



2025 DIOCESAN CONVENTION RESOLUTIONS



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 Haggengjos, 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

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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.

Motion to refer Resolution R2-205 to Board of Trustees (BOT) to promptly establish a Future Finance and Missional Planning Team Subcommittee (Subcommittee) consisting of the BOT Apportionment Committee and two members of the Resolution R2-205 signer's group.

The Subcommittee will study and analyze:

1. The effects that the Resolution's proposed apportionment reduction would have on Diocesan operations, staffing and support currently being provided to our congregations and missions. The analysis should quantify the extent of reductions in staffing, financial assistance and grant funding to both congregations and missions that R2-2025 would cause and the effect such reductions will have on the Diocese's churches, missions and core Value to be Missional.
2. Whether a simplified system for calculating apportionment can be prudently designed and implemented without negatively impacting financial stability of the diocese.
3. Whether additional guidance for congregations unable to pay their full apportionment to apply for financial and congregational development assistance would be helpful or should be disseminated differently.
4. The Subcommittee shall expeditiously meet with and survey all congregation and mission leadership to ascertain which of the Diocese's current services and financial assistance and grant funding are essential and which services and funding sources can be eliminated and/or reduced.
5. The Subcommittee will prepare and submit quarterly progress reports to the BOT beginning March 31, 2026. The BOT will review each progress report at the next scheduled Board meeting, provide additional guidance as necessary to the

Subcommittee and provide a summary of the Subcommittee's progress to the diocese.

6. To provide immediate financial relief to Congregations, starting January 2026, the BOT has already agreed to reduce congregation assessment rates by 2%.
7. At the 2026 Diocesan Convention, the BOT will report on the Subcommittee's preliminary findings and will propose a simplified assessment calculation methodology.
8. The Subcommittee shall complete its study and prepare a Final Report recommending responsible cost-saving strategies to prudently reduce Office of the Bishop's operating budget with corresponding reductions in congregational annual assessments on or before July 2027. If the Subcommittee fails to timely complete its Final Report and recommendations, an additional 2% reduction in congregation assessment rates will commence beginning January 2028.
9. The BOT will present to the 2027 Convention multiple fiscally prudent options to reduce current apportionment levels that disclose the corresponding services, staffing and funding reductions to support the various apportionment level reductions for consideration and adoption.
10. At the 2027 Convention, the BOT will present a Reduced Budget reflecting the proposed services and grant funding reductions that will be implemented for the Missional work of the Diocese for 2028. Those cost savings will then be used to establish reduced congregational assessment rates on a go forward basis.

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.