warden.
2. This Convention having changed the status of the congregation from parish to mission, and
3. The property having been sold, proceeds distributed among local Episcopal churches, and
4. Worship having ceased for the congregation as of July 13, 2025

Petitioner prays that:

Diocesan Convention order dissolution of the organized mission by two-thirds vote by orders pursuant to Canons 30.12 and 32.12.

Mr. Brooks Roughton, Senior Warden

Date

Ms. Lobelia Robinson, Treasurer

Date



2025 DEANERY CONVOCATIONS

2026 BUDGET



A Deeper Discipleship

**Missional Budget for 2026
Episcopal Diocese of Northern California**

The 2026 Operating Budget for the Diocese of Northern California is a collaborative effort with input from Diocesan programs, ministries & commissions who were asked to submit their proposed budgets to the Office of the Bishop. Staff then used these proposals to develop a draft budget that met as many of these proposals as possible. After a cycle of reviews by staff, the Budget and Finance Committee and the Board of Trustees, the final budget was reviewed by the Budget and Finance Committee in August and forwarded to the Board of Trustees for approval. The 2026 Operating Budget was approved by the Board of Trustees at its September 20, 2026, meeting.

BUDGET SUMMARY

Revenues are projected to decrease by \$142,594 to \$2,591,107 primarily due to a decrease in Mission Apportionment as the Board of Trustees voted to reduce the apportionment rate by 2%. This results in an average reduction in apportionment expense for diocesan churches of about 14%.

Expenses are projected to increase by \$139,354. Personnel costs include a 2.7% cost of living increase for staff and a slight reduction in health benefits to bring the diocesan office in line with the policy for the diocese. The budget also includes two new programs which are being funded by special draws from designated and unrestricted reserves. These include the Curacy program (\$184,920) and the diocesan bookkeeper position (\$65,733 net cost including projected contributions by participating churches).

While the overall deficit is projected to be \$580,403, after adjusting for the board approved projects noted above, the adjusted deficit is projected at \$329,750. Approximately \$250,000 of this deficit is due to the reduction in apportionment.

A DEEPER DISCIPLESHIP MISSIONAL BUDGET FOR 2026

This year, we invite you to see our diocesan budget not only as a set of numbers, but as a living story of discipleship, mission, and community. That is why we are presenting the 2026 Operating Budget as **“A Deeper Discipleship Missional Budget.”**

This budget was shaped collaboratively. Diocesan programs, ministries, and commissions offered their proposals, which were carefully reviewed by diocesan staff, the Budget & Finance Committee, and the Board of Trustees. The final budget, approved by the Board on September 20, 2025, reflects our common mission and shared priorities.

The Lens of Mission

Every dollar in this budget supports our missional commitments:

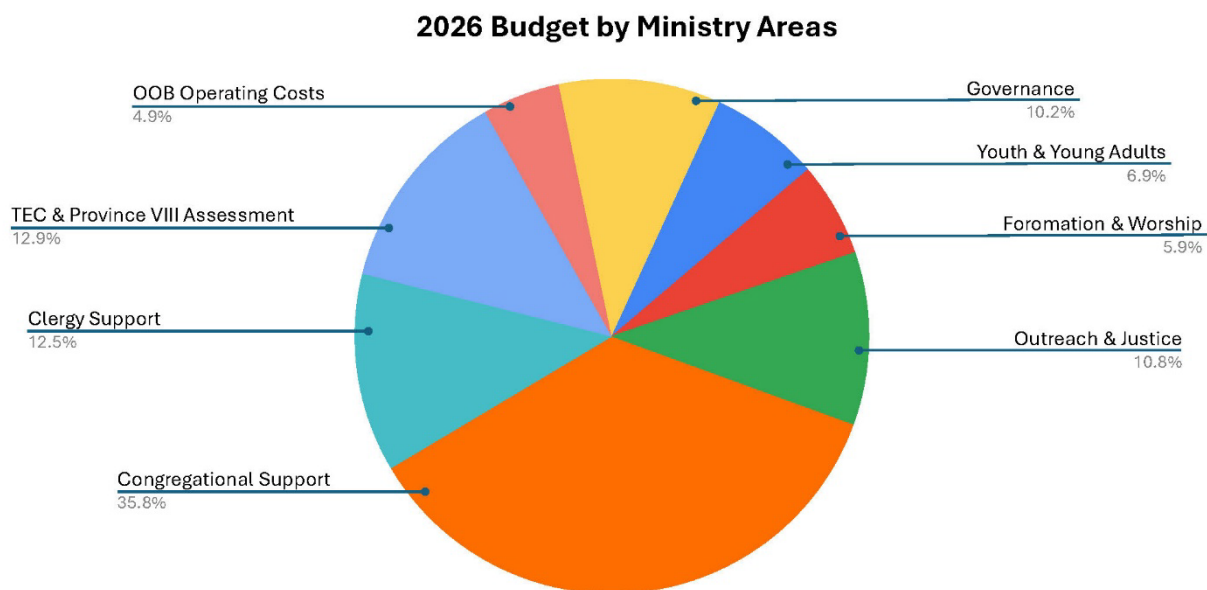
- **Making Disciples**
- **Raising Up Saints**
- **Transforming Communities for Christ**

These priorities are lived out through six key areas of our common life:

- Clergy Support
- Congregational Support
- Outreach & Justice
- Youth and Young Adult Ministries
- Formation and Worship
- Governance

When we talk about “Personnel and Operating Costs,” we are not just talking about overhead. We are talking about the foundation that makes ministry possible: the people and resources who nurture congregations, care for clergy, guide formation, and strengthen witness across Northern California.

Viewed through the lens of mission, the budget becomes a portrait of how we live our call together: supporting clergy, equipping leaders, forming disciples, serving the vulnerable, and strengthening our witness in Christ’s name.



TEC and Province VIII Assessments:

\$405,853 12.9%

Apportionment for TEC is set at 15% of operating expenses. This portion of our annual budget supports the work of the denomination, which, in addition to general oversight and policy-making, coordinates benefits for the denomination, provides grants, and many other resources. The percentage in our budget is not 15% because TEC apportionment is calculated using 2024 actual operating costs (for the 2026 budget)

Along with our provincial cohort dioceses, we provide annual financial support for activities related to Province VIII, our region of TEC. Provinces are regional groupings of dioceses that strengthen governance and ministry by pooling resources and coordinating shared initiatives. They foster collaboration on projects such as anti-racism training, reduce duplication of efforts, and provide a structure for conducting regional church business through a Synod of bishops, clergy, and lay deputies.

Governance:

\$320,272 10.2%

Governance is the work of the diocesan leadership and includes costs associated with the annual Diocesan Convention, Board of Trustees, Standing Committee, and Ecclesiastical support. It also includes setting aside funds each year to fund the costs associated with General Convention (every three years) and Lambeth (every ten years).



Board of Trustees at retreat worship- Jan 2025

Clergy Support:

\$392,490 12.5%

Clergy Support includes clergy development programs including Clergy Conference, Fresh Start, Ordinations, Clergy Assistance Grants. Indirect costs include benefits administration for clergy and Deanery Caucuses.

The Curacy program is also in this ministry area and will help develop ministries both at small churches and their larger partner church providing much needed resources and support.



*Fr. Michael Lapsley speaks at
2025 Clergy Conference*

Supporting Churches:

\$1,129,150 35.8%

The largest part of the operating budget including direct expenses and staff time is the support of churches within the diocese. This support is in many areas including:

Church Administration

- Benefits Administration
- Congregational Audit Reviews
- Congregational Leadership Conferences
- Diocesan Bookkeeper
- Safe Church coordination and record-keeping
- Treasurer/Educational Zoom Meetings

Communications

- E-News / C-News
- Communications
- Consultations with Churches
- Diocesan Website
- Website Consultation and Construction for Churches

Leadership Development

- Best Skills, Best Churches
- Mutual Ministry Reviews
- Transitions

Financial Support

- Curacy Program
- Grants and Assistance to Churches

Programmatic Support

- Capacity Discernment
- Church Planter
- College for Congregational Development (CCD)
- Commission on the Environment
- Congregational Development Group
- Deans and Deaneries
- FaithX Tools (Congregational Vitality Assessment, Neighborhood Report Maps)
- Health Ministries
- Latino Ministries
- Missioner for Disaster Resilience
- Stewardship Resources

Youth & Young Adults:

\$217,677 6.9%

This ministry forms the next generation of disciples, helping young people encounter God, grow in faith, and discover their gifts for service. By engaging youth and young adults in meaningful community, leadership, and spiritual experiences, it ensures our mission continues to flourish into the future.

- Camp Living Waters
- Camperships
- Campus Ministries
- Pathways
- Youth Discipleship (EYE)



Formation and Worship:

\$186,201 5.9%

These ministries nurture the heart of our common life in Christ. From Sunday visits by the Bishop and clergy staff, to the training of lay and ordained leaders, to resources for liturgy, music, stewardship, and Indigenous ministries, this work deepens discipleship and strengthens worship across our diocese. This support is seen in:

Archdeacons

Bishop, Canon, Clergy Staff Sunday visits

Commission on Ministry (COM)

Lay Ministry Licensing/Training

Indigenous Ministries

Liturgy and Music

Stewardship Education

Theological Education

West Coast Collaborative

(Diaconal and lay preaching formation)



*Bishop Megan at St. Andrew's, Corning;
Rev. Rick Laughman and Canon Julie
at St. John's, Marysville*

Outreach & Justice:

\$341,058 10.8%

Outreach includes funding for our companion diocese, health ministries, disaster preparedness programs, Episcopal Community Services, Project ReStart and Sustainable Development Grants.



Tule Lake

Justice includes funding for programs promoting the environment, intercultural ministries, indigenous ministries, the Migrant Support Network, rainbow ministries, and racial reconciliation.



*Cathedral of the Good Shepherd,
San Pedro Sula, Honduras*

Office of the Bishop Operating Costs:

\$153,340 4.9%

With the purchase in 2024 of our new property for the Office of the Bishop, we have significantly reduced operating expenses. Instead of paying rent, we are paying ownership costs for the property including POA dues and common area expenses as well as maintenance costs for the property.

Beyond the facilities, operating costs also include equipment and lease, supplies, telecommunications costs, insurance and general hospitality expenses.



Prayers at the blessing of the new OOB

2026 DIOCESAN BUDGET | SUMMARY

	2026 BUDGET	2025 BUDGET	CHANGE IN BUDGET	2024 ACTUAL	Line #
UNRESTRICTED NET ASSETS:					
REVENUES:					
Mission Apportionment, net	1,719,664	1,810,001	(90,337)	1,858,384	1
Contributions	-	-	-	131,544	2
St. Matthews	150,948	140,113	10,835	137,470	3
Bookkeeper Position	19,650	-	19,650	-	4
Missioner for Disaster Resilience	-	-	-	-	5
Other revenues	153,025	174,897	(21,872)	148,827	6
Revenue from Investments	547,820	608,690	(60,870)	553,355	7
Total revenues	2,591,107	2,733,701	(142,594)	2,829,580	8
EXPENSES:					
Diocesan Operating:					
Personnel	1,251,105	1,321,237	70,132	1,128,333	9
Operating Costs	422,570	472,661	50,091	547,327	10
Governance	45,000	94,000	49,000	220,196	11
Total diocesan operating expenses	1,718,675	1,887,898	169,223	1,895,856	12
Program expenses:					
Youth and Young Adults	153,340	104,472	(48,868)	49,130	13
Outreach	132,450	120,835	(11,615)	144,402	14
Congregational Development and Support	761,192	532,915	(228,277)	434,852	15
Total program expenses	1,046,982	758,222	(288,760)	628,384	16
TEC Assessment (The Episcopal Church)	401,353	381,536	(19,817)	346,947	17
PROVINCE 8 Assessment	4,500	4,500	-	4,500	18
Total Expenses	3,171,510	3,032,156	(139,354)	2,875,687	19
NET OPERATING SURPLUS (DEFICIT)	(580,403)	(298,455)	(281,948)	(46,107)	20
Reserves Allocations for Future Use					
Best Skills Best Churches	(19,500)	-	(19,500)	-	21
Bishop Search	(20,000)	(20,000)	-	(20,000)	22
Bishop/CTO Autos	(10,000)	(10,000)	-	(10,000)	23
Center at St. Matthew's Fund	(60,948)	(60,000)	(948)	(18,497)	24
Church Planting	(1,000)	(1,000)	-	(1,000)	25
General Convention	(17,500)	(17,500)	-	-	26
Lambeth	-	-	-	-	27
Pilgrimage Fund	(2,500)	(2,500)	-	(2,500)	28
Sabbaticals	(2,500)	-	(2,500)	(2,500)	29
Total Reserve Allocations for Future Use	(133,948)	(111,000)	(22,948)	(54,497)	30
Draws from Designated and Restricted Funds					
Archdeacon Fund for Education	-	-	-	8,000	31
Communication Hubs	3,051	3,051	-	3,051	32
Disaster Relief Fund	27,800	49,222	(21,422)	89,953	33
Diaster Resilience and Recovery Fund	-	73,628	(73,628)	134,178	34
General Convention	-	-	-	36,650	35
Sabbaticals	3,000	10,000	(7,000)	-	36
Total Draws from Designated and Restricted Funds	33,851	135,901	(95,050)	271,832	37
Board Approved Draw from Unrestricted/Undesignated Reserves					
For Racial Audit	-	-	-	18,645	38
For Commission on the Environment	-	-	-	25,000	39
For Revival 2024	-	-	-	79,213	40
Bookkeeper Position	65,733	-	65,733	-	41
Curacy Program	184,980	-	184,980	-	42
Missional Fund (Latino Ministries)	83,000	89,250	(6,250)	-	43
Noel Porter Fund (Youth and Young Adults)	89,340	104,472	(15,132)	-	44
Total Board Approved Draw from Unrestricted/Undesignated Reserves	423,053	193,722	-	122,858	45
NET OPERATING SURPLUS (DEFICIT) AFTER RESERVE ALLOCATIONS	(257,447)	(79,832)	(177,615)	294,086	46

2026 DIOCESAN BUDGET | OPERATING BUDGET

	2026 Budget	2025 Budget	CHANGE IN BUDGET	2024 Actual	Comments	Line #
REVENUES						
Mission Apportionment, net	1,719,664	1,810,001	(90,337)	1,858,384		1
Contributions, Bequests, etc.	-	-	-	131,544		2
St. Matthew's Center						
Contributions	7,200	11,113	(3,913)	11,108		3
Rental Income	143,748	129,000	14,748	126,277		4
Other Income	-	-	-	85		5
Total St. Matthews Center	150,948	140,113	10,835	137,470		6
Bookkeeper Position						
Bookkeeping fees	19,650	-	19,650	-	*Congregations share of cost of position	7
Total Bookkeeper Position	19,650	-	19,650	-		8
Missioner for Disaster Resilience						
Payroll & Benefits	-	-	-			9
Program Costs	-	-	-			10
Total Missioner for Disaster Resilience	-	-	-	-		11
Other Revenue						
Event Revenue	102,025	128,733	(26,708)	85,138	*See Program Summary for Schedule Net Cost	12
Interest Revenue (Non Investment Funds)	16,000	16,000	-	16,416		13
Other Revenue	35,000	30,164	4,836	47,273		14
Total Other Revenue	153,025	174,897	(21,872)	148,827		15
Revenue from Investments	547,820	608,690	(60,870)	553,355		16
	2,591,107	2,733,701	(142,594)	2,829,580		17
OPERATING EXPENSES						
PERSONNEL (includes salary, pension, and benefits)					*Includes 2.7% COLA (3-year SSA average)	
Bishop	252,260	247,662	(4,598)	236,132		18
Canon to the Ordinary	162,927	160,334	(2,593)	139,652		19
Director of Operations	165,936	157,696	(8,240)	150,287	*2025 includes the merit increase from 2024	20
Executive Assistant to the Bishop	145,041	142,348	(2,693)	135,528	*2025 includes the merit increase from 2024	21
Executive Staff Support	99,039	95,966	(3,073)	96,910	*2025 includes the merit increase from 2024	22
Executive Staff Support II	72,432	76,990	4,558	68,166		23
Missioner for Church Life	102,689	117,922	15,233	85,228	*moving to 3/4 position for 2026	24
Communications Director	56,871	109,564	52,693	52,188	*1/2 time position	25
Missioner for Disaster Resilience	96,422	122,921	26,499	82,184	*See Program Summary for Schedule Net Cost	26
Receptionist and Administrative Assistant	79,931	72,330	(7,601)	67,586		27
Other Benefits	7,556	7,504	(52)	5,480	*Includes early retirees, clergy on EAP	28
Merit Increase	10,000	10,000	-	-		29
Vacation Buyouts and Termination Pay-Outs	-	-	-	8,992		30
Total Personnel	1,251,105	1,321,237	70,132	1,128,333		31
OPERATING COSTS						
Accounting/Auditing Fees	110,000	116,000	6,000	121,130		32
Autos - Bishop & Canon	16,000	7,000	(9,000)	15,848		33
Communications	19,000	20,000	1,000	18,164		34
Communications Consultant	46,400	80,000	33,600	27,757		35
Communication Hub	8,500	15,051	6,551	8,791		36
Continuing Education	10,000	10,000	-	7,312		37
Equipment, Furniture, Software	51,100	41,500	(9,600)	49,557		38
Hospitality & Travel	40,000	40,000	-	38,068		39
Insurance	15,000	15,000	-	18,105		40
Legal Fees	5,000	8,000	3,000	311		41
Miscellaneous Office	44,700	51,000	6,300	69,812	*Bank,Dues,Supplies,Payroll,Postage,Print.,etc.	42
Office Occupancy Cost & Storage	53,870	59,110	5,240	172,472		43
Sabbaticals	3,000	10,000	7,000	-		44
Total Operating Costs	422,570	472,661	50,091	547,327		45
GOVERNANCE						
Board of Trustees	20,000	25,000	5,000	24,136		46
Standing Committee	1,000	1,000	-	341		47
Diocesan Convention	20,000	64,000	44,000	15,202	*See Program Summary for Schedule Net Cost	48
General Convention	-	-	-	54,150		49
Lambeth	-	-	-	-		50
Other Committees	500	500	-	11		51
Revival	-	-	-	124,106		52
Strategic Planning	1,500	1,500	-	-		53
Ecclesiastical Support	2,000	2,000	-	2,250		54
Total Governance	45,000	94,000	49,000	220,196		55
	1,718,675	1,887,898	169,223	1,895,856		56

2026 DIOCESAN BUDGET | OPERATING BUDGET

	2026 Budget	2025 Budget	CHANGE IN BUDGET	2024 Actual	Comments	Line #
YOUTH AND YOUNG ADULTS						
Campus Ministries & Chaplains	40,000	43,750	3,750	44,000	*Belfry	57
Grant to Camp Living Waters	19,640	17,722	(1,918)	2,763		58
Pathways	87,200	35,000	(52,200)	2,075	*See Program Summary for Schedule Net Cost	59
Youth Discipleship & Camperships	6,500	8,000	1,500	292		60
Total Youth & Young Adults	153,340	104,472	(48,868)	49,130		61
OUTREACH						
Companion Diocese	3,600	4,000	400	672		62
Episcopal Community Services	14,300	13,000	(1,300)	8,000		63
Disaster Preparedness	4,500	4,500	-	1,506		64
Sustainable Development Goals (.007 of total revenue)	14,050	13,222	(828)	12,750		65
St. Matthew's Center	90,000	80,113	(9,887)	118,974	*See Program Summary for Schedule Net Cost	66
Outreach - Other	6,000	6,000	-	2,500		67
Total Outreach	132,450	120,835	(11,615)	144,402		68
CONGREGATIONAL DEVELOPMENT AND SUPPORT						
Archdeacon	11,500	8,500	(3,000)	1,000		69
Best Skills	-	37,000	37,000	-	*Setting aside half the cost into fund for 2027	70
College for Congregational Development	4,000	3,500	(500)	-		71
Curacy Program	184,920	-	(184,920)	-	*new funded from Undesignated/Unrestricted	72
Deacon Formation (WCC)	49,756	51,366	1,610	31,697		73
Deaneries	31,000	27,500	(3,500)	11,361		74
Diocesan Bookkeeper	85,383	-	(85,383)	-	*new funded from Undesignated/Unrestricted	
Fresh Start	13,500	9,700	(3,800)	7,201	*See Program Summary for Schedule Net Cost	75
Latino Ministries	83,000	89,250	6,250	-	*New line item	76
Conferences						
Clergy Conference	34,000	33,000	(1,000)	31,718	*See Program Summary for Schedule Net Cost	78
Congregational Leadership Conferences	4,000	6,000	2,000	1,388	*See Program Summary for Schedule Net Cost	79
Total Conferences	38,000	39,000	1,000	33,106		80
Congregation and Clergy Support						
Clergy Support and Development	35,000	35,000	-	31,690		81
Congregational Assistance	72,000	70,000	(2,000)	51,253		82
Congregational Development Group	18,000	19,500	1,500	17,759		83
Missioner for Disaster Resilience	27,800	42,300	14,500	134,178		84
Racial Reconciliation	21,992	17,378	(4,614)	13,729		85
Safe Church Training	7,500	5,640	(1,860)	-		86
Transition Ministry/Deployment	9,500	10,000	500	11,232		87
Theological Education	6,000	8,000	2,000	6,111	*eFm also included here	88
Total Congregation and Clergy Support	197,792	207,818	10,026	265,952		89
Ministries and Commissions						
Christian Formation	6,000	8,700	2,700	8,739		90
Commission for Intercultural Ministries	10,347	8,157	(2,190)	2,283		91
Commission on Ministry	16,500	16,000	(500)	16,128		92
Commission on the Environment	10,394	7,074	(3,320)	33,189		93
Ecumenical Ministries	2,000	2,000	-	350		94
Health Ministries	6,000	6,000	-	3,862		95
Indigenous (Native American) Ministries	2,600	2,600	-	-		96
Liturgy & Music	2,500	2,500	-	941		97
Racial Audit	3,000	3,500	500	18,645		98
Stewardship Commission	3,000	2,750	(250)	398		99
Total Ministries and Commissions	62,341	59,281	(3,060)	84,535		100
Total Congregational Development and Support	761,192	532,915	(228,277)	434,852		101
TOTAL PROGRAM EXPENSES	1,046,982	758,222	(288,760)	628,384		102
TEC Assessment	401,353	381,536	(19,817)	346,947		103
PROVINCE 8 Assessment	4,500	4,500	-	4,500		104
TOTAL OPERATING EXPENSES	3,171,510	3,032,156	(139,354)	2,875,687		105
NET OPERATING SURPLUS/ (DEFICIT)	(580,403)	(298,455)	(281,948)	(46,107)		106
Board Special Projects: Bookkeeper and Curacy Program funded from unrestricted/undesignated funds	250,653	-	250,653	-		107
ADJUSTED NET OPERATING SURPLUS/ (DEFICIT)	(329,750)	(298,455)	(31,295)	-	*Excluding Board Special Projects	108

2026 DIOCESAN BUDGET | PROJECT SUMMARY SCHEDULE

Program/Event	2026 Revenue Budget	2025 Revenue Budget	Change in Budget	2026 Expense Budget	2025 Expense Budget	2026 Budget NET COST to Diocese	2025 Budget NET COST to Diocese	Line #
Best Skills	-	-	-	-	37,000	-	(37,000)	1
Clergy Conference	18,000	18,000	-	34,000	33,000	(16,000)	(15,000)	2
College for Congregational Development	-	-	-	4,000	3,500	(4,000)	(3,500)	3
Congregational Leadership Conferences	625	1,000	(375)	4,000	6,000	(3,375)	(5,000)	4
Deacon Formation (WWC)	11,400	12,733	(1,333)	49,756	51,366	(38,356)	(38,633)	5
Diocesan Convention	8,000	46,000	(38,000)	20,000	64,000	(12,000)	(18,000)	6
Fresh Start	-	-	-	13,500	9,700	(13,500)	(9,700)	7
Pathways	64,000	30,000	34,000	87,200	35,000	(23,200)	(5,000)	8
TOTAL PROGRAM / EVENT SUMMARY	102,025	107,733	(5,708)	212,456	239,566	(110,431)	(131,833)	9

Center at St. Matthew's	2026 Revenue Budget	2025 Revenue Budget	Change in Budget	2026 Expense Budget	2025 Expense Budget	2026 Budget NET COST to Diocese	2025 Budget NET COST to Diocese	Line #
St. Matthew's Center	150,948	140,113	10,835	90,000	80,113	60,948	(60,000)	10
TOTAL ST. MATTHEW'S SUMMARY	150,948	140,113	10,835	90,000	80,113	60,948	(60,000)	11

Bookkeeper Position	2026 Revenue Budget	2025 Revenue Budget	Change in Budget	2026 Expense Budget	2025 Expense Budget	2026 Budget NET COST to Diocese	2025 Budget NET COST to Diocese	Line #
Bookkeeper Position	19,650	-	19,650	85,383	-	(65,733)	-	12
TOTAL BOOKKEEPER SUMMARY	19,650	-	19,650	85,383	-	(65,733)	-	13



2025 DEANERY CONVOCATIONS CONVENTION SCHEDULE

2025 DIOCESAN CONVENTION AGENDA

SCHEDULE AT A GLANCE

Thursday, November 6 | All Saints Church – Pre-Convention

- 1:00 pm Workshop on *The Theology of Joy* – Bishop Phyllis Spiegel
- 3:00 pm Workshops on *Eucharistic Minister* and *Eucharist Visitors*
- 5:00 pm Evening Prayer
- 6:30 pm Banquet Dinner at Convention Center (ticketed event)

Friday, November 7 | Redding Civic Auditorium

- 7:30 am Exhibit Area open
- 8:00 am Convention check-in and registration/morning fellowship
- 9:30 am Deanery Caucasus – (Sierra and Wingfield)
- 10:00 am Business Session I opens
- 12:00 pm Announcements/Noonday Prayer
Lunch/Retired Clergy lunch/Senior Warden lunch
- 1:30 pm Business Session II
- 5:00pm Convention in Recess/Break
- 6:00pm Eucharist

Saturday, November 8 | Redding Civic Auditorium

- 7:00 am Exhibit Area open
- 7:30 am Convention check-in
- 8:30 am Business Session III opens
- 12:00 pm Announcements/Noonday Prayer
Lunch/Clergy spouse lunch
- 1:30 pm Business Session IV
- 4:00 pm Convention closes

