



# 2025 DIOCESAN CONVENTION GOVERNANCE REPORTS



## GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS

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### BISHOP TRAQUAIR'S OFFICIAL ACTS

*2024 Diocesan Convention to 2025 Diocesan Convention*

Visitations

17

Celebrate Holy Communion

30

Sermons Preached

21

Persons Baptized

1

Persons Confirmed

28

Persons Received

22

Persons Reaffirmed

8

Ordinations to the Diaconate

4

Ordinations to the Priesthood

2

Received by Letters Dimissory

5

Transferred by Letters Dimissory

3

Services of Institution

7

Installation of Bishops

0

Consent to Marriage

5

Consecrations

0

Deconsecrations

1

Made Postulant

6

Made Candidate

1

House of Bishops

3

Clergy Conference

1

Funerals

0

Suspensions

0

Consent to Bishop Consecration

3

Consent to Bishop Resignation

1

General Convention

0

Dedications

2

Blessings and Other

4

There are canonically and resident in the Episcopal Diocese of Northern California at the present time: 1 Diocesan Bishop, 3 retired Bishops, 149 Priests canonical, 116 Priests canonical and resident, 43 licensed Priests, 36 canonically resident Deacons, 2 licensed Deacons.

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### ORDINATIONS

#### *To the Diaconate*

<b>Name</b>	<b>Date</b>
Joan Cahill	1/18/2025
William Glenn	1/18/2025
Karen Hoida	1/18/2025
Diana Deen	3/01/2025

#### *To the Priesthood*

<b>Name</b>	<b>Date</b>
Jay Elmquist By Bishop Betsey Monnot	1/25/2025
Emily Hyberg By Bishop Megan Traquair	3/01/2025
William Glenn By Bishop Megan Traquair	7/19/2025

#### *To Postulancy*

<b>Name</b>	<b>Date</b>
Anthony Amato	11/24/2024
Lisa Harmon	11/24/2024
Doreen Orme	11/24/2024
Tynan Brooks	6/23/2025
Mitchell Peck-Eng	6/23/2025
Kenny Pierce	6/23/2025

#### *To Candidacy*

<b>Name</b>	<b>Date</b>
Rosemary MacLaughlin	3/21/2025

#### **By Reception**

<b>Name</b>	<b>Date</b>
Randall Demary	1/22/2025

### ACCEPTED BY LETTERS DIMISSORY

<b>Name</b>	<b>Diocese</b>	<b>Date</b>
Bret Hays Nancy	Florida	12/17/2025
Slavin Ken	California	1/07/2025
Erickson Krista	Michigan	1/08/2025
Heuett Bradley	Michigan	4/03/2025
Heuett	Michigan	7/08/2025

### TRANSFERRED BY LETTERS DIMISSORY

<b>Name</b>	<b>Diocese</b>	<b>Date</b>
Jay Elmquist	Iowa	1/25/2025
Diana Turner	Nevada	7/08/2025
Sandra Honnold	Rio Grande	9/4/2025

### LOSSES BY DEATH

<b>Name</b>	<b>Date</b>
John Morris Richard	1/03/2025
Von Grabow Mary	5/27/2025
Goshert	6/11/2025

## GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS (CONT.)

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### CLERGY LICENSED

*\*indicates date licensed by Bishop Traquair*

<b>Name</b>	<b>Congregation Affiliation</b>	<b>Date Licensed</b>
Randall Balmer	Shepherd-by-the-Sea, Gualala	*January 17, 2025
Cindy Beck	Trinity, Sonoma	*September 22, 2025
Michael Carney	Holy Trinity, Nevada City	*March 20, 2025
Jeffrey Cave	Shepherd-by-the-Sea, Gualala	*March 23, 2023
Tansy Chapman	St. Michael & All Angels, Ft. Bragg	October 25, 2006
Gregg Churchill	All Saints, Redding	May 14, 2013
David Davidson-Methot	Emmanuel, Grass Valley	February 4, 2014
Melanie Donahoe	St. John's, Petaluma	*May 26, 2022
Michael Ferrito	St. Michael's, Carmichael	*February 27, 2024
Jeri Gray-Reneberg	Christ Church, Eureka	November 11, 2010
Merritt Greenwood	St. John's, Petaluma	*October 1, 2022
Stephen Hassett	Ascension, Vallejo	*August 16, 2024
Deborah Hawkins	St. Martin's, Davis	*July 6, 2022
Pamela Higgins	St. Paul's, Benicia	April 1, 2015
Arthur Holder	St. Paul's, Benicia	September 4, 2008
Katie Holeman	St. Michael's, Carmichael	*March 30, 2022
Linda Huggard	St. Mary's, Elk Grove	*May 25, 2022
Jocelynn Jurkovich-Hughes	Cal Aggie Christian Association	*June 8, 2022
Karen King	St. Patrick's, Kenwood	March 5, 2014
Amy Lawrence	Trinity Cathedral, Sacramento	April 8, 1999
Andrew Lobban	Diocese of California	*December 16, 2024
Carol Luther	St. Patrick's, Kenwood	*November 30, 2023
Connor Lynn	St. Martin's, Davis	August 17, 2015
Deborah Magdalene	St. Alban's, Arcata	*September 10, 2021
Jim McCammon	St. Paul's, Healdsburg	*June 7, 2023
Lesley McCloghrie	Christ Church, Eureka	January 29, 2013
Linda McConnell	St. Stephen's, Sebastopol	*January 13, 2025
Christie McManus	Diocese of California	January 6, 2011
Lynette Morlan	St. Luke's, Galt	*September 16, 2025
Mary Morrison	Trinity Cathedral, Sacramento	December 4, 2018
Barbara Elizabeth Nixon	St. Luke's, Galt	May 28, 2004
Robert Phillippi	Trinity Cathedral, Sacramento	February 4, 2004
David Rickert	All Saints, Sacramento	*January 13, 2025
Anne Ryder	St. John's, Chico	*February 27, 2024
Alan Scarfe	Grace, St. Helena	*March 24, 2022
Stephen Siptroth	Diocese of California	*April 11, 2024

## **GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS (CONT.)**

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William Stomski	Diocese of Nevada	*September 8, 2022
Frances Tornquist	Shepherd-by-the-Sea, Gualala	*May 6, 2024
James Townsend	St. Luke's, Galt	May 28, 2004
Claudia Jo Weber Ellen	Trinity Cathedral, Sacramento	December 4, 2018
Wondra	Incarnation, Santa Rosa	*October 26, 2020
Ronald Zoesch	St. Mary's, Elk Grove	May 20, 2014

### **CONSENTS TO ELECTIONS AND CONSECRATION OF BISHOPS**

The Rev. Angel Roberto Rivera Rodriguez, Bishop of

Cuba The Rev. Robert Price as Bishop Coadjutor of

Dallas

The Very Rev. Amy Dafler Meaux as Bishop of West Missouri

### **CONSENT TO RESIGNATIONS OF BISHOPS**

The Rt. Rev Sean Rowe as Bishop of Northwestern Pennsylvania

### BOARD OF TRUSTEES 2025 REPORT

*Margie Harrison-Smith, Vice President*

2025 has been a busy year for the Board of Trustees. In addition to the tasks we completed to keep the corporation of the diocese running, the Board listened to members of the diocese and created some new programs to help churches of all sizes. We also continued the strategic vision work from last year.

One of the primary functions of the Board of Trustees is to work on the diocesan budget. After listening to congregational leaders across the diocese, the Board voted to reduce the apportionment rate for 2026 by 2% in each tier of the current formula. On average, this change will result in a 13.8% decrease in apportionment for each parish. To make this adjustment possible, the diocese will draw an additional \$236,000 from its unrestricted reserves. The Board believes this is a worthwhile interim step as it continues to explore long-term changes to how apportionment is structured. Recognizing the financial challenges many congregations are facing, the Board is committed to partnering with parishes to ease those burdens.

One of the exciting programs to come out of our work in 2025 was the Curacy program. The Curacy program serves 3 pairs of churches pairing a larger mentor congregation with a smaller partner congregation. The mentor congregations receive  $\frac{3}{4}$  time clergy for the cost of 40-45% of fulltime clergy. The partner congregations receive a  $\frac{1}{4}$  time priest-in-charge (who is mentored by the rector at the larger congregation) and pay 5-10% of the cost of Curate's package. The diocese will pay 50% of the compensation package for the three Curate positions. The Curate commits to a 3-year timeframe and receives experience at a larger church as well as being a priest-in-charge at a smaller parish. The Curacy program will strengthen the thriving larger congregations,

while providing clergy leadership for the small churches who currently are without settled clergy. This program allows us to recruit and retain talented new clergy while providing new resources for our seasoned leaders. The Curacy program allows us to develop regional partnerships between our larger and smaller congregations as we model creative solutions for vital church leadership.

At our June Meeting, the Board of Trustees voted to create a bookkeeper position at the diocesan level to provide bookkeeping services to parishes in the diocese. This full-time position helps standardize church financial records across the diocese and frees up volunteers to work on growing their churches. As part of our ongoing commitment to strengthening congregational vitality, we are exploring practical ways to support our small and mid-sized churches – many of which rely on volunteers with little to no financial background to manage their books, track spending, and prepare financial reports. The diocesan bookkeeper will assist with weekly bookkeeping tasks, monthly financial reporting and general troubleshooting while helping to relieve the current burden on the diocesan treasurer and local volunteers.

The Board of Trustees built on our five strategic priorities from 2024, reshaped them, and picked four areas of focus for 2025: growing vital congregations, lifting up lay ministries, empowering regional leadership models and collaborations, and a new initiative called “Stewardship of Why.”

### Growing Vital Congregations

Our “why” is to help congregations to assess how vital they are in their communities, bringing the Gospel of Jesus to all people. Our Group is promoting the **Congregation Vitality Assessment (CVA)** to all congregations in our Diocese as a helpful and free tool to energize congregations to move forward. The intent of the

Growing Vital Congregations Group is to encourage congregations to use the CVA for self-assessment to better understand their vitality factors. Fifteen congregations within the Diocese have completed the CVA.

Key lessons learned from these activities include the importance of aligned leadership in larger congregations, the necessity of follow-up communication during the CVA survey period, and the value of community discernment in interpreting results. The objectives moving forward are to help congregations understand their vitality and mission, identify those that need additional support and strategic change. The focus is also on developing expertise in community discernment practices and recruiting coaches to aid congregations in this process.

We encourage all parishes to take this incredibly helpful, free tool to assess their congregation vitality and sustainability.

### **Lifting Up Lay Leaders**

The Lifting Up Lay Leaders Team was tasked with looking into the obstacles to Lay Leadership and how we can make the path clearer and easier.

We identified three areas of attention.

- Information and guidance on training and required licensing.
- Work with CIM to create an invitation to Racial Reconciliation Trainings using language that is authentic to the program.
- Identifying Safe Church Guidelines  
Information and guidance on training and required licensing.

Our team collected all the resources and training needed to support Lay Leadership and created a portal on the Diocesan website. You can now access this portal [Lay Ministry and Leadership - The Episcopal Diocese of Northern California](#) to find everything you need on your journey in Lay Leadership. From serving in Lay Leadership, Becoming God's Beloved Community, information

on licensing, governance, safe church, resources for worship, and Parish programming. We invite you to take a tour around the portal and give us your feedback.

### **Empowering Regional Leadership Models**

At the January 2025 Board of Trustees retreat a strategic priority was created to ask, hear, learn, and respond to the needs of the wonderful churches that make up the Diocese of Northern California. The past 12 months have been spent planning a way to ask, hear and learn from our churches and the first step in that process was the in-person Deanery Convocations held on October 4, 2025. The information we gathered represents a critical first step in learning and responding to the individual needs and wishes of our churches and will direct future Board of Trustees priorities and strategic goals. In the future, the Empowering Regional Leadership Models group is interested in the development of collaborative ministry models and regional hubs that might allow the unique characteristics of our many churches to shine and enrich all our churches in the process.

### **Stewardship of Why**

Our subcommittee of the Board of Trustees has been charged with "The Stewardship of Why," creating a process that supports our congregations in their efforts to carry out the mission of the church. One way in which we might describe the common work in which we as a diocese are engaged is as follows:

*"As Episcopalians we seek to actively live the mission of Jesus Christ in every aspect of life-intentionally engaging with the world, seeking to make a positive impact and sharing the love and message of Jesus Christ with others."*

We are currently working with Lisa Taylor, Communications Director of the Diocese, to produce a video that will be shown at convention and placed on our website highlighting various

ways in which our congregations live into this sense of “missionality.” It is our hope that those viewing the video will come away with the following takeaways:

1. An understanding of what it means to be missional;
2. An understanding that much of what we have always been doing is missional; and that there are many resources in the communities we serve that are available as we look for creative ways to live into our sense of mission.; and
3. The Bishop, the Office of the Bishop and the Board of Trustees desire to support our congregations in their missional efforts.

In the coming year, we hope to use a narrative budget presentation to help illustrate how the financial resources of the diocese align with and support the mission to which we as a diocese are called.

If you have any feedback or questions about our strategic work, please visit our table at Convention.

### 2025 CHANCELLOR'S REPORT

*Submitted by Barbara Jewell*

Pursuant to Diocesan Canon 13, 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. I have served as Chancellor and Kevin Donohue and Malcolm Mackenzie have served as Vice Chancellors. Their knowledge and skill are invaluable.

During 2025 I have provided advice on a variety of matters including but not limited to policy formation and implementation, property, bylaws, and miscellaneous matters as follows:

Reviewed documents and participated in meetings with members of the Board of Trustees, Standing Committee, and Office of the Bishop related to how they can better support church growth in the diocese, and meet the needs of parishes and missions in this time of great social change.

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

Property: continued to advise a parish on sale of its unused land to a developer to build an affordable rental housing project. Reviewed proposed leases of certain parish and mission property. Participated in approving property improvement agreements for requesting missions.

Miscellaneous Matters: Consulted with the Bishop on Title IV matters and provided advice on personnel matters and consulted with our insurance carrier regarding potential claims.

Attended the annual Chancellors Conference in Milwaukee. Julia Ayala Harris, President of the House of Delegates, shared alarming data: in the past 10 years membership in The Episcopal Church has dropped by almost 25%. The median ASA is now 39, a drop of 1/3<sup>rd</sup>. Today our denomination is comprised mostly of small parishes which are fragile, vulnerable and stretched. Resources are not always available. We learned that Chancellors are at the cross-roads as TEC adapts to the new reality of our denomination. Chancellors will be working with dioceses and parishes to streamline governance and prepare parishes for change.

We learned what several dioceses are doing to combat mistreatment of immigrants—information which will be shared with our diocese. When our clergy are present with immigrants, everyone is safer, and fewer immigrants are taken into custody. We also learned that the lawsuit TEC joined with over 20 other faith organizations has good grounds on appeal to obtain an injunction against the government's rescission of the sensitive locations policy followed by earlier administrations. This policy kept the government from seeking to arrest immigrants in our churches. The impact of artificial intelligence on how our parishes operate was also discussed. The opportunity for collaboration with other Chancellors has been invaluable.

It has been a pleasure to serve you in all these matters.

**EMPLOYMENT PRACTICES AND BENEFITS  
COMMITTEE**

*Margie Harrison-Smith*

The Employee Practices and Benefits Committee (EP&B) for the Episcopal Diocese of Northern California provides guidance related to employment practices regarding paid staff of the Diocese to the Bishop and the Board of Trustees. The Rev. Tim McDonald, Margie Harrison-Smith, Anne Seed and Jo Ann Williams work closely with Office of the Bishop staff to accomplish this work.

In 2025 EP&B:

Reviewed and revised the 2026 Congregational Range Sheet which was approved by the Board of Trustees at the September meeting.

Reviewed the 2026 Annual Enrollment and did not make any changes to the Church Medical Trust offerings for medical and dental plans. Our proposal was approved by the Board of Trustees in September.

Created a plan that moved the Office of the Bishop staff healthcare benefits from their current 100% of fully family coverage on the PPO 80 plan to shared coverage of the PPO 70 plan. At their September meeting, the Board of Trustees voted to cover 100% of the PPO 70 plan at the tier employees are currently enrolled in for 2026. In 2027 we will cover 100% of the PPO 70 plan at the single tier + 50% of the difference in cost for those enrolled in an employee +1 or family plans. This plan moves the Office of the Bishop benefits in line with the requirements of the rest of the diocese.

Reviewed and revised the Supply Clergy Honorarium. These rates had not been updated since 2012. This policy ensures more equitable compensation for supply clergy, encourages participation in supply ministry, and brings the diocese in line with current standards across the Episcopal Church. The Board of Trustees adopted the new honorarium rates at their October meeting, and they will go into effect on January 1, 2026.

In 2025, the EP&B continued our work on standardizing clergy compensation and presented our findings to the Board of Trustees in October.

## GOVERNANCE REPORTS | STANDING COMMITTEE

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### STANDING COMMITTEE

*The majority of meetings were held via Zoom with two exceptions – in-person meetings prior to the Discernment weekends at the Mercy Center, Auburn and Trinity Cathedral. We received regular reports from Bishop Megan and responded as her council of advice, as is the Standing Committee's purpose.*

### **The Standing Committee Consented to the following elections of Bishops:**

The Rev. Robert Price as Bishop Coadjutor of Dallas, TX

The Rev. Angel Roberto Rivera Rodriguez as Bishop of Cuba

### **Individuals moved to Postulancy during Discernment Weekend of June 20-21**

Tynan Brook (Priesthood)

Mitchell Peck Eng (Diaconate)

Kenneth Pierce (Priesthood)

### **Approved the following for candidacy:**

William (Bill) Glenn - Priesthood

Diana Deen - Diaconate

Rosemary MacLaughlin - Diaconate

### **Approve the following for ordination:**

Emily Hyberg - Priesthood

William (Bill) Glenn – Priesthood

Diana Deen - Diaconate

### **Property Report:**

St. John's Marysville moved to Mission status evaluated for sustainability. Vestry determined to close the church and merge with St. James, Yuba City and to sell the property.

Sale of property of the former St. Andrew's Episcopal Church, Antelope.

Sale of property (Triplex) owned by All Saints' Episcopal Church, Sacramento.

### **Respectfully,**

The Rev. Tim McDonald, President

The Vey Rev. Matthew Woodward, Vice President

The Rev. Sally Hubbell, Secretary

The Rev. Anne Pierson

Mr. Bismarck Maddy

Mr. Mark McMillen

Mr. John Torrez

Ms. Donna Jo Woollen