



2025 DIOCESAN CONVENTION



Episcopal Diocese
of Northern California

2025 CONVENTION BOOK

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2025 DIOCESAN CONVENTION | AGENDA | FRIDAY, NOVEMBER 7

All events this day are at the Redding Civic Auditorium

- 7:00 a.m. – 8:00 a.m. EXHIBIT AREA SET-UP (*Open to Exhibitors only*)
- 8:00 a.m. – 12:00 p.m. CHECK-IN & REGISTRATION
- 8:00 a.m. EXHIBIT AREA OPENS
- 9:30 a.m. SIERRA DEANERY CAUCUS (*Location 2nd floor North Mezzanine*)
WINGFIELD DEANERY CAUCUS (*Location 2nd floor South Mezzanine*)
- 10:00 a.m. 1. Land Acknowledgement
2. MORNING PRAYER
3. FIRST BUSINESS SESSION
4. Welcome and Introductions
5. Report of Caucuses
6. Report of the Secretary regarding quorum
7. Call to Order
8. Consent agenda (*see supplemental*)
9. Additional Resolutions from the floor
10. Report of Nominations Committee and nominations from the floor
 Standing Committee: Three Positions | 2 clergy, one 3-year term & one 4-year term, 1 Lay, 4-year term
 Board of Trustees: Two Positions | clergy or lay | 3-year term
 Deputies to General Convention
11. Necrology
12. Introduction of clergy new to the diocese
13. Voting directions and Test Ballot
- 10:30 a.m. 14. BALLOT Board of Trustees and Standing Committee
- 11:00 a.m. 15. Keynote: Bishop Phyllis Spiegel
 Honorary Doctorate for Bishop Megan Traquair
16. Results of First Ballot for Board of Trustees and Standing Committee
 General Convention Ballot I
- 11:50 a.m. 17. ANNOUNCEMENTS AND NOONDAY PRAYERS
- 12:00 p.m. 18. LUNCH
 Retired Clergy Lunch (*Location 2nd floor North Mezzanine*)
 Senior Wardens Lunch (*Location 2nd floor South Mezzanine*)

- 1:30 p.m. 19. Reconvene BUSINESS SESSION 1
 20. Results of General Convention Ballot I
 General Convention Ballot II
 21. Resolution R1-2025
 22. Table Discussion I
 Regathering Song
 23. Results of R1-2025
 Results of General Convention Ballot II
 General Convention Ballot III
- 3:00 p.m. 24. BREAK
- 3:15 p.m. 25. Results of General Convention Ballot III
 General Convention Ballot IV
 26. Resolution R2-2025
- 4:30 p.m. 27. BREAK
- 5:00 p.m. 28. Eucharist
- 6:00 p.m. 29. End of Day One

2025 DIOCESAN CONVENTION | AGENDA | SATURDAY, NOVEMBER 8

All events this day are at the Redding Civic Auditorium

- 7:30 a.m. – 3:30 p.m. EXHIBIT HALL open
7:30 a.m. – 9:00 a.m. CHECK-IN continues
- 8:30 a.m. 30. MORNING PRAYER
 31. Test Vote and Quorum
 32. Picture of attendees
 33. BUSINESS SESSION 2
- 8:45 a.m. 34. Results from Resolution R2-2025
 Results of General Convention Ballot IV
 General Convention Ballot

 35. Bishop’s Address
 36. Tule Lake Pilgrimage Presentation
- 10:00 a.m. 37. BREAK
- 10:15 a.m. 38. Results of General Convention Ballot V
 General Convention Ballot VI
 39. Table Discussion II Regathering Song
 Results of General Convention Ballot VI
 General Convention Ballot VII

 40. Resolution R3-2025
 41. Results of General Convention Ballot VII
 42. General Convention Ballot VIII
 43. Petition I
- 11:45 a.m. 44. ANNOUNCEMENTS AND NOONDAY PRAYERS
- 12:00 p.m. 45. LUNCH
 Clergy Spouse Lunch (*Location 2nd floor North Mezzanine*)
- 1:30 p.m. 46. Reconvene BUSINESS SESSION 2
 47. Results of R3-2025
 Results of General Convention Ballot VIII
 48. Petition II
 49. Greetings from Honduras

50. Results of Petition II

51. Memorials and Courtesy Resolutions

52. Commissioning of Governing Bodies

Prayer and Close of Business

BLESSING FROM THE BISHOP AND DISMISSAL

3:30 p.m.

CONVENTION ADJOURNED

The Ecclesiastical Authority will call for a motion for adoption of the agenda and the following House Rules which will operate both within and outside the Convention session and for ratification of actions heretofore taken regarding registration, nominations and proposing resolutions for this meeting of Convention.

1. Seating within the Convention proper is restricted to Lay and Clergy delegates and those given seat and voice pursuant to Article V of the Constitution. Alternates and visitors may be seated in the Visitor's Area, as defined. Alternates taking the place of a registered delegate must report to the Secretary's Registration Desk, and provide suitable certification from the priest in charge of the Congregation prior to being seated.
2. People speaking to the Convention are asked to give their names, and the name of their Parish/Mission before addressing the Convention.
3. *Robert's Rules of Order (12th Edition)* will be the Parliamentary Standard for this Convention.
4. Any Resolution, or Amendment to a Resolution being presented to the Convention for consideration, must be submitted in writing to the Secretary of the Convention in accordance with the rules of the Committee on Resolutions and Memorials. The Resolutions and Memorials Committee, in consultation with the Secretary and President of Convention, will prioritize resolutions received by the submission deadline to be presented and acted upon at Convention based on the time available to debate, discuss, and vote on them.
5. Additional filed Resolutions or Resolutions submitted at the formation of Convention may be considered with approval of a two-thirds vote of Convention.
6. In its report, the Committee on Resolutions and Memorials may recommend to Convention additional Resolutions concerning routine or noncontroversial matters as a Consent Agenda. The Consent Agenda shall be considered by Convention as a single agenda item without amendment (other than an amendment contained in the Committee report) or debate. Before putting the Consent Agenda to a vote, the President shall allow a reasonable time for questions and answers to those questions and provide an opportunity for objections. Upon an objection by any three delegates, lay or clergy, from three different congregations or the Representative at Convention presenting the Resolution, a Resolution shall be removed from the Consent Agenda and considered by Convention after consideration of all other Resolutions.
7. For elections to fill vacancies on Governing Bodies (e.g., Board of Trustees), there shall be one ballot for each body. In the event there are both full and partial terms open, Nominees receiving the highest number of votes shall be elected to the vacant full term. Nominees receiving fewer votes shall be elected to fill the partial-term vacancies. Any tie vote shall be broken by lot.
8. The Secretary shall record the minutes of the proceedings of the Convention, submit them for approval to a Minutes Committee consisting of three members appointed by the Bishop, and upon approval by the Minutes Committee cause them to be published in the Journal of the Diocese.

9. In the election of Deputies to General Convention candidates must receive 50% +1 in both orders to be elected. If there is no election in either order on the third or any succeeding ballot, the candidate with the lowest number of votes in the order shall be dropped from the next ballot. After the election of Deputies four each of Clergy and Lay, Alternate Deputies, four each for Clergy and Lay shall be elected by ranking all candidates appearing on the last ballot, both lay and clerical, not elected as Deputies. Counting the votes from both orders, the candidates shall be ranked in the order of total votes cast. Those receiving the highest number of votes shall be elected. If fewer than four are elected, the candidates dropped from the balloting for Deputies shall be elected in the order in which they were dropped.

10. This Convention pursuant to Canon 4.4 prescribes the following regulations and methods for the making of nominations and the conduct of elections at Convention.

PROCEDURE FOR NOMINATIONS

- a. All persons eligible to hold elected office may nominate themselves or be nominated by any person with seat, voice and vote at Convention in accordance with the following rules:
- b. In setting the times for filing nominations for office as required by Rule 9, the Ecclesiastical Authority shall set an initial filing time ending no less than eight weeks before time of Convention.
- c. For any office for which there is no contested election, a second filing time shall immediately open after the close of the initial nomination deadline. The second nomination period shall close at midnight on the Wednesday following the Diocesan Convocation.
- d. The President of Convention shall provide a form for filing nominations on the Diocese website. Nominations shall be filed only by using the form provided on the Diocese website.
- e. The Nomination Form shall include the following information:
 - i. Name, phone number and email address of the nominee
 - ii. Order of the nominee (clergy or lay)
 - iii. Congregation, including city, of which the nominee is a member
 - iv. Office the nominee is seeking
 - v. Name, order (clergy or lay), signature with date, and congregation including city of the person making the nomination.
 - vi. A Candidate's Statement required on the form, and
 - vii. A digital color headshot 5"x 7" at 300 dpi (1500 x 2100 pixels), submitted as .jpg or .png
- f. Submitted Nomination Forms will be forwarded to the Chair of the Nominations Committee for review. Forms which meet all requirements will be forwarded to the Secretary of Convention to be added to the ballot. If a Nomination Form is incomplete, the Chair of the Nomination Committee will inform the Nominee. Incomplete or incorrectly submitted forms will not be forwarded to the Secretary of Convention for the ballot.
- g. Candidates are strongly urged to participate in a recorded zoom call (TBA) and answer the following Question: *What are your hopes for the life of the whole Diocese?*
- h. The names of all candidates, and their submitted statements shall be published on the diocese website no less than two weeks prior to Deanery Convocations, scheduled for Saturday, October 4, 2025

- i. Nominations from the floor of Convention shall be opened as provided for nominations by Canon

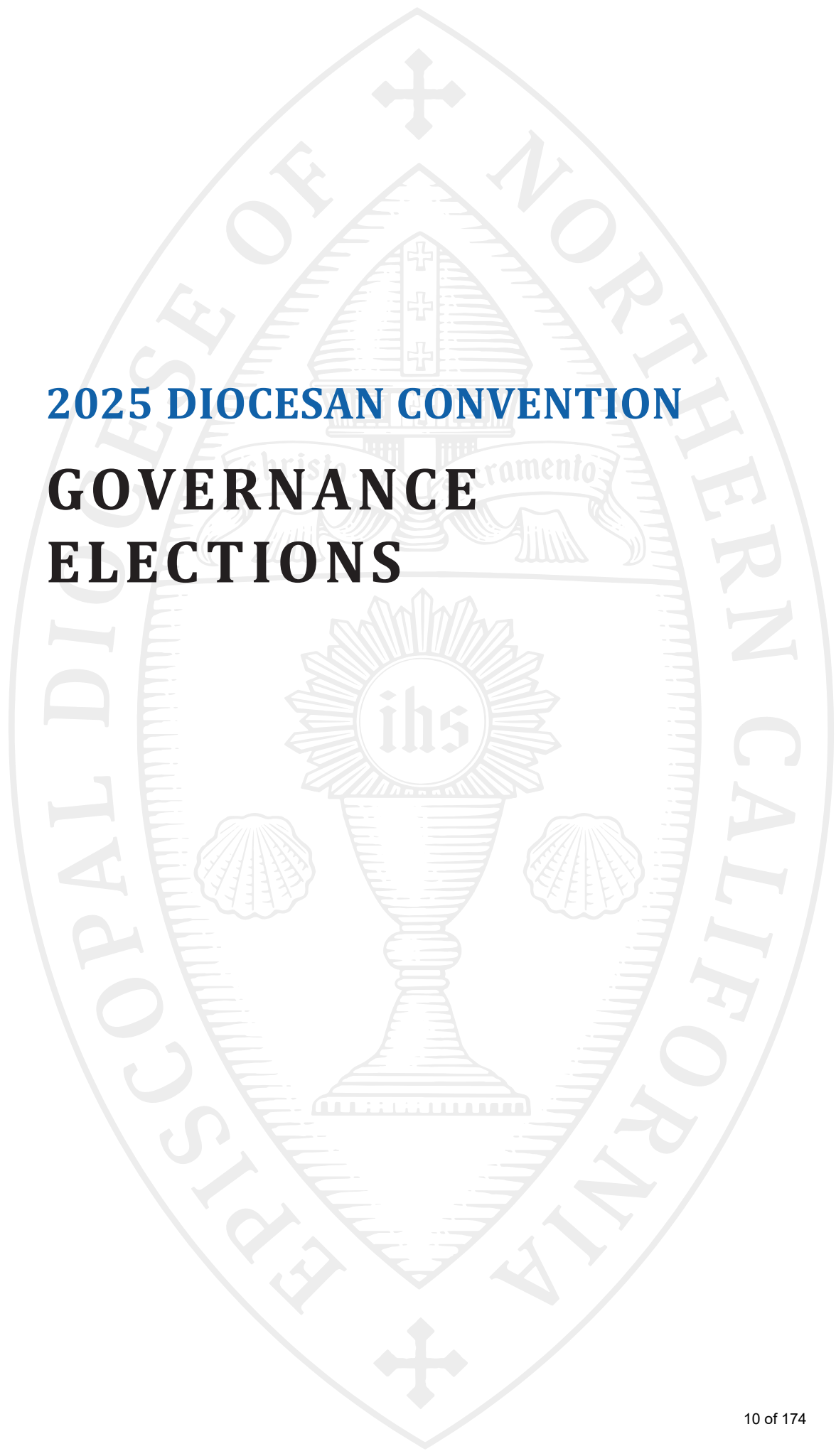
6.2. A description of the procedures and requirements for Nominations from the floor shall be included in the materials provided at the Deanery Convocations. A person nominated from the floor must be prepared to submit 5 printed copies of the completed Nomination Form at the beginning of convention. If the nominations committee finds a nomination(s) from the floor in order, after Bishop accepts, the nomination(s) will be added to the ballot(s) as well as emailed to all eligible voters.

CONDUCT OF ELECTIONS

- 1) In addition to following any applicable provision of the Constitution or Canons of The Episcopal Church or this Diocese, the President of Convention shall conduct all elections in the following manner:
 - a) All voting shall be by individual secret electronic ballot. *(See Rules of Order, House of Deputies, articles XIV E and XV B. The votes shall be tabulated electronically, and the results reported to the President of Convention. See also Diocese Canon 4.4.)*
 - b) Per Article X, section 2 of the Constitution, a voice vote may be used in place of a ballot for any uncontested election when approved by unanimous consent of the Convention.
 - c) The results of all elections shall be announced by the President of Convention and shall be published on the diocesan webpage as soon as possible after the close of Convention.
 - d) Publication of these Rules. The provisions of subsection (a) of this Rule regarding "Procedures for Nominations" shall be included with the notice and time and place of Convention specified by Article VI, Section 3 of the Constitution.
- 2) At least sixty days before each annual Convention and at the time of sending the notice of a meeting of Convention required by Art. XIV of the Constitution, the Secretary shall post on the Diocesan website a list of all clergy canonically and actually resident in this Diocese and give notice of the posting by electronic transmission to all clergy canonically resident in this diocese, whether actually resident or not. Within thirty days following the electronic transmission, any member of the clergy canonically resident in this diocese may enter an objection to the list by an email addressed to the Secretary and the Chair of the Committee on Credentials. After reasonable notice and an opportunity for the objector to be heard, the Committee on Credentials shall render its recommendation, which the Secretary of Convention shall report to Convention.



2025 DIOCESAN CONVENTION GOVERNANCE ELECTIONS



BOARD OF TRUSTEES

ROLE OF A BOARD OF TRUSTEES MEMBER 12

BOARD OF TRUSTEES – LAY OR CLERGY 15

STANDING COMMITTEE

ROLE OF A STANDING COMMITTEE MEMBER 18

STANDING COMMITTEE - LAY 19

STANDING COMMITTEE - CLERGY 20

GENERAL CONVENTION DEPUTIES

DUTIES OF A GENERAL CONVENTION DEPUTY 22

GENERAL CONVENTION DEPUTY- LAY 23

GENERAL CONVENTION DEPUTY - CLERGY 36

THE ROLE OF A TRUSTEE

A member of the Board of Trustees shall be a confirmed member of The Episcopal Church, resident in The Episcopal Diocese of Northern California, and a communicant in good standing of a congregation of The Episcopal Diocese of Northern California.

Trustees will:

- Through a Mutual Ministry process with the Bishop, help set goals for the diocese and periodically evaluate progress toward goals.
- Help develop Diocesan Policy and Strategy in support of mission priorities and operations priorities established by Diocesan Convention.
- Contribute to Strategic Planning for the diocese, looking ahead and helping develop policy options to meet changing circumstances.
- Help oversee Diocesan Finance and Administration in support of mission priorities, including the development and adoption of the annual operating budget of the diocese.
- Serve as Directors of the Diocesan Corporation, the civil legal face of the diocese, with duties set forth in State law, the Articles of Incorporation and the Bylaws of the Corporation, and in acts of Convention.
- Help oversee Diocesan Property and Development in support of mission priorities.
- The Diocesan Corporation is the owner of all of the assets of the diocese, including all real property, funds and other assets of the Missions in the diocese, with rights and responsibilities of such ownership.
- The Trustees shall use diligence to increase the principal funds of the endowments of the diocese.
- Trustees may expect monthly meetings augmented by the diocese's communications network. They may be invited to work on subcommittees. They are asked to participate in a planning retreat, in January each year.

Board of Trustees members shall:

- Pray for and actively support the mission of the diocese.
- Attend meeting, planning meetings and/or committee meetings.
- Comply with applicable canons, laws, policies and code of ethics.
- Accept the legal duties of loyalty and care while serving.
- Believe that all power rests with the full Board or Council, not individual members.
- Share wisdom and insights to help the Board and Council make good decisions and policy.
- Prepare well for all meetings.
- Be an advocate for programs and decisions.
- Seek opportunities to expand knowledge of the diocese.
- Regularly self-evaluate personal performance and determine need for improvement.
- Maintain confidentiality when necessary.

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 Convention by a caucus of the convention delegates from the deanery they represent.

16.1.1.2. Appointed Members. The appointed members shall be appointed by the Bishop or the Ecclesiastical Authority if there is no Diocesan Bishop. The appointments shall be made before December 1 of each year.

16.1.1.3. Elected At Large Members. The elected at large members shall be elected by Convention.

16.1.1.4 Clergy and Lay Members. Of the elected and appointed members it is a goal that five shall be members of the clergy and that ten shall be members of the laity.

16.1.2. Terms. Each elected or appointed member shall serve a three-year term, each term to begin on the December 1 following election or appointment. No elected or appointed member may serve more than two successive three year terms without an intervening lapse of at least one year.

16.1.3. Qualifications. Subject to the provisions of Canon 23, a member of the Trustees shall be a confirmed member of The Episcopal Church, resident in the Episcopal Diocese of Northern California, and a communicant in good standing of a congregation of the Episcopal Diocese of Northern California. The elected deanery members shall be communicants in good standing of a congregation located in the deanery that they represent; or they shall be clergy associated with such a congregation; or they shall be the Dean of the deanery they represent.

16.1.4. Vacancies. The Board of Trustees shall have the power to fill vacancies in the elected membership of the Board until the next annual

Convention. Convention or caucus (whichever is appropriate) shall then elect a member to serve for the remaining unexpired term. The Bishop, or the Ecclesiastical Authority if there is no Diocesan Bishop, shall fill vacancies in the appointed membership by appointment for the remainder of the unexpired term.

16.1.5. Quorum. A majority of the members serving shall constitute a quorum.

16.2. Duties. The duties of the Trustees are as follow.

16.2.1. Policy and Strategy. The Trustees shall develop Diocesan policy and strategy in support of mission priorities and operations priorities established by Convention.

16.2.2. Strategic Planning. The Trustees shall act as strategic planner, looking ahead and developing policy options to meet changing circumstances.

16.2.3. Finance and Administration. The Trustees shall oversee finance and administration in support of mission priorities.

16.2.3.1. Department of Finance. The Trustees shall serve as the Department of Finance of the Diocese, as provided by the Canons of The Episcopal Church.

16.2.4. Property. The Trustees shall oversee property and development in support of mission priorities.

6.2.4.2. Assets. The Diocesan Corporation shall be the owner of all of the assets of the Diocese, including all real property, funds and other assets of the Missions in the Diocese, with rights and responsibilities of such ownership.

16.2.4.3. Endowments. The Trustees shall use diligence to increase the principal funds of the endowments of the Diocese.

16.2.5. Diocesan Corporation. The Trustees shall serve as the Board of Directors of the Diocesan Corporation, and their duties shall be those set forth in state law for directors of such a corporation, in the Articles of Incorporation and the Bylaws of the Corporation, or in acts of Convention. Any reference to the “Corporation” in the Constitution, Canons, Resolutions, or policies of the Diocese shall be deemed to refer to the Trustees.

16.3. Authority. Authority, whether delegated to the Trustees by Canons or by resolution of the Convention, or otherwise, shall belong to the Board of Trustees as a whole. The Trustees may create organizational substructures from their membership and others and may assign to its organizational substructures, by resolution or bylaw, such powers and responsibilities as it is able, and sees fit to assign. A permanent or irrevocable grant of powers to any such substructure is not authorized. Duties imposed upon and authority delegated to the former Board of Directors shall be deemed to be delegated to the Trustees.

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.

GOVERNANCE NOMINEES | BOARD OF TRUSTEES | MARGIE HARRISON-SMITH

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



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 verger. 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



REV. 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.

The Role of a Standing Committee Member

A member of the Standing Committee shall be a confirmed member of The Episcopal Church, resident in The Episcopal Diocese of Northern California, and a communicant in good standing of a congregation of The Episcopal Diocese of Northern California.

There are eight positions on the Standing Committee, four clergy and four lay. All member terms are for four years. Diocesan Convention elects two members each year in November, one clergy and one lay. The standard diocesan process for applying to be elected is announced in June each year by the Office of the Bishop. The president and secretary are elected at the November meeting after Convention. The Constitution specifies how to fill a midterm vacancy. The president will produce and distribute the agenda a week before each meeting. The secretary will record the minutes and the president will distribute the document before or with the following month's agenda. A list of members' names are located on the diocesan website under Governance.

Members may expect to attend monthly meetings, augmented by the diocese's communications network. Meetings are customarily held on the third Friday morning of each month. Members may be invited to work on subcommittees. The bishop customarily attends SC meetings unless away at House of Bishops' meetings or on other necessary absences.

The Standing Committee:

- Serves as the Bishop's Council of Advice, meeting on request of the Bishop or on the Committee's own accord; Acts in matters such as recognizing new missions and missions becoming parishes, consenting to alienation or hypothecation of congregational or institutional property, consulting upon differences between a rector and vestry, approving the progress of individuals through the process for ordination to the diaconate or priesthood, approving the release and removal of individuals from

the ordained ministry, consenting to the deconsecration of churches, and, consenting, along with other standing committees (consent of a majority of standing committees being required), to the election of bishops of other dioceses or filling a vacancy in the office of presiding bishop;

- Serves as Ecclesiastical Authority for the exercise of specified episcopal functions when no bishop is authorized to act by reason of vacancy in office, bishop's absence from the diocese for more than six months, request of the bishop, or bishop's incapacity or suspension.
- Acts according to the Constitution and Canons of The Episcopal Church.

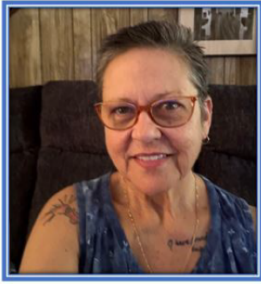
What The Standing Committee does by custom in this diocese:

Discernment: The Diocesan Commission on Ministry (DCOM) holds two or more discernment weekends with ordination nominees each year, usually at Mercy Center, Auburn. SC members are invited and expected to participate actively. The Ordination Process Coordinator of the Office of the Bishop works with the DCOM co-chairs and the SC president to facilitate the documentation of ordinands and their interviews.

Interface with Board of Trustees (BoT): The BoT holds a planning retreat in January of each year, usually at Mercy Center, Auburn. The president of the Standing Committee, or one member appointed by SC in his/her place, attends with full participation.

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.

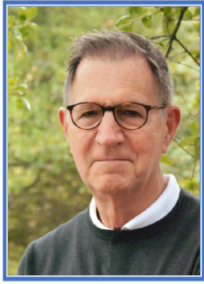
NOMINEE STATEMENT

What talents and spiritual gifts do you bring to the Standing Committee?

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 | STANDING COMMITTEE

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



**REV. WILLIAM
GLENN**

CLERGY NOMINEE

INCARNATION,
SANTA ROSA

NOMINATED BY:
REV. STEPHEN
SHAVER

INCUMBENT: NO

NOMINEE BIOGRAPHY

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

Born/raised in Omaha NE, large (10) Irish Catholic family, Jesuit educated from high school through university, entered the Society of Jesus immediately afterwards. I was a Jesuit for nine+ years, as teacher, spiritual director, graduate student, worker in various social ministries. I loved the Jesuits and the brotherhood, and was tutored in Ignation spirituality. Nonetheless, I departed shortly before my ordination, as I got sober (47+ years) and came out as myself. It became abundantly clear that the Roman Church would not abide an openly gay priest, nor would my integrity abide the requisite condemnation (intrinsically disordered, sinful and aberrant, etc.). I have lived a sober and self-owning life since, not withstanding my large share of of faults and shortcomings and willful ignorances.

Institutional autobiography: BA, history, Creighton University MA, St. Louis University, American Studies MA, University of San Francisco, Clinical Psychology M Div, Jesuit School of Theology and Pacific School of Religion (PSR), Licensed psychotherapist, clinical practice, 35 years, retired, past president, San Francisco AIDS Foundation, past vice-president, KQED, San Francisco, past member, board of trustees (PSR), past executive director, Continuum HIV Services, San Francisco Co-founder, Center for Queer Studies in Ministry and Religion, PSR, past trustee, Morris K. Stulsaft (philanthropic) Foundation, San Francisco, past chair, board/trustees, Graduate Theological Union, Berkeley, past vestry member/senior warden, Incarnation, Santa Rosa, Co-chair, Imagine Incarnation Capital Campaign, recently ordained priest, Sacramento Associate pastor, Incarnation Santa Rosa. Married to Scott Hafner 44 years

NOMINEE STATEMENT

What talents and spiritual gifts do you bring to the Standing Committee?

I have deep not-for-profit management experience as a executive and as development lead. I have been the principal or lead administrator of two Catholic schools, elementary and high school (all girls) I have been on several boards in lead positions. I'm familiar with most aspects of institutional leadership. I was a theology teacher at Marquette University High School, Milwaukee, principal and senior administrator of both an RC elementary (St. Columba's Berkeley and and Mercy, all-girls high school in San Francisco. I have been a spiritual director for many years, trained for such work as a member of the Society of Jesus (nine years+). I worked as a volunteer counselor for lifers at San Quentin, also for nine+ years. I led a house church (prayer community) for seven years during the AIDS epidemic, and performed anointing, blessings and funerals for many beloved men, dear friends and men formerly unknown to me. I am deeply intuitive and have a regular prayer life, with an abiding love for Jesus, present in the Eucharist, in the world, and in the mystery of creation.. I have loved and been very engaged in the many ministries in which I have been called to serve. I published my spiritual autobiography three years ago: I Came Here Seeking a Person (NYC: Paulist Press, 2022). That person has been found. I am most grateful for my life, my life in the Episcopal Church, centered at Church of the Incarnation, Santa Rosa.

GOVERNANCE NOMINEES | STANDING COMMITTEE

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



**REV. NANCY
STREUFERT**

CLERGY NOMINEE

CHRIST CHURCH,
EUREKA

NOMINATED BY:
REV. DR. DANIEL
LONDON

INCUMBENT: NO

NOMINEE BIOGRAPHY

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

Born and raised in Davenport, Iowa, I migrated in 1979 to Santa Barbara, California where I began an engineering career in defense electronics with Delco Electronics and later, Raytheon in El Segundo. Toward the end of that career (2003), I became an attorney, moved to Humboldt County, and started a law practice in the areas of small business, intellectual property, and nonprofit law. Since then, I have served as a director/trustee on multiple community nonprofit boards, the Vestry at Christ Church, the EDNC Board of Trustees (2018-2023), and the Episcopal Foundation of Northern California (EFNC). After graduating from Education for Ministry (EfM), I discerned a call to Holy Orders and was ordained a priest at Christ Episcopal Church, Eureka in January 2015. As an Associate Priest, I have served both Christ Church and St. Alban's in Arcata and as a supply priest to area Episcopal congregations. Since 2017, I have been an EfM mentor and currently serve on the EFNC Board, chair the Convention Resolution Committee, coordinate the Semper Virens Regional Discernment Group, and am a Title IV Intake Officer for the diocese. I am also a graduate of the "Best Skills Best Churches" program offered by Arizona State University. Besides preaching and presiding for services, my ministries are focused on liturgy, music, adult Christian formation, spiritual practice, and evangelism. Music is an essential part of my life, and I play flute and piano, and sing in the Christ Church Choir and the Eureka Symphony Chorus.

NOMINEE STATEMENT

What talents and spiritual gifts do you bring to the Standing Committee?

That we are made in the image of God means in part that we are creative and loving beings. Creativity and reconciliation are important values that drew me into careers that fostered them. From each of my careers in engineering and law and ministry, I have learned and practiced the skills that I believe are not only important for our careers, but for our lives as God's people. Having worked for years with engineers, entrepreneurs, and artists, I learned and practiced the skills of problem-solving and innovation and patience that are required to deal with unexpected complications. As a law student and practicing attorney, I learned the necessity of looking at all sides of an issue before making judgments. And I discovered through reading thousands of legal cases that human relationships are messy and complex, and that misunderstanding is almost always at the core of any dispute. In my mediation training, I learned that the parties to a disagreement often have different priorities and so are willing to compromise on others. And as a pastor and in my Clinical Pastoral Education and hospital/hospice chaplaincy training, I learned the importance of listening. The Standing Committee does important work, and with my temperament and the skills I have developed over many years, I intend to be a voice of calm, reason, and consistency as we work together collaboratively as friends and colleagues, with trust and affection, on a common mission from God. Thank you for your consideration!

ELECTION TERM

General Convention deputies and alternates are elected by Diocesan Convention every three years and serve until the next diocesan election. General Convention deputies, along with bishops, participate in the governance and discernment of The Episcopal Church through activities before, during, and after the General Convention for which they are elected. By tradition, first elected L1 or C1 serve as Deputation chair.

ALTERNATES FULLY PARTICIPATE

All deputation members, including all alternates, are expected to participate fully in the work before and after General Convention. Changes in status, residence, employment and the desire to continuously raise up and train leaders prompts the full participation of alternates so that they are able to step into the role of deputy effectively, as needed.

Before General Convention

About 6 months prior to General Convention, the deputation meets monthly in person or by electronic means at times and places convenient to the members. Deputation members summarize reports and proposed resolutions from Task Forces and Committees, Commissions, Agencies, and Boards (CCABs) of The Episcopal Church. The deputation may choose to offer pre-GC Listening Sessions. Some deputies may be appointed by the President of the House of Deputies to serve on a committee during Convention.

DURING GENERAL CONVENTION

The 82nd General Convention of The Episcopal Church will be held in Phoenix Arizona during June and July 2027. Deputies and alternates are expected to give full and prayerful attention to all matters that will come before Convention. Responsibilities of the House of Deputies with the House of Bishops include adopting legislation of concern to the Church; amending the Book of Common Prayer, the Constitution, or the Canons of the Church; adopting a triennial budget for The Episcopal Church; and electing candidates to offices and committees for the upcoming triennium. Deputies and Alternates should be present on the House of Deputies floor to listen to debate, vote, and track the progress of legislation. Each deputy votes his/her conscience.

Everyone is encouraged to post to the Deputation Blog and expected to participate in evening deputation meetings.

AFTER GENERAL CONVENTION

After General Convention, the deputation or some members and the bishop provide Reporting Sessions to the diocese and at the Diocesan Convention. Some deputies or alternates may report to congregations or convocations. The General Convention also refers a number of its passed resolutions to dioceses and congregations, and the deputation takes some responsibility for discussing and tracking these resolutions, including preparing appropriate resolutions for Diocesan Convention.

TIME COMMITMENT

To be a faithful and effective deputation member, the time commitment is substantial. The rewards of participation are immense. As ministers in Christ's church, we are called to participate and take our place in the councils of the church in accordance with our individual gifts and calling. A combination of interest and passion in the governance and future of the church as both Body of Christ and institution are necessary. Expect at least five pre-convention deputation meetings, several pre-convention Listening Sessions, possible convention committee appointment, 8 to 10 long days at convention, several post-convention reporting sessions and post-convention planning meetings.

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I grew up in the diocese and am an active member of St. Mary's in Napa where I currently am on the vestry serving as People's Warden, am involved with communications (social media and our website), Invite Welcome Connect chair, serve on the tech team, and am a member of the choir. I have had the pleasure of representing St. Mary's at Diocesan Convention the last several years. I am completing my first year on the board for Episcopal Community Services.

I have been active as an adult in Girl Scouts, first as a leader for 13 years while my daughter was in the program, and now 3 years later am head of our county-wide service unit, helping to mentor new leaders and plan programs and activities for girls and gender-expansive youth in the Napa Valley.

Professionally, I have been a customer service specialist for 17 years with a packaging company where I am a master of multi-tasking, handling requests from both my customers and sales representatives. I have experience with both happy customers and not-so-happy customers (though it seems to me customers in my field have been nicer since 2020) and specialize in packaging for the wine industry. In prior positions I worked in accounting and staffing which exposed me to Human resource laws and procedures.

Through my role in communications at St. Mary's I have been learning and exploring more about The Episcopal Church at a national level than ever before. I am interested in continuing that path and contributing at a higher level.

NOMINEE STATEMENT

I believe that my organizational skills and ability to work with others from a variety of backgrounds would serve me well as a deputy to General Convention. When I commit to something I follow through and tend to dive in to the greatest extent of my ability with a willingness to learn what I do not yet know how to do. As a deputy I would ensure to discuss the issues with many different people so that I can make an informed decision that not only represents my personal feelings, but what I conclude are those of the people and in the best interest of the Church.



LIZ BULL

ST. MARY'S,
NAPA

NOMINATED BY:
SELF

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

A lifelong Episcopalian, I was baptized and confirmed in the Diocese of Ohio.

My wife Hilary and I were married at Transfiguration, San Mateo, in 1978 and have lived in the Diocese of Northern California since 1979. We have been members of St. John's, Chico; St. Michael's and St. George's, Carmichael; St. Clement's, Rancho Cordova; and since 1996 the Cathedral.

I have sung in and/or provided accompaniment to church choirs since 1963, including a 26-year ministry at Trinity that featured singing services in Canterbury and Norwich Cathedrals and Westminster Abbey. I currently co-lead the Children and Youth Ensemble.

I was privileged to serve on the Bishop Nominating Committee that eventually led to the election of +Barry Beisner in 2006.

Past service includes several years on the Cathedral's Parish Commission on Ministry, working with several current clergy as they went through the discernment process. For several years, I was a Vestry-appointed Board member of St. Michael's School. I also was a Vestry member and Senior Warden of St. George's.

Currently I am Treasurer of the Cathedral and am the Vice-Chair of the EDNC's Investment Committee.

My BA is in English from UC Santa Barbara and MBA from CSU Sacramento, where I teach as an adjunct instructor in the College of Business. My career was in risk management and insurance, and it's a joy to teach that subject matter to undergrads.

NOMINEE STATEMENT

I would bring to role of convention lay deputy:

A strong grasp of Episcopal sacramental, liturgical worship;

Financial literacy as well as a solid understanding of fiduciary responsibilities;

Prayerful attention to and timely execution of the deputy's roles and duties.



RIC BURWELL

TRINITY
CATHEDRAL,
SACRAMENTO

NOMINATED BY:
SELF

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

Bob was saved in college, through the Navigators Ministry and baptized in 1977. He moved to St Helena in 2018 and has since been confirmed, served as an usher, a lemm and Grace's Jr. Warden. Bob's ministry extends beyond Grace, out into the wider community, in his retirement. He volunteers at the Redwood Gospel Mission, he is the head track and field coach at St Helena High School and he operates the St. Helena Track Club for youth and masters alike. Bob's deep commitment to giving back for all that he has been given is evident in his approach to life.

NOMINEE STATEMENT

I had never considered serving at the Deanery, Diocesan or General level of the church. At Grace's annual meeting last year they asked for volunteers to attend the Diocesan Convention, and I don't know what happened next, but I found my hand up and my name was recorded. Sitting in the Wingfield Deanery Convocation I was moved in the same way when I heard that they were still looking for five lay deputies for the general convention so here I am again. Yes Lord, how may I serve you but to follow your calling and obey.



BOB CANTRALL

GRACE,
ST. HELENA

NOMINATED BY:
REV. AMY DENNEY
ZUNIGA

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

My name is Shelly Carlson. I attend St. John's in Roseville, CA. I share a home with my husband, Shawn. We have 4 children and 7 of the best looking and nicest acting grandchildren you will ever meet. I am originally from a town called Montrose in Colorado. I worked in my parent's business for 34 years. I have served as President of The Esther chapter of the Daughters of the King for 2 three years terms. I served as diocesan President for the Daughters of the King for 1 three years term. I am Province VIII President on the National Council of the Daughters of the King. I am Daughters of the King representative on the Episcopal Church Women board. I served as President for Cursillo of Northern California. I have served as Jr. Daughters of the King Directress. I have served on several non-profits and 25 years as President of our family business. I love to knit and crochet, spend time with my family, and serve God and the His people.



SHELLY CARLSON

ST. JOHN'S,
ROSEVILLE

NOMINATED BY:
SELF

NOMINEE STATEMENT

I bring faith grounded in experience of my congregation, diocese, and the people who shaped my faith. My insights help ensure the church's national decisions reflect real-life ministry, not just theoretical theology debated in air-conditioned rooms. I will speak, question and help decide on resolutions that guide the church's future. I am not a rubber-stamp type of person. I am here to represent, discern, and sometimes respectfully disagree. Deputies are both mirrors and messengers of the wider church. I am spiritually grounded and listen for the guidance of the Holy Spirit amid the chaos of parliamentary procedure and committee reports. I know when to stay silent and when to speak. I work well with clergy, lay deputies, bishops across wildly different perspectives and opinions. It is part diplomacy, part endurance all done in the name and unity of Christ. I have a moral compass that will help me as a deputy through conversations about justice, inclusion, theology, and mission. Sometimes that means standing up, sometimes it means sitting down and listening hard and with an open mind. I bring loyalty to the beautiful, messy, evolving body that is the Episcopal Church. I care enough to show up, read resolutions, endure committee meetings, and believe that God still work through us, despite us. I am blessed beyond words to have served in the capacities I have served. I have a deep love for the Episcopal Church and continue to feel called to serve God and His people in any way I can.

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.



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.

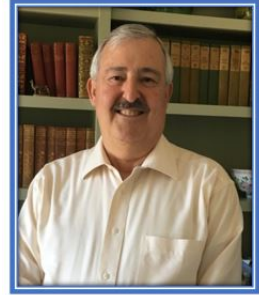
I was a lay deputy to the 80th and 81st General Conventions and served as a member of the Legislative Committee for Stewardship and Socially Responsible Investing for both General Conventions.

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.



PETER JUVE

ST. MARY'S, NAPA

NOMINATED BY:
REV. ROBIN
DENNEY

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I am a lifelong Episcopalian, worshipping at St. Michael's Carmichael, my church home since the late 1980's. I serve my church in many capacities to fulfill my call to be the hands and feet of Christ.

I have been Rector's Warden and served 4 terms on the Vestry. I currently serve as both Lay Eucharistic Minister and Visitor, as well as Lector. I have been a member of the Community of Hope Pastoral Care program since 2013 and am currently in my third year of Education for Ministry. I felt a strong call to serve on five Regional Discernment Groups, once as Chair, and I currently serve on the Commission on Ministry. I am deeply connected to Centering Prayer, Morning Prayer, and Healing Circles ministry. In 2021 I was privileged to become a Spiritual Director and continue to serve in that capacity. Additionally, I have served as Bookkeeper for St. Michael's since 2017. I ran to be a Delegate 5 times to our Diocesan Conventions because I want to be informed of our governance policies and of the wider views and issues of our church. This is why I now offer myself in nomination for the honor to be a Deputy to General Convention.

NOMINEE STATEMENT

My commitment to the life of our local and diocesan congregations comes from an understanding at an early age that each of us has spiritual gifts that God desires us to use to support and grow His kingdom. Living overseas during my formative years allowed me a wider lens of humanity in all its flaws and graces and planted the seeds of my deep knowing that we are all one in God's creation. My careers in the insurance and healthcare industries have provided me with substantial business and administrative skills. I managed my late husband's optometric practice for thirty years. Over the years, I developed the communication, listening, and leadership skills in the work world that easily transfer to the world of church. The training for Community of Hope and Spiritual Direction allows me to be with others in groups and one-on-one in a focused, intentional way to discern where God is calling us. My experience in leadership includes the ability to collaborate with others, and to listen without judgment.

If affirmed, I will bring my business and spiritual gifts to General Convention which I believe are crucial to the role of Deputy.



KATE MURIS

ST. MICHAEL'S,
CARMICHAEL

NOMINATED BY:

REV. MEGAN
ANDERSON GARTIN

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.



AMY NYKAMP

INCARNATION,
SANTA ROSA

NOMINATED BY:
REV. STEPHEN SHAVER

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

Steven Preston has a Theology degree in Pastoral Studies, was in active professional parachurch ministry by and for gay and lesbian evangelical Christians in Southern California for 15 years, was active there in HIV/AIDS ministry and interdenominational organizations, and co-owned and ran a business for 30 years. Steve and his husband Daniel Hafer moved from Los Angeles to Eureka in 2019, quickly finding a home at Christ Church, where they were confirmed by Bishop Megan on July 24, 2021. Steve's husband died in October 2024 after 49 years together, including 16 years of marriage.

Steve served on Vestry at Christ Church Eureka from 2021-2023 and was Senior Warden in 2022 and 2023 as we emerged from the pandemic shutdown and we experienced the Rector's successful Sabbatical. He is in the first year of his second term on the Vestry, and currently chairs the Green Team and the Stewardship Committee, serves on the Family Ministries Team, the Labyrinth Committee, the Livestream Team, is one of the Readers/Intercessors, and is an Usher. He also leads the church's weekly Centering Prayer group.

Steve was the Coordinator for the Christ Church Remote Location Events for the 2024 Diocesan Revival, and was the Deanery Representative for the local parish phase of the Diocesan Racial Justice Audit. He attends the monthly Diocesan Leadership Calls, the Commission on the Environment, and the Commission for Intercultural Ministries. Steve is the Convener of the Diocesan Rainbow Ministry for 2S/LGBTQIA+ persons, along with five other leadership team members. Steve has been a delegate to Diocesan Convention twice, and is an Alternate this year.

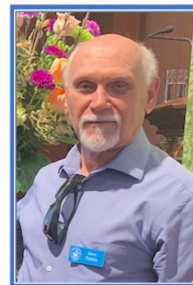
NOMINEE STATEMENT

With my theological training in pastoral studies, my interdenominational ministerial leadership in Southern California, my business experience, and my extensive involvement in parish and diocesan lay ministries, I will bring a deeply rooted commitment to the inclusive Gospel of Christ to the deliberations of General Convention.

Over the years I have developed a keen understanding of organizational dynamics and the fine intricacies of church polity and procedures. This was sharpened and refreshed by my successful completion of the Best Skills, Best Churches course in 2022-2023.

I am very much an organizer by nature and a pastor at heart.

As our beloved Church faces renewed challenges within, in our society, and in the world, I look forward to the possibility of representing the Diocese of Northern California as a Lay Deputy or Alternate before, during, and after the General Convention.



STEVEN PRESTON

CHRIST CHURCH,
EUREKA

NOMINATED BY:
REV. DANIEL LONDON

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I joined Trinity Episcopal Cathedral in 1991 a few months after I moved to Sacramento to take up a faculty position at California State University, Sacramento. The clergy welcomed me and my family to Trinity as our home that makes and nourishes disciples as followers of Christ. My faith in Christ has been deeply embedded since birth in the Anglican communion with my infant baptism at All Saints Church, Kissy Road, Freetown, Sierra Leone, West Africa. The land on which the church still stands and some of the substantial funds used to construct the church were donated by my paternal grandfather---a lineage that bound our family to the principles, canons and varied liturgies of the worldwide Anglican and later Episcopal Dioceses where we have domiciled in Freetown, London, Sheffield, Leeds, (in the UK) and Kent (Ohio), and Sacramento (California, USA).

At Trinity Cathedral I have served in several roles in the life of the church for over 30 years including as a member of the Vestry, and as Eucharistic Minister, Lector, Verger, and Priest assistant as well as on various committees including strategic planning, Land Acknowledgment, and the Liturgical Excellence Committee to name a few. In these roles I am committed to our baptismal covenant to love and follow Christ with all peoples everywhere and at the same time to respect the canons and doctrines of our church. Eventually, I accepted to serve on the Board of Trustees of the Episcopal Diocese of Northern California where I am entering the third year of my first term. In this role, I have served on the Task Force to review the Racial Justice Audit, and on the Strategic Committee on Missionality.

Over the years, I have found a way to foster the harmonic convergence between my work in the professoriate and in the life of the church to serve Christ with honor and dignity. Building on my academic discipline of communication Studies with an emphasis on intercultural, interpersonal, mediated, and communication research methods have helped me situate my commitment to love all and follow Christ and to do His will.

It is against this background that if elected as a Lay Delegate I will serve with the same values and commitments prayerfully striving to take the church to its next level of growth as we expand God's vineyard through the Episcopal Diocese of Northern California.

NOMINEE STATEMENT

If elected to be a Deputy at General Convention, I will actively participate in all deliberations guided by the Canons of the Church and as inspired by my diocese of Northern California, both the emerging and settled views of the members of the diocese and in consonance with our baptismal covenant. Clearly, I am aware that the National church is dealing with very serious societal issues that require faith and sufficient insight and perspicuity such that we grow and build missionality around issues of race relations, the unhoused, public advocacy, the broader contours of diversity, including our positions on baptism.



DONALD TAYLOR

TRINITY CATHEDRAL,
SACRAMENTO

NOMINATED BY:
REV. JIM RICHARDSON

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

Greetings, I am John I Torres. My pronouns are he/him. I identify as queer and Latinx. My home church of the last three years is the Church of the Incarnation in Santa Rosa. I am currently completing my second year on the Vestry and my first year on the Diocese Standing Committee. I was baptized Roman Catholic and in my youth, became an Evangelical. I attended Azusa Pacific College/University and Asbury Theological Seminary. I was ordained in Metropolitan Community Churches serving in ministry for almost 20 years, (1982 -2002). I worked as a front line employee for Kaiser Permanente for over twenty five years. While in that job, I was a Union Shop Steward for over fifteen years. I have been an active volunteer in various nonprofits in the bay area including: Queer men's groups, Diversity, Equity & Inclusion (DEI) committees and Interfaith groups. I am currently serving on Kaiser Permanente's only LGBTQIA+ Patient Advisory Committee. Besides serving on the Vestry, I am on the Finance Committee, past member of the Development Committee, the Incarnation Choir, Pride Team and the Green Team. I've been an active participant in the Diocese Rainbow ministries group. My partner, Tim Webb of forty-seven years, I live in Sonoma County with our two dogs, Penny & Connie.

NOMINEE STATEMENT

What I bring to the Episcopal Convention is a history of a voice for presence in Christ's community. I strive to embrace a joy and hope for greater inclusion for Black Indigenous People of Color (BIPOC) in the Episcopal Church. I have a great love for our smaller congregations. I value consensus decision-making process. I embrace the gifts of authenticity and discernment. I live a life of daily spiritual practice with a commitment to wholeness in body, mind and spirit. My favorite form of prayer is silence.



JOHN TORRES

INCARNATION,
SANTA ROSA

NOMINATED BY:
MIRIAM LW CASEY &
BOB WOHLSEN

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I worked for UC Davis Health for 17 years as a Human Resources Supervisor. The most challenging aspect was representing management during union grievance meetings, but it helped me to grow and understand both sides of issues and work to try to resolve them.

I co-founded and co-facilitated a national group for The Episcopal Church, the Sacred Ground Facilitators of Color Support Network. It was a safe place to discuss facilitation experiences.

On the Board of Trustees, I serve on the Employee Practices & Benefits Committee and a committee that developed a new diocesan webpage so lay people can navigate and find resources. We also work with the Bishop's Office on Safe Church training. I co-chair the diocesan Commission for Intercultural Ministries, co-facilitate racial reconciliation trainings, and am editor of CI M's Beloved Community Resource Newsletter. I co-chair the diocesan Racial Justice Audit performed by the Mission Institute during the last two years. Teams are being formed to address the audit. As a member of the diocesan Tule Lake planning committee, our planning efforts culminated with the September pilgrimage to Tule Lake Concentration Camp within our diocese. Much was learned about the incarceration of Japanese Americans during WWII. The pilgrimage was featured by Episcopal News Service.

I served on the Commission on Ministry for nine years administratively assisting postulants during their call to ordination. I served on the St. John's, Roseville, vestry twice, two years as senior warden. I chaired the search for our current rector. I am a Sacred Ground facilitator, a lector, and a founding group member of the church's Faith & Democracy task force.

NOMINEE STATEMENT

When I was a child and through many years of my adult life, I traveled to many locations stateside and overseas, first as a child and teenager of my Air Force father, then as spouse to my Air Force husband. This helped shape my view of the world which formed an openness to embrace new experiences, people, and cultures. I would bring this openness as a General Convention Deputy, eager to learn the business of The Episcopal Church to help The Church live into its mission "to restore all people to unity with God and each other in Christ."

When I joined the diocesan Commission for Intercultural Ministries, I feel I found my calling and am thankful to God every day for the work we do. Working towards racial reconciliation is a long-term, meaningful commitment as we live into the Baptismal Covenant to strive for justice and peace and respect the dignity of every human being. I would bring this passion for racial and social justice as a Deputy.

I believe my skills as a human resources professional would also be an asset, in addition to my three terms as a Commission on Ministry liaison which required listening and discerning through the Holy Spirit about the postulants' sacred paths toward ordination. As a Deputy, I would bring my skills to listen and discern to the business of The Episcopal Church.



JO ANN WILLIAMS

ST. JOHN'S,
ROSEVILLE

NOMINATED BY:
SELF

2025 GENERAL CONVENTION DEPUTY | LAY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I am an eighteen year old nonbinary Episcopalian from Northern California. Growing up around nature and agriculture has made me passionate about Creation care and building an equitable sustainable food system. I am an artist at the core of my soul. For me, art is a form of prayer, be it embroidery, painting or linoleum carving. I care about others' perspectives and seek to listen and reconcile with those around me, even if they have differing worldviews.

NOMINEE STATEMENT

I believe I would bring a valuable fresh perspective to the position of General Convention Deputy. I am a young person who is committed and enthusiastic. I enjoy seeing the workings behind the organization and I have a unique perspective to bring to the table. I am committed, engaged and eager to take on another layer of responsibility in the church I have called home for all my life. I believe this experience will grow me as a person and give me a new perspective. More importantly, I believe that I can have a positive impact as a deputy at General Convention. I believe that as a young person in the church, I can provide a unique insight on where we need to head to ensure the thriving of the Episcopal Church.



JACOB ZUNIGA

GRACE,
ST. HELENA

NOMINATED BY:
REV. AMY DENNEY
ZUNIGA

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

Baptized in 1951 at St. Paul's, Burlingame, and later raised at St. Matthew's, San Mateo, I began to live into my baptismal vows with the grateful support of Rev. John Easton as he offered pastoral support in my high school application for conscientious objection during the Vietnam War, and Mr's Val Ritchie and David Rothe (now organist at St. John's, Chico) who ably provided me with a musical and liturgical education. Upon this very traditional foundation, I grew to love the rich, diverse, multicultural strains of Christian worship and hymnody, and the great prophetic tradition of justice, peace, and nonviolence: what Dr. King called "building the Beloved Community" and Bp. Tutu called "the Rainbow People of God".

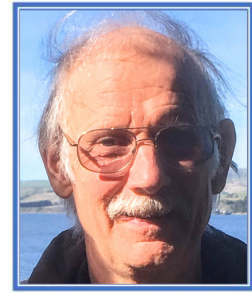
After graduating from UC Davis, I spent 10 years as a home health/nurse's aide, 15+ years as a social worker (MSW from CSUS), and 13 years as a healthcare/hospice chaplain (MDiv from CDSP). I was ordained a deacon in February 2018 by Bp. Beisner, and a priest on October 26 of the same year as I continued as a long-term care chaplain and priest associate at St. Clement's Rancho Cordova, I then assisted in bilingual/multicultural ministry through the pandemic at St. Matthew's Sacramento for over three years, retiring in November 2023.

Today, as an Associate Priest at Trinity Cathedral, I sing in the choir, participate in "lectio divina" and environmental "TREE" ministries, and offer an origami peace crane and postcard ministry for legislative advocacy through the Episcopal Public Policy Network. As a member of our diocesan Refugee Relief Team and Commission on Intercultural Ministry, I advocate for refugee families, recently joining Trinity Cathedral's "Good Neighbor Team." Having participated in two prior General Conventions with the Episcopal Peace Fellowship, today I seek your support as a diocesan deputy to General Convention in Phoenix, July 1-8, 2027.

NOMINEE STATEMENT

What can I bring to our church as a Deputy to General Convention? First, my love and respect for our "Episcopal branch of the Jesus Movement", as former Bishop Curry would say. For almost 70 years I have been pleased to be an active participant in the ongoing reform and greater inclusivity of our Episcopal Now, as a Deputy, I hope to contribute to and learn more from my many pastoral colleagues and advocates with reference to indigenous, multicultural, LGBT+, homeless, disabled, and immigrant/refugee ministries, as we continue to grow in celebrating the goodness of creation and diversity of human beings made in God's image, redeemed in Christ Jesus, and sanctified by the wondrous Holy Spirit.

As a member of the Episcopal Peace Fellowship and Anglican Pacifist Fellowship, I will also bring my passion for justice and peacemaking, following the way of nonviolence as embodied and taught by Jesus himself and practiced by the first three centuries of Christ's Church. Having also given online testimony before the 80th convention with respect to resolution C-027 (the international "Treaty for the Prohibition of Nuclear Weapons") I will continue to follow, speak to, and support resolutions pertaining to nuclear weapons abolition, conscientious objection to taxation for weapons of unjust warmaking, and in support of nonviolent alternatives and practices with respect to all dimensions of conflict resolution, reconciliation, and peacemaking.



**REV. GRANT
BAKEWELL**

TRINITY
CATHEDRAL,
SACRAMENTO

NOMINATED BY:
REV. ANNE
MCKEEVER

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

When I was seven years old and living on a small island in what was then the Trust Territories of Micronesia, I received my first Holy Communion on Christmas Eve. In that instant I felt that I'd made a momentous discovery and that Jesus was my best friend. It was quite a journey from that naive but profound childhood experience to when I was ordained a priest in St. Louis, Missouri, in 2010, but through it all, my love for Jesus and the sacraments, and the Church that connects us to both, has never waned.

Since moving to the Diocese of Northern California in 2017 to join the Church of St. Martin in Davis as their rector, I have served on the Bishop Search Committee, the Board of Trustees, and the Commission on the Environment. I was a deputy to General Convention for the first time in 2024. I currently serve as Dean of the Wingfield Deanery. I have also worked on churchwide endeavors to encourage care for creation through sustainable agriculture, church gardens, and similar efforts. I am the author of the book *Contemplative Gardening* (Morehouse, 2022) and have led retreats and workshops around the country. I hold degrees from UC Berkeley, Harvard Divinity School, and Sewanee, the University of the South.

In my spare time I like to cook, garden, ramble, and generally enjoy life in rural Yolo County. My household consists of three generations of humans, plus one dog, one cat, and an elderly guinea pig named Mabel.

NOMINEE STATEMENT

People warned me that going to General Convention for the first time would be like drinking from a fire hose, and they were right! I am grateful for the people on our deputation in 2024 who were willing to help guide me through the experience of being a first-time deputy. Despite being a complete newbie, I was able to actively participate both in the leadup activities and in Louisville, where I testified at committee meetings and in front of both Houses (Deputies and Bishops, in a joint session on the budget).

I also had the satisfaction of seeing a resolution I proposed be passed by the House of Bishops and concurred by the House of Deputies—and ultimately be funded by Executive Council, which was a remarkable outcome. That resolution was a direct outgrowth of the work done by our Diocese, which passed a similar resolution back in 2022. It was a joy to tell our story to the wider church and have it meet with such positive feedback.

It would be an honor to return to General Convention as a Deputy for the Diocese of Northern California, this time with some experience to add to my enthusiasm, commitment, and collegiality. I have learned that doing your homework and listening deeply are the keys to a successful Convention. And I believe that I will be more effective the second time around, especially when it comes to sharing the work of General Convention with our Diocese after we return home.



**THE VERY REV. DR.
PAMELA DOLAN**

CHURCH OF ST. MARTIN,
DAVIS

NOMINATED BY: REV. JIM
RICHARDSON

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.

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!



**REV. DR. DANIEL
DEFOREST LONDON**

CHRIST CHURCH,
EUREKA

NOMINATED BY: SELF

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

Currently, I serve as the secretary of Diocesan Convention. I've also been a member of the congregational development committee for several years, and helped the Diocese execute our FaithX grant among other projects. Prior to my role as secretary of convention, I was the convention nominations chair.

NOMINEE STATEMENT

As the secretary of convention, I've had the unique opportunity to observe church governance close-up. In doing that, I've discovered that it's actually quite fun (for me!). Sitting in a room of devoted Christians who love the church enough to tend to it, change it, and make it better fills me with hope. If we can hold civil, productive conversations at the Diocesan level, perhaps other deliberative bodies can too! Thanks be to God, this true of our national church.

Having served as a delegate to the most recent convention in 2024, I am prepared to serve in this role, but am still enough of a "newbie" to bring a fresh perspective. I'm most interested in joining committees about the role of AI and new technology in the church, as well as the intersection of faith and public policy.

I plan to bring this energy and these interests to this work, but, more importantly, I plan to bring all I've learned back home to this Diocese.



REV. ANNIE MERTZ

ST. PAUL'S,
BENICIA

NOMINATED BY:
BARBARA JEWELL

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I am the Rector of St. Alban's Episcopal Church of Arcata, CA having served in this position since April 2008. In the 1990s I was a member of St. Martin's, Davis, a staff member of the Belfy Lutheran and Episcopal Campus Ministry at UC Davis and later a member of St. Andrew's Episcopal Mission in Monte Rio, CA. In the years between my earlier time in the diocese and returning as Rector of St. Alban's, I served as a US Peace Corps Volunteer in Paraguay, attended Yale Divinity School and served as the Curate at Calvary Episcopal Church in Stonington, CT.

Since becoming Rector of St. Albans, I have served the Diocese in several capacities. In 2009 I served as a member of the Generous Pastoral Response team for the Diocese of Northern California, helping to identify liturgies for the blessing of Holy Unions and rubrics for their use in this Diocese, per resolution C056 from General Convention in 2009. From 2010 - 2022 I served as a Fresh Start facilitator mentoring newly ordained clergy and clergy new to the diocese. From 2012 - 2022 I served as the Dean of the Semper Virens Deanery of this Diocese. I served as a deputy from the Diocese of Northern California to General Convention in 2018. I have been the co-facilitator four times for Sacred Ground for the Semper Virens Deanery beginning in the fall of 2020. In 2020 I co-led a workshop on Becoming Beloved Community with Miriam Casey for Diocesan Convention.

NOMINEE STATEMENT

Having served once before, I have a sense of the scope and work involved in being a deputy to General Convention. I bring the perspective of family, pastoral and program size congregations to the work of convention having worshiped and worked in all three sizes over the course of my adult life. Our Church is at a cross roads and I want to be part of the efforts to strengthen the Church at all levels and seek faithfulness in these perilous times. I believe I work well with others and would contribute in a positive way to the deliberations of our deputation. It would be my honor to serve again in the role Deputy to General Convention in 2027 on behalf of the Diocese of Northern California.



REV. SARA POTTER

ST. ALBAN'S,
ARCATA

NOMINATED BY:
SELF

2025 GENERAL CONVENTION DEPUTY | CLERGY NOMINEES

Four delegates, four alternates

NOMINEE BIOGRAPHY

I was born in California into an Air Force family; this meant that I grew up comfortable moving and traveling and enjoy a wide variety of places and people. I have a Master's Degree in Developmental Therapy, and spent much of my adult life working with children with disabilities and their families.

In addition to working as a Developmental Therapist and college educator, I have worked as a case manager and social worker at North Bay Regional Center, helping families and children with developmental disabilities find services and become strong self-advocates. I have retired from full time work, but currently work part-time as a Services Navigator for West County Community Services with people who are or have been unsheltered.

Since 1998, when my 3 children and I joined the parish, I have enjoyed singing in the St. Stephen's choir, serving on the vestry and attending Diocesan Conventions as a delegate. Under the tutelage of the rector, Rev. Rod McAulay, I received a lay preaching license and continue to enjoy reading and preaching as part of my ongoing formation.

In 2011, I began feeling a call to explore becoming a deacon. With the support of Deacon David Steadman, Rev. Christy and many others I was ordained to the Episcopal Diaconate in 2016. I've been privileged to serve on the Diocesan Commission on Ministry, as chaplain to the Bishop on visits to various congregations, and as a Mentor with the West Coast Collaborative/Iona program for those in training to become deacons.

NOMINEE STATEMENT

I hope to bring to any working group my perspective as a Deacon, a servant leader and bridge between the Church and the needs of the wider community.

As part of being a conduit between Church and local community, I currently work part time at a Permanent Supportive Housing site with folks who need support to remain housed and in community. Recently, I am excited about a new project (Redwood Food Delivery Network) which will address the needs of people who may be afraid/unable to go to their food banks due to the presence of ICE.

As a parent of special needs children, and as a professional in the fields of child development and advocacy, my social work experience and paradigm have given me a foundation of understanding differing needs and perspectives. I have the ability to communicate well, to work in collaboration with people of various backgrounds and opinions.

My love for the Church itself, as well as my trust in the love of God embodied in the presence of Jesus Christ both provide me with a belief in long range change for good. I come to any group and discussion with the firm knowledge that we are all beloved and all of great value, and even in disagreement or confusion are all critical parts of important and lasting change and formation.



REV. KATE SEFTON

ST. STEPHEN'S,
SEBASTOPOL

NOMINATED BY:
MARGARET
NALLEY

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 DIOCESAN CONVENTION RESOLUTIONS



2025 DIOCESAN CONVENTION | RESOLUTIONS

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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

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.



2025 DIOCESAN CONVENTION PETITIONS



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Regarding Petitions from St. John's, Marysville
Convention of The Episcopal Church in the Diocese of Northern California

Friday, September 5, 2025

Bishop Megan Traquair, Convention of the Diocese of Northern California

The Rev. Canon Julie Wakelee, Canon to the Ordinary

Petition of St. John's Episcopal Church, Marysville

St. John's Episcopal Church, Marysville, for the reasons set forth in the accompanying petitions, and having ceased ecclesiastical functions as of July 13, 2025, seeks change of status and dissolution.

The sole method for a parish, such as St. John's, under our current Canons, to seek dissolution is first obtaining Special Focus Parish status pursuant to Canon 32.9 and then as a Special Focus Parish petitioning for change in status to an organized mission pursuant to Canon 32.12 and as an organized mission seek dissolution pursuant to Canon 30.12.

There is no canonical path for a parish to seek dissolution directly.

In 2023, St. John's petitioned for and obtained Special Focus Parish status and, accompanied by recommendation of Bishop and Standing Committee seeks adoption of the two accompanying resolutions, one for change of status to organized mission, and one for dissolution of the mission.

The resolution for change of status may be adopted by a majority vote.

The resolution for dissolution requires a two-thirds vote by orders.

Background:

St. John's was established April 30, 1855, following a visit to Marysville in November 1854 by then-Missionary Bishop of California, the Rt. Rev. Dr. Ingraham Kip. The first meetings were held in the Marysville City Hall while the original brick church building, at the corner of Fifth and E Streets, was built.

The church building was formally consecrated on March 29, 1857. By this time, the church was one of the earliest congregations located in the new Missionary Diocese of Northern California.

In 1860, a new, larger church was built at the corner of 8th and D Streets was built, after the original lot was sold for business purposes. In 1948, the church was severely damaged by fire and rebuilt. This remained the congregation's worshipping home until their final service in July of this year.

The last full-time rector of the congregation was the Rev. Dorothy Torry, who departed in 2010 when the congregation was no longer able to pay a full-time priest. The Revs. John Mangels and Kevin Phillips, respectively, served as part-time priest-in-charge until 2022, when the church began to rely solely upon Sunday supply clergy to lead worship.

Despite declining population in Marysville and accompanying reductions church membership and attendance, the congregation is to be commended for outreach ministries that belied the size of the small congregation in its later decades. Of particular note is the “Loaves and Britches” ministry which distributed over one million meals during its impressive 55 years of operation. Members of Grace, Wheatland have now taken up the leadership mantle for this ministry of generosity, and it has found a new physical home through the local Habitat for Humanity chapter.

The Vestry has worked with diocesan staff for many years, seeking to find a way forward. In 2023, the congregation requested Special Focus Status, which was granted by the Bishop and Standing Committee. After a long period of discernment, the congregation chose to sell the property and close the congregation.

The Standing Committee and Bishop gave permission for the sale of the property on April 1, 2025, at the request of the congregation.

The congregation held their closing Sunday worship service on July 13, 2025, which concluded with a blessing and sending of remaining members. Parishioners from local Episcopal and Lutheran churches joined in the service, which was led by the Revs. Rick Laughman and Ken Erickson, with sermon by the Rev. Canon Julie Wakelee.

A local business owner purchased the property for the sum of \$650,000, the sale of which closed on July 9, 2025.

Remaining church members voted on June 25, 2025 to dissolve the congregation and distribute the proceeds of the sale between other small congregations in the deanery as follows:

- \$25,000 to St. Stephen’s, Colusa
- \$25,000 St. Timothy, Gridley
- \$50,000 to Grace, Wheatland to cover the cost of taking on leadership of St. John’s food distribution program
- \$25,000 to the Bishop Megan’s discretionary account

The remainder, after all expenses have been covered, will be divided between St. James of Jerusalem, Yuba City, and Grace, Wheatland, with no restrictions.

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:

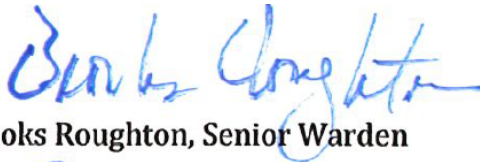
1. The Petitioner, St. John's Episcopal Church, Marysville, was established as a congregation of the then-Diocese of California in 1855 and was later one of two original congregations in the Missionary Diocese of Northern California.
2. Petitioner has been without the services of a full-time rector since 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 10/8/25



Ms. Lobelia Robinson, Treasurer

Date 10/8/25

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 Northern 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 10/8/25


Ms. Lobelia Robinson, Treasurer

Date 10/8/25



2025 DIOCESAN CONVENTION FINANCIAL REPORTS



2025 DIOCESAN CONVENTION | FINANCIAL REPORTS

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DIOCESAN TREASURERS REPORT

John Nykamp, Diocesan Treasurer

The Diocesan Treasurer is Co-Chair of the Budget and Finance Committee. The committee is responsible for assisting the Bishop's Office staff in assembling the diocesan budget and is tasked with reviewing and recommending actions on all financial matters going to the Board of Trustees. As I complete my seventh year as diocesan treasurer, I want to thank the Bishop, Trustees, Budget and Finance Committee, and the Bishop's Office staff for working hard to maintain the integrity of the finances of the diocese.

Another aspect of my role is to help coordinate reviews of congregation accounting and financial practices. The current Congregation Accounting and Financial Reporting Standards were established in late 2014 and have been used by the congregation audit team in their reviews. We have an excellent team of auditors who have helped congregations review their financial practices, develop standardized reporting, and achieve compliance with diocesan and national church reporting requirements. Unfortunately, due to a limited number of available auditors we have not been able to complete reviews for all congregations within the diocese and we are actively working on solutions to make sure that all parishes and missions within the diocese have a method to review their financial and accounting practices and have a resource to help them with questions in these areas. During 2024, we completed audits for 18 parishes and worked with a number of other parishes to do their own internal review and submit that review to the bishop's office. Our goal is to use this information to gain a better picture of the financial health of all of the parishes within the diocese.

Below is a summary of the financial reports included in the convention packet.

Budget to Actual Summary and Detail for the Six Months ended June 30, 2025.

The diocesan financial statements for the six months ending June 30, 2025, show a net operating surplus including reserve allocations (line 41) of \$41,866 as compared to a budgeted deficit of \$17,918. This is not fully indicative of the projected year-end 2025 operations as there are many expenses that do not fall evenly during the year. While the 2025 budget projected a small surplus of \$168, we are currently projecting that 2025 will end with a deficit of around \$10,000.

Statement of Financial Position as of June 30, 2025

As of June 30, 2025, The Diocese of Northern California had Net Assets of \$18,618,836. This includes assets with and without donor restrictions. Donor restricted assets of \$510,619 (line 71) include all funds for which donations are earmarked for a specific purpose by the donors to the funds. These funds can only be used for those designated purposes. Of the \$18,108,217 of funds without Donor Restrictions (line 57), \$6,379,317 have been designated by the Board of Directors for specific future purposes. Our total unrestricted and undesignated net assets are \$11,728,900 of which \$3,855,654 is property and equipment and the remaining balance of \$7,873,246 is unrestricted funds invested to generate income for the operating budget and growth of the unrestricted funds.

Diocesan 2024 Year-end Financials

The June 30, 2025, Budget to Actual Summary and Statement of Financial Position also includes year-end information for 2024.

2024 Net Operating Income including reserve allocations was \$292,282 and, due to investment gains, the net increase in Unrestricted Net Assets was \$1,408,109.

Net Assets at the end of 2024 totaled \$18,022,021 and cash Unrestricted Net Assets were \$7,608,240.

The 2024 diocesan audit was completed in September 2025. The audit did not uncover any issues and issued a qualified opinion but stated that the diocesan financial statements presented fairly, in all material respects, the financial position of the Diocese. The reason for the qualified opinion is the inability to certify certain values of real estate and other assets due to the records lost when the prior Office of the Bishop was destroyed in a fire.

2026 Diocese of Northern California Operating Budget

The 2026 budget reflects a projected deficit of \$257,447. This deficit incorporates a 2% reduction in the apportionment rate across all tiers, bringing the maximum apportionment rate down to 15%, which aligns with the rate assessed by The Episcopal Church (TEC) for all dioceses. This intentional reduction was made to support congregational sustainability while maintaining essential diocesan ministries.

The 2026 Budget for the Episcopal Diocese of Northern California was approved by the Board of Trustees on September 20, 2025. A detailed Operating Budget, along with accompanying commentary and analysis, is included later in this Convention Book.

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2025 and December 31, 2024

	June 2025	December 2024	Line #
ASSETS			
Current Assets			
Checking/Savings			
Cash and Equivalents (Diocesan)			
Cash on Hand	\$ 725,659	\$ 742,210	1
Cash Investments	5,153	5,079	2
Total Cash and Equivalents (Diocesan)	<u>730,812</u>	<u>747,289</u>	3
Cash Held for Others	675,514	336,877	4
Total Checking/Savings	<u>1,406,326</u>	<u>1,084,166</u>	5
Accounts Receivable			
Accounts Receivable	135,852	384,852	6
Allowance for Uncollectable	(53,000)	(53,000)	7
Total Accounts Receivable	<u>82,852</u>	<u>331,852</u>	8
Other Current Assets			
St. Matthew's Center Prop Mgmt	63,381	47,703	9
Mission Apport. Accrual	168,715	33,691	10
Undeposited Funds	47,523	98,424	11
Other Receivables	198,243	211,316	12
Prepaid Expenses	29,370	24,389	13
Group Ins. & Comp-Prepaid	17,270	15,112	14
Total Other Current Assets	<u>524,502</u>	<u>430,635</u>	15
Total Current Assets	<u>2,013,680</u>	<u>1,846,653</u>	16
Fixed Assets			
Property-Church Use, net	721,934	728,735	17
Property & Equipment, net	3,133,720	3,180,304	18
Total Fixed Assets	<u>3,855,654</u>	<u>3,909,039</u>	19
Other Assets			
Long Term Receivables	17,933	17,933	20
Investments	13,539,779	13,038,097	21
Investments Held for Others	22,637,306	21,900,799	22
Notes Receivables, net of reserve allowance	349,909	346,059	23
Deposits	-	6,409	24
Total Other Assets	<u>36,544,927</u>	<u>35,309,297</u>	25
TOTAL ASSETS	<u><u>\$ 42,414,261</u></u>	<u><u>\$ 41,064,989</u></u>	26

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2025 and December 31, 2024

	June 2025	December 2024	Line #
LIABILITIES & NET ASSETS			
Liabilities			
Current Liabilities			
Accounts Payable	\$ 46,440	\$ 296,872	27
Credit Cards	17,019	9,401	28
Other Current Liabilities			
Accrued Expenses	152,043	129,701	29
Pass-Through & Held for Others	264,648	328,686	30
Deferred Revenue	2,455	40,632	31
Total Other Current Liabilities	<u>419,146</u>	<u>499,019</u>	32
Total Current Liabilities	<u>482,605</u>	<u>805,292</u>	33
Long Term Liabilities			
Investments-Held for Others	<u>23,312,820</u>	<u>22,237,676</u>	34
Total Long Term Liabilities	<u>23,312,820</u>	<u>22,237,676</u>	35
Total Liabilities	<u>23,795,425</u>	<u>23,042,968</u>	36
Net Assets			
Without Donor Restrictions			
Undesignated - Non Property & Equipment	7,873,246	7,608,240	37
Undesignated - Net Property & Equipment	<u>3,855,654</u>	<u>3,909,039</u>	38
Total Undesignated	<u>11,728,900</u>	<u>11,517,279</u>	39
Designated			
Bishop Noel Porter Fund	5,097,222	4,759,814	40
Bishop/CTO Autos	53,792	43,792	41
Bishop/CTO Sabbatical	17,853	17,853	42
Bishop Search	80,000	60,000	43
Center at St. Matthews	82,035	60,271	44
Church Planting	18,000	17,000	45
Communications Hubs	12,697	12,697	46
Ecclesiastical Court	24,735	24,735	47
General Convention	17,500	0	48
Lambeth	12,425	12,425	49
Missional Fund	393,436	393,436	50
Mission Repair & Improvement Fund	343,436	343,436	51
Pilgrimage Fund	22,500	20,000	52
Redway Ministries	203,686	190,256	53
Total Designated	<u>6,379,317</u>	<u>5,955,715</u>	54
Total Without Donor Restrictions	<u>18,108,217</u>	<u>17,472,994</u>	55

**The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2025 and December 31, 2024**

	June 2025	December 2024	Line #
With Donor Restrictions			
Archdeacon Fund for Education	17,538	14,466	56
Charitable Remainder Trusts	17,933	17,933	57
Diocesan Clergy Wellness Fund	367	343	58
Disaster Relief Fund	181,866	189,400	59
Disaster Resilience and Recovery Fund	0	30,615	60
Discretionary Fund	57,675	64,816	61
Francis Lana Ordinand Education	1,042	1,042	62
Haden Education Funds	25,546	23,862	63
Lamb Fund for Campus Min - Perm	31,382	31,382	64
Lamb Fund for Campus Ministry	29,475	25,462	65
Roanridge Grant (DFMS)	1,042	1,042	66
Robert and Winifred Gaines Fund	25,257	23,604	67
St. Matthew's Project Donation	84,672	84,672	68
Turnbull - Retiree Health Insurance	36,824	40,388	69
Total With Donor Restrictions	510,619	549,027	70
Total Net Assets	18,618,836	18,022,021	71
TOTAL LIABILITIES & NET ASSETS	\$ 42,414,261	\$ 41,064,989	72

FINANCIAL REPORTS | BUDGET TO ACTUAL THROUGH 6/30/2025

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA BUDGET TO ACTUAL- SUMMARY Six Months Ended June 30, 2025

	6/30/2025 ACTUAL	YTD 2025 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	ANNUAL 2025 BUDGET	12/31/24 ACTUAL	LINE #
UNRESTRICTED NET ASSETS:						
REVENUES:						
Mission Apportionment, net	997,062	905,001	92,062	1,810,001	1,858,742	1
Contributions	1,030	-	1,030	-	131,544	2
St. Matthews	67,192	70,057	(2,865) C	140,113	137,470	3
Other revenues	74,569	80,032	(5,463)	174,897	148,827	4
Revenue from Investments (Note 1)	304,345	304,345	-	608,690	553,355	5
Total revenues	1,444,198	1,359,434	84,764	2,733,701	2,829,938	6
EXPENSES:						
Diocesan Operating:						
Office of the Bishop:						
Personnel	623,278	623,444	166	1,269,496	1,128,333	7
Operating Costs	235,967	219,357	(16,610) B	444,402	549,489	8
Governance	10,725	17,667	6,942	94,000	220,196	9
Total diocesan operating expenses	869,970	860,468	(9,502)	1,807,898	1,898,018	10
Program expenses:						
Youth and Young Adults	61,555	65,764	4,209	104,472	49,130	11
Outreach	63,746	60,418	(3,329)	120,835	144,402	12
Congregational Development and Support	237,970	296,497	58,527	532,915	434,852	13
Total program expenses	363,271	422,678	59,407	758,222	628,384	14
TEC Assessment	190,768	190,768	-	381,536	346,947	15
Province 8 Assessment	2,250	2,250	-	4,500	4,500	16
Total expenses	1,426,259	1,476,164	49,905	2,952,156	2,877,849	17
NET OPERATING INCOME (LOSS)	17,939	(116,730)	134,669	(218,455)	(47,911)	18
Reserve ALLOCATIONS:						
Bishop Search	(20,000)	(20,000)	-	(20,000)	(20,000)	19
Bishop/CTO Autos	(10,000)	(10,000)	-	(10,000)	(10,000)	20
Center for St. Mathews Surplus	(21,765)	(15,000)	(6,765) C	(60,000)	(18,497)	21
Church Planting	(1,000)	(1,000)	-	(1,000)	(1,000)	22
General Convention	(17,500)	(17,500)	-	(17,500)	-	23
Pilgrimage Fund	(2,500)	(2,500)	-	(2,500)	(2,500)	24
Sabbaticals	-	-	-	-	(2,500)	25
Total Reserve Allocations for Future Use	(72,765)	(66,000)	(6,765) -	(111,000)	(54,497)	26
Draws from Designated and Restricted Funds						
Archdeacon Fund for Education (Deacon Formation)	-	-	-	-	8,000	27
Bishop/CTO Autos	-	-	-	-	-	28
Communication Hubs	-	1,526	(1,526)	3,051	3,051	29
Disaster Relief Funds	48,556	24,611	23,945 D	49,222	89,953	30
Disaster Resilience and Recovery Fund	48,053	36,814	11,239 D	73,628	134,178	31
Sabbaticals	-	5,000	(5,000)	10,000	-	32
General Convention	-	-	-	-	36,650	33
Total Draws from Designated and Restricted Funds	96,609	67,951	28,659 -	135,901	271,832	34
Board Approved Draw from Unrestricted/Undesignated Reserves						
For Racial Audit	-	-	-	-	18,645	35
For Commission on the Environment	-	-	-	-	25,000	36
For Revival 2024	-	-	-	-	79,213	37
Missional Fund	-	44,625	(44,625)	89,250	-	38
Noel Porter Fund (Youth and Young Adults)	83	52,236	(52,153)	104,472	-	39
Total Board Approved Draw from Unrestricted /Undesignated Reserves	83	96,861	(96,778) -	193,722	122,858	40
NET OPERATING INCOME (LOSS) AFTER RESERVE ALLOCATIONS	41,866	(17,918)	59,784 -	168	292,282	41
OTHER CHANGES TO NET ASSETS:						
Cash items:						
Investment Interest and Dividends, Net of Fees	145,414	-	145,414 A	-	331,100	42
Realized Gains (Losses)	332,484	-	332,484 A	-	375,223	43
Gain on Disposal of Assets	-	-	-	-	662,662	44
Unclassified Credit Card Expenses	-	-	-	-	-	45
Total cash items	477,898	-	477,898	-	1,368,985	46
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS BEFORE NON-CASH ITEMS						
	519,764	(17,918)	537,682	168	1,661,267	47
Non-cash items:						
Depreciation	(57,736)	-	(57,736)	-	(67,980)	48
Unrealized Gains (Losses) from Investments	415,304	-	415,304 A	-	477,382	49
Total non-cash items	357,568	-	357,568	-	409,402	50
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS	877,332	(17,918)	895,250	168	2,070,669	51
DONOR RESTRICTED NET ASSETS (excludes investment earnings):						
Contributions:						
General Restricted Contributions	-	-	-	-	550	52
Discretionary Funds	14,794	-	14,794	-	48,803	53
Disaster Relief and Disaster Resilience contributions	75,461	-	75,461	-	237,231	54
Expenses:						
Discretionary Funds	(21,936)	-	(21,936)	-	(37,296)	55
Disaster Relief Funds	(17,000)	-	(17,000)	-	(17,416)	56
Turnball Retiree Health Insurance Fund	(3,564)	-	(3,564)	-	(5,502)	57
INCREASE (DECREASE) IN TEMPORARILY RESTRICTED NET ASSETS	47,755	-	47,755	-	226,370	58
PERMANENTLY RESTRICTED NET ASSETS:						
Change in value of charitable remainder trust assets	-	-	-	-	597	59
INCREASE (DECREASE) IN NET ASSETS	925,087	(17,918)	943,005	168	2,297,636	60

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
BUDGET TO ACTUAL- SUMMARY Six Months Ended June 30, 2025

	6/30/2025 ACTUAL	YTD 2025 BUDGET	(UNFAVORABLE) VARIANCE	ANNUAL	12/31/24 ACTUAL	#
Increase in Net Assets for GAAP	596,815	(421,075)	1,017,890	(827,145)	1,404,088	65
Net ASSETS, End of period - GAAP <i>(Note 1, 2 and 3)</i>	<u>18,618,836</u>	<u>17,600,946</u>	<u>1,017,890</u>	<u>17,194,876</u>	<u>18,022,021</u>	66

- (1) Excludes revenue from investments and reflects the use of investment net assets for current operations as the usage is already reflected in net assets.
- (2) Excludes the net change in reserve allocations as the allocations are net asset designations of the Board of Trustees and effectively result in a reclass from undesignated net assets without donor restrictions to designated net assets without donor restrictions.
- (3) The Budget to Actual Summary is prepared in a format to reflect the diocesan budget and is not reported according to GAAP but does accurately reflect the operations of the diocese. Year-end audited financials will be reported in GAAP format for auditing purposes.

**THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
BUDGET TO ACTUAL DETAIL
Six Months Ended June 30, 2025**

	6/30/2025 ACTUAL	YTD 2025 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	% VARIANCE	ANNUAL 2025 BUDGET	12/31/24 ACTUAL	Line #
REVENUES							
OPERATING REVENUE							
Mission Apportionment, net	997,062	905,001	92,062	10%	1,810,001	1,858,742	1
Contributions, Bequests, etc.	1,030	-	1,030	100%	-	131,544	2
St. Matthews Center							
Contributions	3,850	5,557	(1,707)	-31%	11,113	11,108	3
Rental Income	63,342	64,500	(1,158)	-2%	129,000	126,277	4
Other Income	-	-	-	100%	-	85	5
Total St. Matthews Center	67,192	70,057	(2,865)	-100%	140,113	137,470	6
Other Revenue							
Event Revenue	47,980	56,950	(8,970)	-16%	128,733	85,138	7
Interest Revenue (Non Investment Funds)	8,505	8,000	505	6%	16,000	16,416	8
Other Revenue	18,084	15,082	3,002	20%	30,164	47,273	9
Total Other Revenue	74,569	80,032	(5,463)	-7%	174,897	148,827	10
Revenue from Investments	304,345	304,345	-	0%	608,690	553,355	11
TOTAL OPERATING REVENUE	1,444,198	1,359,434	84,764	0	2,733,701	2,829,938	12
OPERATING EXPENSES							
DIOCESAN OPERATING EXPENSES							
OFFICE OF THE BISHOP							
PERSONNEL							
Bishop	93,105	93,105	-	0%	186,210	177,681	13
Canon to the Ordinary	61,000	61,000	-	0%	122,000	116,412	14
Director of Operations	57,579	55,455	(2,124)	-4%	110,910	105,830	15
Executive Assistant to the Bishop	44,169	42,863	(1,307)	-3%	85,725	81,799	16
Executive Staff Support	36,207	34,038	(2,170)	-6%	68,075	69,563	17
Executive Staff Support II	25,891	26,188	297	1%	52,375	45,539	18
Missioner for Church Life	42,500	49,037	6,537	13%	98,074	70,547	19
Director of Communications	2,822	2,826	4	0%	28,259	39,875	20
Missioner for Disaster Resilience	38,704	37,946	(759)	-2%	75,891	72,415	21
Receptionist and Administrative Support	25,522	24,216	(1,307)	-5%	48,431	45,069	22
Vacation Buyouts and Termination Pay-Outs	5,385	-	(5,385)	100%	-	8,992	23
Benefits	190,394	191,773	1,379	1%	383,546	294,611	24
Merit Increase	-	5,000	5,000	100%	10,000	-	25
Total Personnel	623,278	623,444	166	0%	1,269,496	1,128,333	26
OPERATING COSTS							
Accounting/Auditing Fees	60,687	58,000	(2,687)	-5%	116,000	121,130	27
Autos - Bishop & Canon	11,400	3,500	(7,900)	-226%	7,000	15,848	28
Communications	9,370	10,000	630	6%	20,000	18,164	29
Communications Consultant	28,197	28,026	(171)	-1%	51,741	27,757	30
Communications Hubs	2,774	7,526	4,752	63%	15,051	8,791	31
Continuing Education	3,412	5,000	1,588	32%	10,000	7,312	32
Equipment, Furniture, Software	24,848	20,750	(4,098)	-20%	41,500	49,557	33
Hospitality and Travel	23,531	20,000	(3,531)	-18%	40,000	38,068	34
Insurance	17,440	7,500	(9,940)	-133%	15,000	18,105	35
Legal Fees	518	4,000	3,482	87%	8,000	311	36
Miscellaneous Office	18,804	25,500	6,696	26%	51,000	69,812	37
Office Occupancy Cost and Storage	34,986	29,555	(5,431)	-18%	59,110	174,634	38
Sabbaticals	-	-	-	100%	10,000	-	39
Total Operating Costs	235,967	219,357	(16,610)	-8%	444,402	549,489	40
GOVERNANCE							
Board of Trustees	7,712	12,500	4,788	38%	25,000	24,136	41
Standing Committee	88	500	412	82%	1,000	341	42
Diocesan Convention	2,475	2,667	192	7%	64,000	15,202	43
General Convention	-	-	-	100%	-	54,150	44
Lambeth	-	-	-	100%	-	-	45
Other Committees	-	250	250	100%	500	11	46
Revival	-	-	-	100%	-	124,106	47
Strategic Planning	-	750	750	100%	1,500	-	48
Ecclesiastical Support	450	1,000	550	55%	2,000	2,250	49
Total Governance	10,725	17,667	6,942	39%	94,000	220,196	50
TOTAL DIOCESAN OPERATING EXPENSES	869,970	860,468	(9,502)	-1%	1,807,898	1,898,018	51

**THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
BUDGET TO ACTUAL DETAIL
Six Months Ended June 30, 2025**

	6/30/2025 ACTUAL	YTD 2025 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	% VARIANCE	ANNUAL 2025 BUDGET	12/31/24 ACTUAL	Line #
PROGRAM EXPENSES							
YOUTH AND YOUNG ADULTS							
Campus Ministries & Chaplains	43,750	43,750	-	0%	43,750	44,000	52
Grant to Camp Living Waters	17,722	17,722	-	0%	17,722	2,763	53
Pathways	83	292	209	72%	35,000	2,075	54
Youth Discipleship & Camperships	-	4,000	4,000	100%	8,000	292	55
Total Youth and Young Adults	61,555	65,764	4,209	6%	104,472	49,130	56
OUTREACH							
Companion Diocese	2,657	2,000	(657)	-33%	4,000	672	57
Episcopal Community Services	6,500	6,500	-	0%	13,000	8,000	58
Disaster Preparedness	2,912	2,250	(662)	-29%	4,500	1,506	59
Sustainable Development Goals (.007 of total revenue)	-	6,611	6,611	100%	13,222	12,750	60
St. Matthew's Center	45,427	40,057	(5,371)	-13%	80,113	118,974	61
Outreach - Other	6,250	3,000	(3,250)	-108%	6,000	2,500	62
Total Outreach	63,746	60,418	(3,329)	-6%	120,835	144,402	63
CONGREGATIONAL DEVELOPMENT AND SUPPORT							
Archdeacon	1,954	4,250	2,296	54%	8,500	1,000	64
Best Skills	36,172	37,000	828	2%	37,000	-	65
College for Congregational Development	3,500	3,500	-	0%	3,500	-	66
Deacon Formation	16,421	17,122	701	4%	51,366	31,697	67
Deaneries	2,105	13,750	11,645	85%	27,500	11,361	68
Fresh Start	9,360	9,700	340	4%	9,700	7,201	69
Latino Ministries	-	44,625	44,625	100%	89,250	-	70
Conferences				100%			71
Clergy Conference	37,159	33,000	(4,159)	-13%	33,000	31,718	72
Congregational Leadership Conferences	-	-	-	100%	6,000	1,388	73
Total Conferences	37,159	33,000	(4,159)	-13%	39,000	33,106	74
Congregation and Clergy Support							
Clergy Support and Development	13,407	17,500	4,093	23%	35,000	31,690	75
Congregational Assistance	37,526	35,000	(2,526)	-7%	70,000	51,253	76
Congregational Development Group	-	9,750	9,750	100%	19,500	17,759	77
Missioner for Disaster Resilience	48,053	21,150	(26,903)	-127%	42,300	134,178	78
Racial Reconciliation	3,234	8,689	5,455	63%	17,378	13,729	79
Safe Church Training	481	2,820	2,339	83%	5,640	-	80
Transitional Ministry/Deployment	1,954	5,000	3,046	61%	10,000	11,232	81
Theological Education	1,750	4,000	2,250	56%	8,000	6,111	82
Total Congregation and Clergy Support	106,405	103,909	(2,496)	-2%	207,818	265,952	83
Ministries and Commissions							
Christian Formation	1,400	4,350	2,950	68%	8,700	8,739	84
Commission for Intercultural Ministries	2,078	4,079	2,001	49%	8,157	2,283	85
Commission on Ministry	10,402	8,000	(2,402)	-30%	16,000	16,128	86
Commission on the Environment	476	3,537	3,061	87%	7,074	33,189	87
Ecumenical Ministries	718	1,000	282	28%	2,000	350	88
Health Ministries	4,269	3,000	(1,269)	-42%	6,000	3,862	89
Indigenous (Native American) Ministries	77	1,300	1,223	94%	2,600	-	90
Liturgy & Music	751	1,250	499	40%	2,500	941	91
Racial Audit	1,000	1,750	750	43%	3,500	18,645	92
Stewardship Commission	3,723	1,375	(2,348)	-171%	2,750	398	93
Total Ministries and Commissions	24,894	29,641	4,747	16%	59,281	84,535	94
Total Congregational Development and Support	237,970	296,497	58,527	20%	532,915	434,852	95
TOTAL PROGRAM EXPENSES	363,271	422,678	59,407	14%	758,222	628,384	96
TEC ASSESSMENT	190,768	190,768	-	0%	381,536	346,947	87
PROVINCE 8 ASSESSMENT	2,250	2,250	-	0%	4,500	4,500	98
TOTAL OPERATING EXPENSES	1,426,259	1,476,164	49,905	3%	2,952,156	2,877,849	99
NET OPERATING INCOME/ (LOSS)	17,939	(116,730)	134,669	115%	(218,455)	(47,911)	100

FINANCIAL REPORTS | BUDGET TO ACTUAL THROUGH 6/30/2025

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
EVENTS BUDGET TO ACTUAL
Six Months Ended June 30, 2025

Program/Event	6/30/2025 Revenue Actual	YTD Revenue Budget	6/30/2025 Expense Actual	YTD Expense Budget	6/30/2025 Net Effect Actual	YTD Net Effect Budget	Net Effect Favorable (Unfavorable) Variance	Net Effect % Variance	2025 Revenue Budget	2025 Expense Budget	2025 Net Effect Budget	Line #
Best Skills	5,800	21,000	36,172	37,000	(30,372)	(16,000)	(14,372)	90%	21,000	37,000	(16,000)	1
Clergy Conference	21,875	18,000	37,159	33,000	(15,284)	(15,000)	(284)	2%	18,000	33,000	(15,000)	2
College for Congregational Development	-	-	3,500	3,500	(3,500)	(3,500)	-	0%	-	3,500	(3,500)	3
Congregational Leadership Conferences	-	-	-	-	-	-	-	100%	1,000	6,000	(5,000)	4
Diocesan Convention	9,920	9,583	2,475	2,667	7,445	6,917	528	8%	46,000	64,000	(18,000)	5
Fresh Start	-	-	9,360	9,700	(9,360)	(9,700)	340	-4%	-	9,700	(9,700)	6
Deacon Formation	7,240	6,367	16,421	17,122	(9,181)	(10,756)	1,575	-15%	12,733	51,366	(38,633)	8
Events Other	1,220	-	-	-	1,220	-	1,220	100%	-	-	-	9
Pathways	1,925	2,000	83	292	1,842	1,708	134	8%	30,000	35,000	(5,000)	10
Total Event/Program Summary	47,980	56,950	105,170	103,280	(57,190)	(46,331)	(10,860)	23%	128,733	239,566	(110,833)	11
St. Matthews Center	67,192	70,057	45,427	40,057	21,765	30,000	(8,235)	-27%	140,113	80,113	60,000	12

FINANCIAL REPORTS | 2026 CONGREGATION RANGE SHEET

The Episcopal Diocese of Northern California Congregation Ranges - 2026

Church Name	Page 2	Page 4	Page 5	Points Comparison		
	Sunday Attendance #1	Pledge Cards #1	Operating Expenses #6	2024 Points	Change from Prior Year **	2025 Points

Bishop

Range G (500 & up)

8 Delegates Allowed*

Trinity Cathedral (Sacramento)	264	264	\$1,626,908	913.71		945.45
Trinity (Folsom)	220	188	\$835,480	539.07		519.74

Range F (335.00 - 499.99)

7 Delegates Allowed

Incarnation (Santa Rosa)	150	144	\$823,991	489.39		485.50
Grace (Saint Helena)	85	99	\$862,702	523.96	**WAS G	477.35
St. Michael's (Carmichael)	93	113	\$829,824	453.94		466.41
St. John's (Roseville)	181	123	\$613,453	341.28		382.73
St. Martin's (Davis)	114	116	\$571,902	309.99	**WAS E	343.45

Range E (223 - 334.99)

6 Delegates Allowed

St. John's (Chico)	92	75	\$504,702	295.29		294.10
Emmanuel (Grass Valley)	102	70	\$474,475	253.89		280.24
Faith (Cameron Park)	87	95	\$468,567	316.81		279.78
St. Mary's (Napa)	127	92	\$422,893	312.88		266.20
St. Paul's (Benicia)	89	70	\$416,412	248.60		247.96
St. Luke's (Auburn)	104	89	\$387,572	190.03	**WAS D	242.04
St. Augustine (Rocklin)	83	65	\$405,233	234.93		239.62
St. Stephen's (Sebastopol)	80	52	\$381,906	188.65	**WAS D	223.95

Range D (170 - 222.99)

5 Delegates Allowed

Christ (Eureka)	112	78	\$338,014	237.34	**WAS E	216.51
St. Paul's (Healdsburg)	81	63	\$347,738	226.11	**WAS E	209.87
Grace (Fairfield)	39	39	\$325,402	122.67	**WAS C	182.20
St. Patrick's (Kenwood)	54	52	\$292,124	166.14	**WAS C	172.56

Range C (120 - 169.99)

4 Delegates Allowed

All Saints (Sacramento)	53	49	\$286,515	157.65		168.76
Holy Trinity (Nevada City)	88	54	\$262,904	154.14		166.95
All Saints' (Redding)	72	52	\$253,661	175.27	**WAS D	157.83
St. John's (Petaluma)	75	60	\$226,592	179.26	**WAS D	147.05
St. Luke's (Woodland)	56	44	\$221,185	179.87	**WAS D	135.59
St. Alban's (Arcata)	47	44	\$221,274	133.97		133.39
Trinity (Sonoma)	38	40	\$210,717	120.26		124.86

Range B (90 - 119.99)

3 Delegates Allowed

St. Clement's (Rancho Cordova)	35	29	\$197,180	96.14		114.59
Our Saviour (Placerville)	57	32	\$178,627	111.01		111.56
St. Paul's (Sacramento)	39	33	\$144,986	103.04		90.49

* = One additional Delegate is allowed for every 100 Congregational Points, in the previous year, above the Diocesan Standard.

** = Change from the prior year.

FINANCIAL REPORTS | 2026 CONGREGATION RANGE SHEET

The Episcopal Diocese of Northern California Congregation Ranges - 2026

Church Name	Page 2	Page 4	Page 5	Points Comparison		
	Sunday Attendance #1	Pledge Cards #1	Operating Expenses #6	2024 Points	Change from Prior Year **	2025 Points
Range A (below 90) 3 Delegates Allowed						
Epiphany (Vacaville)	52	32	\$137,291	92.13	**WAS B	89.65
St. George's (Carmichael)	44	27	\$109,486	68.76		72.49
St. Luke's (Calistoga)	50	31	\$103,682	64.56		72.09
St. Michael's (Fort Bragg)	20	23	\$118,145	66.04		69.82
St. Peter's (Red Bluff)	21	17	\$117,139	59.92		68.07
Ascension (Vallejo)	31	42	\$92,604	96.56	**WAS B	64.55
St. James (Lincoln)	33	33	\$76,351	72.32		54.68
St. Stephen's (Colusa)	13	0	\$88,049	36.56		47.27
St. Barnabas (Mount Shasta)	30	22	\$62,687	50.34		44.34
Shepherd by the Sea (Gualala)	24	15	\$64,350	46.35		41.93
St. Mary's (Elk Grove)	26	22	\$58,786	34.47		41.39
St. John's (Marysville)	13	17	\$65,482	36.49		40.24
Trinity (Sutter Creek)	15	15	\$63,297	32.93		39.15
Holy Trinity (Ukiah)	20	19	\$58,091	38.90		38.80
St. Francis (Fortuna)	20	19	\$54,232	44.62		36.87
St. Timothy's (Gridley)	17	14	\$56,319	29.75		35.91
Good Shepherd (Cloverdale)	30	26	\$40,243	33.62		34.12
St. James (Yuba City)	18	17	\$45,727	36.99		31.61
St. Michael's (Anderson)	19	6	\$50,478	29.06		31.49
St. Francis (Willits)	19	22	\$40,306	30.82		30.40
St. Paul's (Crescent City)	20	10	\$39,012	25.38		27.01
Christ (Quincy)	13	16	\$37,525	39.45		26.01
St. John's (Lakeport)	10	15	\$33,673	21.06		23.09
St. Luke's (Galt)	16	15	\$29,611	40.06		22.56
Holy Trinity (Willows)	7	8	\$35,911	20.79		21.71
Grace (Wheatland)	13	6	\$33,861	20.28		21.68
St. Michael's (Alturas)	7	6	\$31,455	19.64		18.98
Good Shepherd (Susanville)	10	7	\$21,226	6.51		14.86
St. Matthew's (Sacramento)	13	11	\$9,989	9.08		10.99
St. Paul's (Orville)	21	12	\$0	30.78		8.25
St. Andrew's (Corning)	6	0	\$10,645	8.87		6.82
St. Nicholas (Paradise)	6	0	\$0	2.25		1.50

Points are calculated as follows from Parochial Report line items:	
Line #1 (pg.2) x 25% +	
Line #1 (pg.4) x 25% +	
Line #6 (pg.5)/1000 x 50%	
For example:	
Average attendance (#1) = 200 x 25% =	50
# of pledge cards (#1) = 120 x 25% =	30
Operating Exp (#6) = 120,000 =	
	120,000/1000 x 50% <u>60</u>
Total Points	<u>140</u>
Points of 140 reflects Range C	

See Article V, Section 5 of the Constitution of the Episcopal Church in the Diocese of Northern California for guidance on Lay Delegates to Convention.

* = One additional Delegate is allowed for every 100 Congregational Points, in the previous year, above the Diocesan Standard.

** = Change from the prior year.

EPISCOPAL FOUNDATION OF NORTHERN CALIFORNIA

Tamoya Bell, Sr. Accountant



The financial statements for June 2025 include the following:

- Statement of Financial Position compared to previous year ended June 30, 2025
- Actual to Budget through June 2025
- Net Asset Rollforward compared to previous year ended December 31, 2025

The organization realized income of \$ 41,478 which is 116% of the annual budgeted income. This amount includes \$41,378 of realized gain on investments.

Year-to-date, the Foundation experienced an unrealized **gain**.

Net Operating Income is \$ 17,263. The organization experienced an unrealized **gain** of \$ 44,252 and net restricted investment activity of \$13,838. As such, net assets **increased** by \$75,352 (rounding).

The Episcopal Foundation of Northern California

Statement of Financial Position

As of June 30, 2025

1:42 PM

08/05/25

Accrual Basis

	Jun 30, 25	Jun 30, 24	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1002 · Checking - Operating	11,111.82	56,577.02	-45,465.20
1003 · Checking - Trust account	1,370.31	1,142.84	227.47
1350 · Union Banc - Pass Through	0.00	11,864.88	-11,864.88
Total Checking/Savings	12,482.13	69,584.74	-57,102.61
Other Current Assets			
1300 · Prepaid Insurance	395.83	359.16	36.67
1330 · Investment Fund - C Fund	17,833.61	17,218.71	614.90
Total Other Current Assets	18,229.44	17,577.87	651.57
Total Current Assets	30,711.57	87,162.61	-56,451.04
Other Assets			
1800 · Foundation Investments			
1850.00 · EFNC - A Fund	1,124,801.92	1,253,661.79	-128,859.87
1850.05 · Blackmore Fund for Davis	136,276.46	126,903.14	9,373.32
1850.10 · Braxton Fund for Trinity	9,967.82	9,493.23	474.59
1850.15 · Jenkins Fund for Trinity	399,285.59	371,822.05	27,463.54
1850.20 · Lackey Fund for CNP/Tahoe City	99,804.18	92,073.17	7,731.01
1850.25 · Sherriff's Fund for Healdsburg	251,774.49	259,010.76	-7,236.27
1850.30 · Sharder Fund for Trinity	64,689.52	60,240.07	4,449.45
1850.35 · Sims Fund for Trinity	107,569.22	100,170.44	7,398.78
1850.40 · Williams Fund	137,297.86	127,854.30	9,443.56
1850.45 · Wilson Fund for Chico	283,678.08	303,854.11	-20,176.03
1850.50 · EFNC - ESG Fund	233,681.61	0.00	233,681.61
Total 1800 · Foundation Investments	2,848,826.75	2,705,083.06	143,743.69
1852 · Investments-Held for Others			
1861 · Potter Fund for FL - HFO	34,117.19	31,029.20	3,087.99
1880 · American Funds - HFO	218,847.45	201,421.56	17,425.89
1885 · Franklin Templeton - HFO	2,189.90	2,040.35	149.55
Total 1852 · Investments-Held for Others	255,154.54	234,491.11	20,663.43
1928 · Charitable Remainder Trusts	5,978.00	5,779.00	199.00
Total Other Assets	3,109,959.29	2,945,353.17	164,606.12
TOTAL ASSETS	3,140,670.86	3,032,515.78	108,155.08
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable	380.00	2,443.90	-2,063.90
Credit Cards	590.00	582.00	8.00
Other Current Liabilities			
2400 · Pass-through donations			
2405 · Pass-through (Book of Dreams)	0.00	295.00	-295.00
2410 · Stock Transfers	0.00	11,860.54	-11,860.54
Total 2400 · Pass-through donations	0.00	12,155.54	-12,155.54
Total Other Current Liabilities	0.00	12,155.54	-12,155.54
Total Current Liabilities	970.00	15,181.44	-14,211.44

The Episcopal Foundation of Northern California
Statement of Financial Position

As of June 30, 2025

1:42 PM

08/05/25

Accrual Basis

	Jun 30, 25	Jun 30, 24	\$ Change
Long Term Liabilities			
2700 · Held for Other Agencies			
2717 · Potter Fund for FL - HFO	34,117.19	31,029.20	3,087.99
2730 · American Funds - HFO	218,847.45	201,421.56	17,425.89
2735 · Franklin Templeton - HFO	2,189.90	2,040.35	149.55
Total 2700 · Held for Other Agencies	255,154.54	234,491.11	20,663.43
Total Long Term Liabilities	255,154.54	234,491.11	20,663.43
Total Liabilities	256,124.54	249,672.55	6,451.99
Equity			
3100 · Without Donor Restrictions	895,298.51	843,460.93	51,837.58
3200 · With Donor Restrictions	686,714.98	650,963.29	35,751.69
3300 · Perm. Restricted Net Assets	1,302,532.83	1,288,419.01	14,113.82
3400 · Change in Net Assets	-75,352.07	-86,963.29	11,611.22
Net Income	75,352.07	86,963.29	-11,611.22
Total Equity	2,884,546.32	2,782,843.23	101,703.09
TOTAL LIABILITIES & EQUITY	3,140,670.86	3,032,515.78	108,155.08

**Investment Fund
Participant Account Listing - EFNC Only
Investment Balances as of June 30, 2025**

Account # (Partial)	Church	Account Name (short name)	Balanced Fund (A) Balance	Fixed Inome (B) Balance	Cash Fund (C) Balance	ESG (D) Balance	TOTAL per organization	TOTAL
		Foundation Funds	Breakdown below:		17,833.61	233,681.61	1,376,317.14	
		Incredible Shrinking Insurance Policies:						
		Barry L. Beisner Fund (\$25,000)	11,269.01					
		Brooks Insurance Fund (\$5,000)	5,000.00					
		Ernest E. Brown Fund (\$5,000)	5,000.00					
		Michael Patrick Crosse Fund (\$10,000)	10,000.00					
		James Christopher Delisle Fund (\$100,000)	33,184.04					
		Hollingshead Family Fund (\$10,000)	4,112.02					
		Pamela Kepler Fund (\$50,000)	22,168.77					
		Rita A. Kresha Fund	46,790.38					
5602	Foundation	Robert E. and Cynthia J. Mohler Fund (\$5,000)	4,869.95					
		Somerville Fund (\$10,000)	19,987.61					
		AIDS Ministry - Endowed fund (\$1,425)	4,417.71					
		Dorothy Blackmore Fund (\$62,203 - 1/2 of original gift - EFNC portion)	222,980.74					
		Herbert W. and Caroline Jenkins Fund (\$152,967 - 1/2 of original gift - EFNC portion)	365,898.67					
		Albert B. Sims Fund (\$36,189 - 1/2 of orginal gift - EFNC portion)	46,670.52					
		Anita Weaver Fund for elderly housing	95,875.89					
		John R. Bergen Fund (\$13,540)	26,995.08					
		Brooks Fund (\$4,445)	9,251.25					
		Efra C. Zollinger Fund (\$10,000)	72,162.15					
		Sheila Hard Endowment Fund	15,159.07					
		Unrestricted Operating Funds	103,009.06					
5625	Foundation	Sheriff Memorial - Healdsburg	251,774.49				251,774.49	
5626	Foundation	Dorothy Wilson Children's Ministry - Chico	283,678.08				283,678.08	
5627	Foundation	Charmin Sharder Fund	64,689.52				64,689.52	
5628	Foundation	Dorothy Blackmore Fund - Davis	136,276.46				136,276.46	
5629	Foundation	Jenkins Trust - Cathedral	399,285.59				399,285.59	
5630	Foundation	Lackey Memorial Fund	99,804.18				99,804.18	
5631	Foundation	Potter Fund - Fallen Leaf	34,117.19				34,117.19	
5633	Foundation	Sims Trust - Cathedral	107,569.22				107,569.22	
5646	Foundation	Williams Fund	137,297.86				137,297.86	
5655	Foundation	Braxton Fund	9,967.82				9,967.82	2,900,777.55
TOTAL			2,649,262.33	-	17,833.61	233,681.61	2,900,777.55	2,900,777.55

The Episcopal Foundation of Northern California
Actual to Budget
For Six Months Ending June 30, 2025 (50%)

Accrual Basis

	Jan - Jun 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4000 · Donations/ Contributions				
4010 · Gifts from Individuals/ Estates	100	100	0	100%
4070 · Annual Appeal (Mailer)	0	1,000	(1,000)	0%
Total 4000 · Donations/ Contributions	100	1,100	(1,000)	9%
4900 · Investment Income				
4910 · Investment Interest/ Dividends	14,966	40,000	(25,034)	37%
4920 · Realized Gains/ Losses	29,907	0	29,907	100%
4925 · Investments Expenses	(3,495)	(5,200)	1,705	67%
Total 4900 · Investment Income	41,378	34,800	6,578	119%
Total Income	41,478	35,900	5,578	116%
Gross Profit	41,478	35,900	5,578	116%
Expense				
6220 · Bank and Credit Card Fees	199	250	(51)	79%
6340 · Contributions	1,500	1,500	0	100%
6350 · Database	1,926	3,400	(1,474)	57%
6410 · Dues & Subscriptions	0	600	(600)	0%
6432 · Event expense	0	500	(500)	0%
6436 · Grant to New/Emergent Ministry				
6436.1 · Foundation Grants	0	30,000	(30,000)	0%
Total 6436 · Grant to New/Emergent Ministry	0	30,000	(30,000)	0%
6437 · Insurance	1,096	2,155	(1,059)	51%
6440 · Office Supplies	0	200	(200)	0%
6460 · Meals & Entertainment	147	100	47	147%
6461 · Mustard Seed Expenses	0	1,000	(1,000)	0%
6463 · Printing & Copies	0	100	(100)	0%
6466 · Postage	0	100	(100)	0%
6467 · Professional Fees				
6100 · Accounting Fees	2,432	7,500	(5,068)	32%
6150 · Audit and Tax Fees	1,809	2,000	(191)	90%
6444 · Administrative Support	15,082	30,165	(15,083)	50%
Total 6467 · Professional Fees	19,323	39,665	(20,342)	49%
6515 · Website/ Hosting	0	200	(200)	0%
Total Expense	24,190	79,770	(55,580)	30%
Net Ordinary Income	17,288	(43,870)	61,158	(39)%
Other Income/Expense				
Other Income				
4915 · Unrealized Gains/ Losses	44,252	0	44,252	100%
8100 · Temporarily Restricted Activity				
8105 · Restricted Investment Int/ Divd	18,759	0	18,759	100%
8110 · Restricted Realized gains/loss	39,209	0	39,209	100%
8115 · Restricted Unrealized gain/ los	48,339	0	48,339	100%
8200 · Restricted Investment Expense	(3,571)	(7,000)	3,429	51%
8300 · Restricted Distributions	(88,898)	0	(88,898)	100%
Total 8100 · Temporarily Restricted Activity	13,838	(7,000)	20,838	(198)%
Total Other Income	58,090	(7,000)	65,090	(830)%
Other Expense				
8551 · Trustee Expenses				
8552 · Life Insurance premiums	25	25	0	101%
Total 8551 · Trustee Expenses	25	25	0	101%
Total Other Expense	25	25	0	101%
Net Other Income	58,065	(7,025)	65,090	(827)%
Net Income	75,352	(50,895)	126,247	(148)%

FINANCIAL REPORTS | EFNC FINANCIALS THRU 6/30/2025

The Episcopal Foundation of Northern California Net Asset Rollforward For the Periods Ended December 31, 2024 and June 30, 2025

	Balance 12/31/2024	Income	Expenses/ Distributions	Net Income	Transfers Release	Balance 6/30/2025
Unrestricted						
Unrestricted Operating Funds	210,775	26,087.83	(20,906.89)	5,180.94		215,956
Hazel Bittle Funds - Board Designated	44,056					44,056
David Cavanagh Funds	39,154					39,154
2025 Foundation Grants	0					0
Tilton (Stock Transfer)	302					302
Annual Appeal	9,670					9,670
Blackmore Fund earnings for EFNC	147,962	14,624.26	(1,808.75)	12,815.51		160,778
Brooks Fund - Board Designation (Original Gift \$4,445)	8,647	604.32	-	604.32		9,251
Efra C. Zollinger Fund - Board Designation (Original Gift \$10,000)	67,448	4,713.87	-	4,713.87		72,162
Jenkins Fund earnings for EFNC	189,030	23,901.72	-	23,901.72		212,932
John R. Bergen Fund - Board Designation (Original Gift \$13,540)	25,232	1,763.40	-	1,763.40		26,995
Lackey Fund earnings for Camperships (as of 12/31/2019)	39,589	4,279.28	(2,855.54)	1,423.74		41,013
Sheila Hard Endowment Fund	4,169	990.28	-	990.28		5,159
Sims Fund earnings for EFNC	7,433	3,048.68	-	3,048.68		10,482
Somerville Fund earnings for EFNC	8,682	1,305.66	-	1,305.66		9,988
Williams Fund earnings for EFNC	32,991	4,410.26	-	4,410.26		37,401
	835,140	85,730	(25,571)	60,158	-	895,299
Temporarily Restricted						
Charitable Remainder Unitrusts						
George R. Henry and Barbara A. Henry CRUT	5,978					5,978
AIDS Ministry Fund earnings	2,704	288.60	-	288.60		2,993
Blackmore Fund earnings for St. Martin's, Davis	67,232	8,754.84	(1,821.61)	6,933.23		74,165
Braxton Fund earnings for Trinity Cathedral	2,183	645.30	(445.76)	199.54		2,382
Jenkins Fund earnings for Trinity Cathedral	226,017	25,651.43	(5,337.26)	20,314.17		246,331
Sherriffs Fund earnings for St. Paul's, Healdsburg	89,884	16,501.42	(28,717.92)	(12,216.50)		77,667
Shrader Fund earnings for Trinity Cathedral	42,713	4,155.88	(864.72)	3,291.16		46,004
Sims Fund earnings for Trinity Cathedral	65,974	6,910.60	(1,437.89)	5,472.71		71,446
Anita Weaver Fund for elderly housing	89,613	6,262.93	-	6,262.93		95,876
Williams Fund earnings for Grace Cathedral/St. John's, Lakeport	24,928	4,410.27	(917.64)	3,492.63		28,421
Wilson Fund earnings for St. John's, Chico	64,432	19,020.44	(48,000.00)	(28,979.56)		35,452
	681,457	92,602	(87,543)	5,059	-	686,715
Permanently Restricted						
Incredible Shrinking Insurance Policies						
Barry L. Beisner Fund (\$25,000)	10,533	736.12		736.12		11,269
Brooks Insurance Fund (\$5,000)	5,000					5,000
Ernest E. Brown Fund (\$5,000)	5,000					5,000
Michael Patrick Crosse Fund (\$10,000)	10,000					10,000
James Christopher Delisle Fund (\$100,000)	31,016	2,167.67		2,167.67		33,184
Hollingshead Family Fund (\$10,000)	3,843	268.60		268.60		4,112
Pamela Kepler Fund (\$50,000)	20,721	1,448.13		1,448.13		22,169
Rita A. Kresha Fund	43,734	3,056.50		3,056.50		46,790
Robert E. and Cynthia J. Mohler Fund (\$5,000)	4,552	318.11		318.11		4,870
Somerville Fund (\$10,000)	10,000					10,000
AIDS Ministry - Endowed fund	1,425					1,425
Dorothy Blackmore Fund (\$124,406)	124,406					124,406
Anne T. and John T. Braxton Fund	7,585					7,585
Patricia J. Hill Fund	31,568					31,568
Patricia J. Hill 2007 donation	22,283					22,283
Herbert W. and Caroline Jenkins Fund	305,933					305,933
Harry Tidd Lackey Memorial Fund	50,651	2,139.65		2,139.65		52,791
Rosalie Sherriffs Charitable Trust	174,107					174,107
Sheila Hard Fund	10,000					10,000
Charmian Shrader Fund	18,742					18,742
Albert B. Sims Fund	72,378					72,378
Henry C. and Berthilde F. Williams Fund	80,695					80,695
Dorothy Wilson Children's Ministries Endowment	248,226					248,226
	1,292,398	10,135	-	10,135	-	1,302,533
Total Net Assets	2,808,995	188,466	(113,114)	75,352	-	2,884,546
Held for Others						
Fallen Leaf Lake - Potter Fund (Held for Others)	31,928	2,189		2,189		34,117.19

FINANCIAL REPORTS | EFNC FINANCIALS THRU 6/30/2025

Investment Fund Foundation Funds Breakdown

C Fund	5/31/2025	%	Dividends	Fees	Gains/Losses	Gains/Losses	Purchases	Sales	NAR	6/30/2025
Unrestricted Operating Fund	17,802.04	100%	31.57	-	-	-	-	-	-	17,833.61
Total C Fund:	17,802.04	100%	31.57	-	-	-	-	-	-	17,833.61
	17,802.04							Per Summary		17,833.61
	0.00							Difference		0.00
A Fund	5/31/2025	%	Dividends	Fees	Gains/Losses	Gains/Losses	Purchases	Sales	TRUE-UP TO NAR	6/30/2025
Incredible Shrinking Insurance Policies										
Barry L. Beisner Fund (\$25,000)	10,884.38	1.02%	44.31	-	111.84	228.48	-	-	0.01	11,269.01
Brooks Insurance Fund (\$5,000) - Maxed Out	5,000.00		-	-	-	-	-	-	-	5,000.00
Ernest E. Brown Fund (\$5,000) - Maxed Out	5,000.00		-	-	-	-	-	-	-	5,000.00
Michael Patrick Crosse Fund (\$10,000) - Maxed Out	10,000.00		-	-	-	-	-	-	-	10,000.00
James Christopher Delisle Fund (\$100,000)	32,051.43	3.00%	130.47	-	329.32	672.82	-	-	(0.01)	33,184.04
Hollingshead Family Fund (\$10,000)	3,971.67	0.37%	16.17	-	40.81	83.37	-	-	0.00	4,112.02
Pamela Kepler Fund (\$50,000)	21,412.12	2.01%	87.16	-	220.01	449.48	-	-	(0.00)	22,168.77
Rita A. Kresha Fund	45,193.36	4.24%	183.97	-	464.36	948.69	-	-	(0.00)	46,790.38
Robert E. and Cynthia J. Mohler Fund (\$5,000)	4,703.73	0.44%	19.15	-	48.33	98.74	-	-	0.00	4,869.95
Somerville Fund (\$10,000)	19,305.40	1.81%	78.59	-	198.36	405.26	-	-	0.01	19,987.61
AIDS Ministry - Endowed fund (\$1,425)	4,266.93	0.40%	17.37	-	43.84	89.57	-	-	(0.00)	4,417.71
Dorothy Blackmore Fund (\$62,203 - 1/2 of original gift - EFNC portion)	215,370.10	20.18%	876.72	-	2,212.90	4,521.02	-	-	(0.00)	222,980.74
Patricia J. Hill Fund (\$31,568)	-	0.00%	-	-	-	-	-	-	-	-
Herbert W. and Caroline Jenkins Fund (\$152,967 - 1/2 of original gift - Trinity portion)	-	0.00%	-	-	-	-	-	-	-	-
Herbert W. and Caroline Jenkins Fund (\$152,967 - 1/2 of original gift - EFNC portion)	353,410.04	33.12%	1,438.65	-	3,631.24	7,418.74	-	-	(0.00)	365,898.67
Albert B. Sims Fund (\$36,189 - 1/2 of original gift - EFNC portion)	45,077.59	4.22%	183.50	-	463.17	946.26	-	-	0.00	46,670.52
Anita Weaver Fund for elderly housing	92,603.51	8.68%	376.97	-	951.49	1,943.92	-	-	0.00	95,875.89
John R. Bergen Fund (\$13,540)	26,073.70	2.44%	106.14	-	267.90	547.34	-	-	0.00	26,995.08
Brooks Fund (\$4,445)	8,935.50	0.84%	36.37	-	91.81	187.57	-	-	(0.01)	9,251.25
Real Estate Opportunity Fund	-	0.00%	-	-	-	-	-	-	-	-
Donald R. Walk Fund (\$19,197)	-	0.00%	-	-	-	-	-	-	-	-
Efra C. Zollinger Fund (\$10,000)	69,699.15	6.53%	283.73	-	716.15	1,463.12	-	-	0.01	72,162.15
Sheila Hard Endowment Fund	14,641.67	1.37%	59.60	-	150.44	307.36	-	-	(0.00)	15,159.07
Unrestricted Operating Funds	99,493.21	9.32%	405.01	-	1,022.28	2,088.55	-	-	-	103,009.05
		0.00%	-	-	-	-	-	-	-	-
Total A Fund:	1,087,093.49	100%	4,343.89	-	10,964.25	22,400.29	-	-	-	1,124,801.91
	1,087,093.49							Per Summary		1,124,801.92
	0.00							Difference		0.00
EFNC Funds	1,087,093.49	100%	4,343.89	-	10,964.25	22,400.29	-	-	-	1,124,801.91
Held for Other Funds	-	-	-	-	-	-	-	-	-	-

Investment Fund Committee

Sharon Morrison, Chair

The Investment Fund Committee of the Trustee Board for our Diocese has concentrated their research and concern for the parishes of this diocese on investing in ways that Honor all of God's creation and purposes of our parishes.

Our investment fund offers parishes a professional, efficient, and reliable way to manage their financial assets for long-term growth and stability. Instead of managing investments in-house, which can expose the parish to risk and administrative burden, a pooled fund provides access to expert management and diversification, freeing up church leadership to focus on ministry.

Key advantages for parishes:

- ✓ Professional management and fiduciary oversight
- ✓ Economies of scale--including fees
- ✓ Enhanced Diversification and Possible Reduced Risk to portfolio
- ✓ Administrative Efficiency
- ✓ Ethical and Faith Based Values Alignment Availability
- ✓ Support for the larger Community and our Diocese

Please contact Kati Braak at kati@norcalepiscopal.org to inquire on how to find out more about this opportunity and more details.



2025 DIOCESAN CONVENTION 2026 BUDGET





A DEEPER DISCIPLESHIP: A MISSIONAL BUDGET FOR 2026



The Episcopal Diocese of Northern California



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Introduction

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





Introduction

Personnel and Operating Costs

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.

Throughout this document, you will see personnel salaries and operating expenses related to each category of the budget. We asked our team to evaluate their workload and how much time they spent per category/program and they are listed here. We also factored in operating costs per budget category - this includes items like office supplies, accounting and legal fees, equipment, software, etc.

Personnel salaries include salary, pension and benefits.

Operating Costs includes accounting, autos, hospitality and travel, continuing educations, communications, equipment, furniture, software, insurance, legal fees, office occupancy and storage and sabbaticals.

Revenues

Our shared ministry is made possible through the faithful stewardship of our congregations and the prudent management of our shared resources. This income allows us to fund the vital work across our diocese.

Mission Apportionment, net contributions	\$1,719,664
St. Matthews Center: Contributions, Rental Income, Other Income	\$150,948
Bookkeeping Position (Congregations share of cost for position)	\$19,650
Other revenue (event revenue, interest revenue, other revenue)	\$153,025
Revenue from Investments	\$547,820
Total	\$2,591,107

Diocesan Operating Costs

Below are the Diocesan operating expenses. The following pages detailed descriptions of each category.

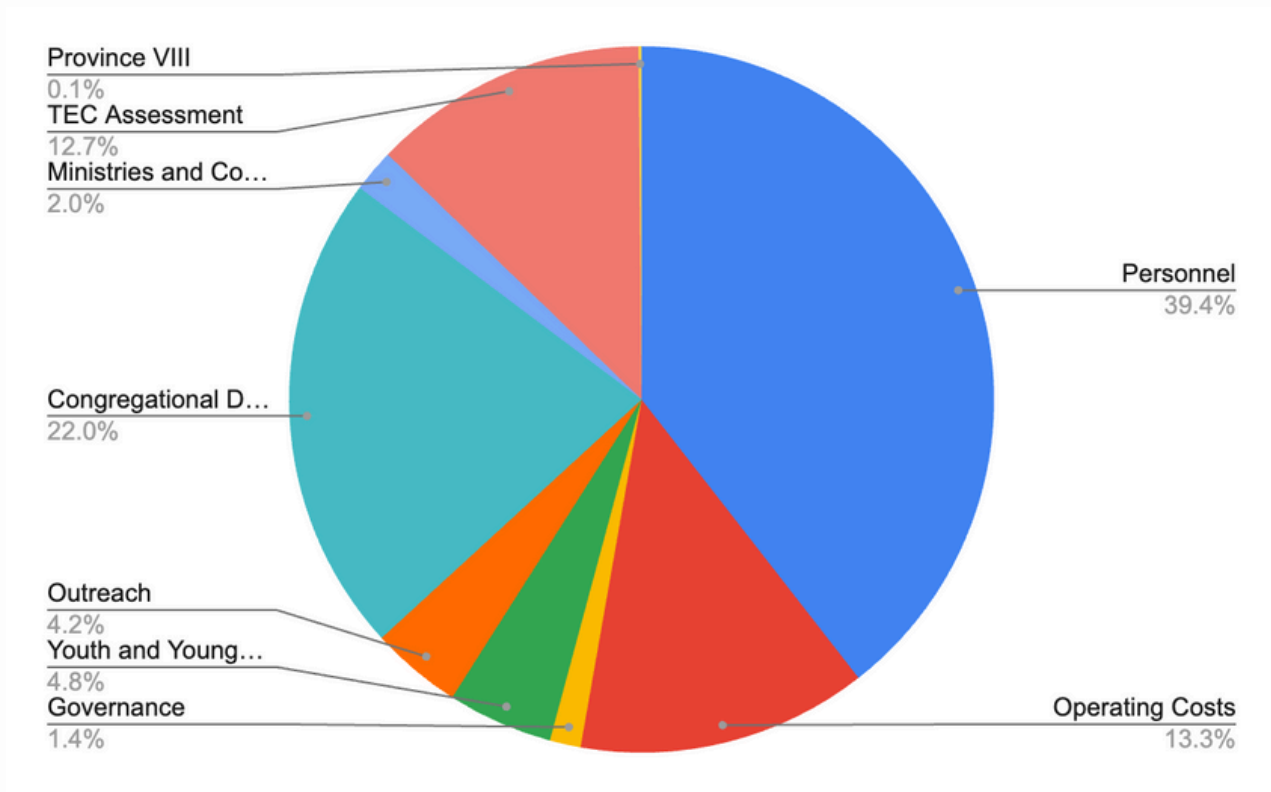
Further, you will notice operating costs listed per category. These costs represent a variety of items to help operations and logistics and ensure our staff can travel, feel supported with continuing education, insurance, legal fees as well as office supplies, equipment, and miscellaneous office supplies.

Personnel	\$1,251,105
Operating Costs	\$422,570
Governance	\$45,000
Program Expenses	
Youth and Young Adults	\$153,340
Outreach	\$132,450
Congregational Development and Support	\$698,851
Ministries and Commissions	\$62,341
TEC Assessment	\$401,353
Province VIII	\$4,500
Total	\$3,171,510
Net Operating Deficit	(\$580,403)
Reserves Allocations for Future Use	(\$133,948)
Total Draws from Designated and Restricted Funds (Communication Hubs, Disaster Relief Fund, Sabbaticals)	\$33,851
Board Approved Draw from Unrestricted/Undesignated Reserves	\$423,053
Net Operating Deficit after Reserve Allocations	(\$257,447)

Notes: Board chose to pass a deficit budget because they felt the issue of lower the assessment for churches to 15% was urgent, and now brings us in line with what we pay to TEC.

The Board made this choice based on strong returns on our investments (realized gains) and felt that the diocese could weather it this year.

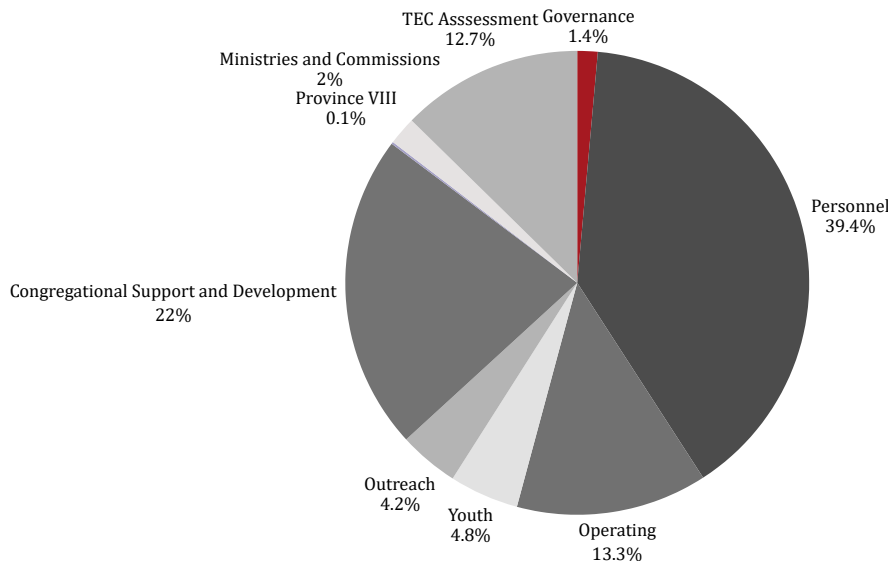
Diocesan Operating Costs



Governance

This ministry provides the essential infrastructure for our life together, ensuring we can connect, communicate, and govern ourselves effectively, transparently, and inclusively. It is the behind-the-scenes work that holds us together, from managing our digital presence to running our annual Diocesan Convention.

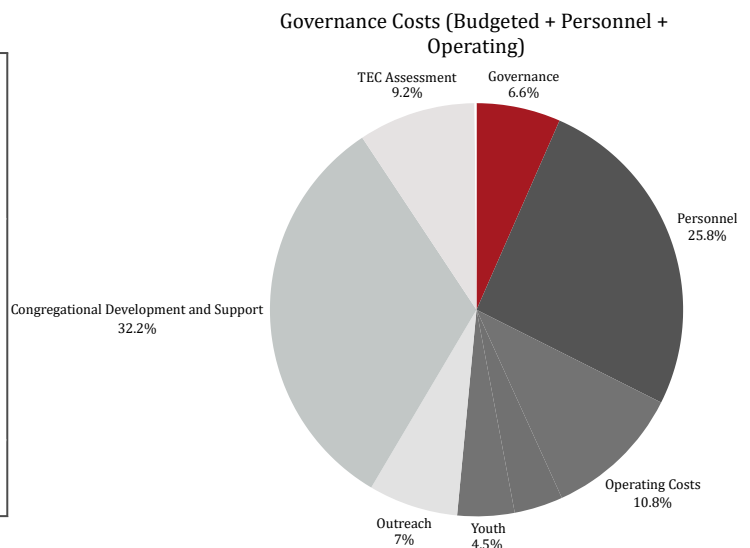
Governance represents 1.4% of our Diocesan expenses.



When adding Personnel and Operating Expenses, Governance becomes 3.5% of the diocesan budget.

Personnel Expenses for Governance include support from The Bishop, Canon to the Ordinary, Director of Communications, Director of Operations, Exec. Assistant to the Bishop, Exec. Staff Support, Exec Staff Support II, Missioner for Disaster Resilience, Receptionist and Admin Assistant.

Office of the Bishop	
Personnel Expenses for Governance	\$89,872
Operating Expenses that Support Governance	\$32,560
Governance Budgeted	\$45,000
Total	\$167,432





Governance

Board of Trustees

\$2,000

The “vestry” of the diocese, the board meets virtually each month, and has two in-person retreats per year, reflected in this line item. The Board decides the annual budget for the diocese, approves diocesan policies (such as assessment, compensation, benefits) and sets the strategic vision for the diocese.

Standing Committee

\$1,000

This group of elected leaders plays an important and very specific role: making decisions about diocesan property, providing advice and counsel to Bishop Megan, and approving candidates for ordination, as well as assenting to the election of bishops across The Episcopal Church.

Diocesan Convention

\$20,000

This annual business meeting of lay and clergy representatives from across the diocese now alternates between in-person and online. For 2026, Convention will be online, thus showing a significant savings for next year’s budget.

Other Committees

\$1,000

From time to time, the Bishop calls together new committees. This funding provides a small allowance for mileage reimbursement, meeting costs, etc.

Strategic Planning

\$1,500

The ongoing process of vision-casting and implementation includes consultation with highly skills individuals brought in to support this work.

Ecclesiastical Support

\$2,000

We support to our volunteer attorneys (chancellor and vice chancellors) through this line item, providing mileage reimbursement for meetings, professional dues, and funds to attend annual conferences.

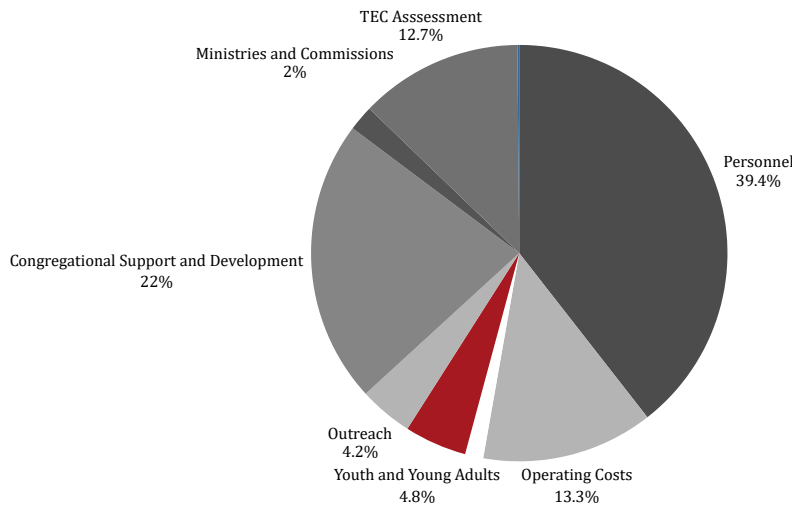


Youth and Young Adults

Giving to our youth to ensure they can enjoy summer camps filled with learning about neighboring cultures, traditions and time in nature.

Youth and Young Adults represent 4.8% of the Diocesan expenses.

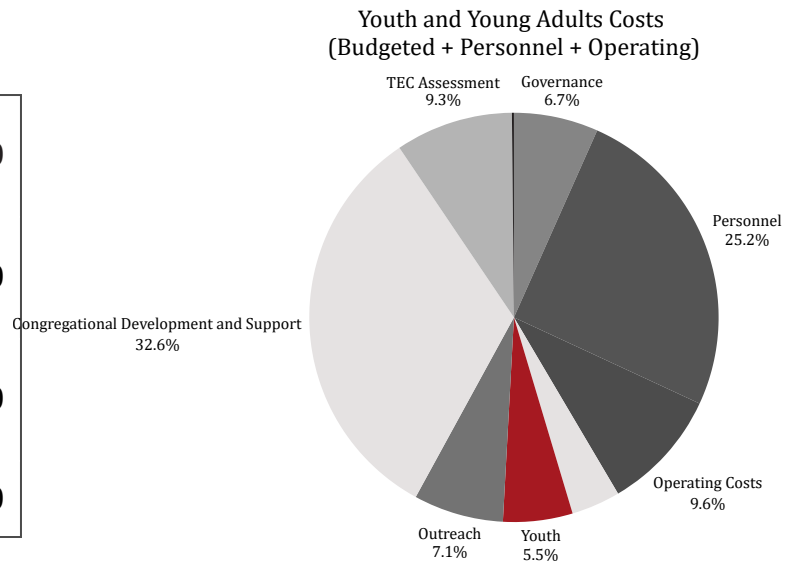
When adding Personnel and Operating Expenses, Youth and Young Adults programs becomes 6.3% of the diocesan budget.



When adding Personnel and Operating Expenses, Youth and Young adults programs 4.5% of the diocesan budget.

Personnel Expenses for Youth and Young Adult programs include support from The Bishop, Canon to the Ordinary, Director of Operations, Exec. Assistant to the Bishop, Exec. Staff Support, Missioner for Church Vitality, Missioner for Disaster Resilience.

Personnel Expenses for Youth and Young Adults	\$44,120
Operating Expenses for Youth and Young Adults	\$65,050
Budgeted Youth and Young adults	\$153,340
Total	\$262,510





Youth and Young Adults

Campus Ministries and Chaplains

\$40,000

These vital funds are the lifeblood of our campus ministries, nurturing the spiritual growth of students at The Belfry and the Episcopal/Lutheran ministry at U.C. Davis. We're not just sustaining these communities; we're planting the seeds for new ventures on other campuses, igniting hope and faith in the hearts of even more young people.

Grant to Camp Living Waters

\$19,640

These funds are the heartbeat of our beloved summer camp, allowing local leaders to pour every ounce of energy into creating unforgettable experiences for our campers. By lifting the weight of fundraising from our dedicated volunteers in Semper Virens, we're not just running a camp – we're nurturing a community, fostering growth, and demonstrating the profound impact this camp has on our diocese.

Pathways

\$87,200

Pathways offers teens (high-school-aged youth) across the diocese an opportunity to engage together in service/learning opportunities with a focus on issues of justice. In 2026, this will include learning about tribal life in Navajo Land and Del Norte County as part of their work with the Sierra Service Project. The amount budgeted for 2026 includes Board funding to ensure no teen pays more than \$500 for the week.

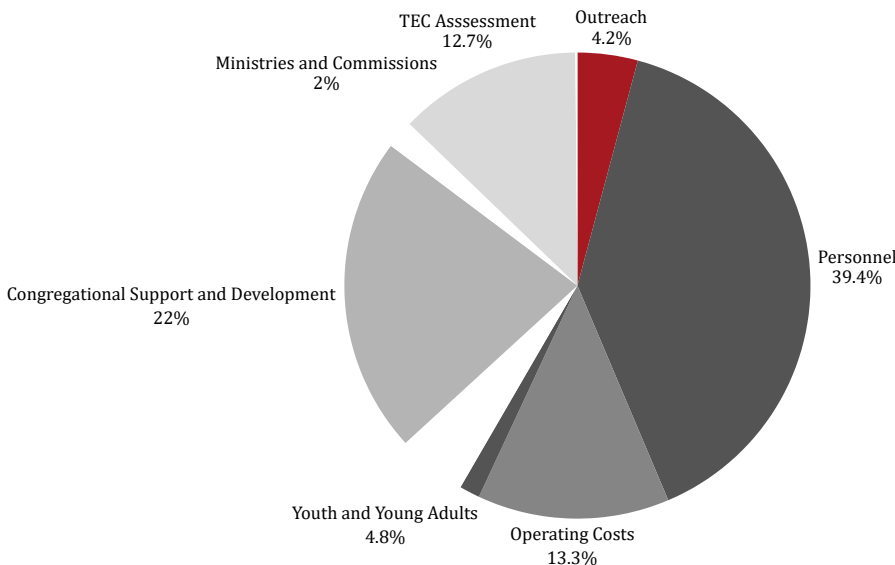
All programs under Youth and Young Adults are supported through designated Noel Porter funds identified by the Board of Trustees for this purpose.



Outreach

Outreach ministries span locally and globally - funds are allocated for our Regional Hub - the Center at St. Matthews in Sacramento as well as our Sister Diocese in Honduras. We share grants for those transitioning out of homelessness as well as disaster preparedness.

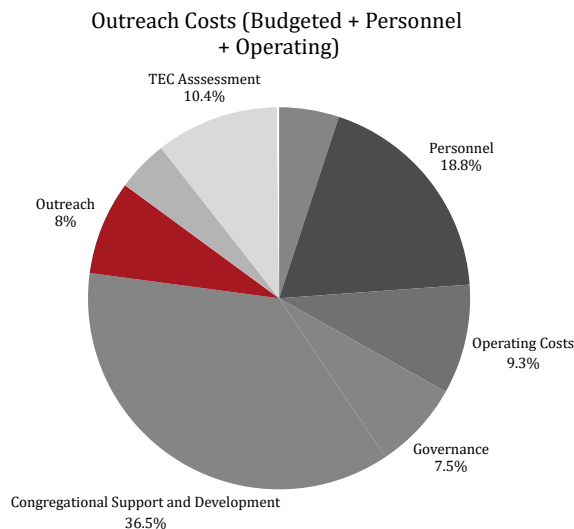
Outreach comprises 4.2% of our expenses.



When adding Personnel and Operating Expenses, Outreach becomes 7% of the diocesan budget.

Personnel Expenses for Outreach programs include support from The Bishop, Canon to the Ordinary, Communications Director, Director of Operations, Exec. Staff Support, Exec. Staff Support II, Missioner for Church Vitality, Missioner for Disaster Resilience.

Personnel Expenses for Outreach	\$413,408
Operating Expenses for Outreach	\$127,959
Budgeted Outreach	\$132,450
Total	\$673,817



Outreach, continued

Companion Diocese

\$3,600

We're grateful to be renewing our partnership with the Diocese of Honduras. In 2025, a delegation from EDNC attended their diocesan convention, helping to revive a relationship that had quieted during the COVID-19 pandemic. Through this renewed connection, we've discovered shared priorities—especially around climate change, disaster resilience, and creative approaches to ministry during clergy shortages.



Episcopal Community Services

\$14,600

Episcopal Community Services provides grants for ministries and programs focused on human rights, social services, and health. These grants include the Warren Dunning Memorial Grant, which supports a congregation's ministry for three years, and the Anita Weaver Grant for individuals over 50 transitioning out of homelessness.

Disaster Preparedness

\$4,500

Disaster Preparedness funding supports collaboration between the diocese and Episcopal Relief & Development to strengthen fundraising and training efforts, expand opportunities for volunteers and lay leaders, and build community resilience. It also helps identify and mobilize resources for disaster preparation and response, ensuring greater efficiency using ERD tools and training.

Sustainable Development Goals (.007% of total revenue)

\$14,050

Created by vote of prior Diocesan Convention, these funds provide annual grants to support work aligning with the United Nation's goals for a sustainable world (including eliminating poverty and hunger; promoting health and well-being; supporting quality education, gender equality, clean water and sanitation, affordable and clean energy, decent work and economic growth; climate action; and more). For a complete list of the goals, see sdgs.un.org/goals.



St. Matthew's Center

\$90,000

The Center at St. Matthew's in Sacramento serves as a regional hub for community outreach, supporting refugees, addressing homelessness and food insecurity, and partnering with local organizations to strengthen neighborhood resilience and empowerment. In addition to housing a mission congregation, the ministries hosted here now also generate income for the diocese.

Other Outreach

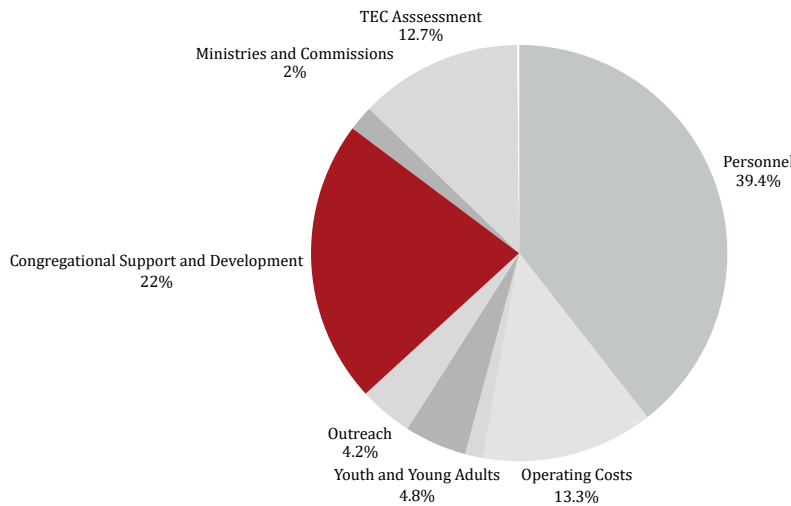
\$6,000

Supports vital ministries across the diocese and responds to needs within our local communities, extending the Church's witness of care and compassion.

Congregational Development and Support

This category spans many important programs: Congregation and direct clergy support, Clergy assistance grants, Clergy Conference, Curacy program, racial reconciliation to name a few.

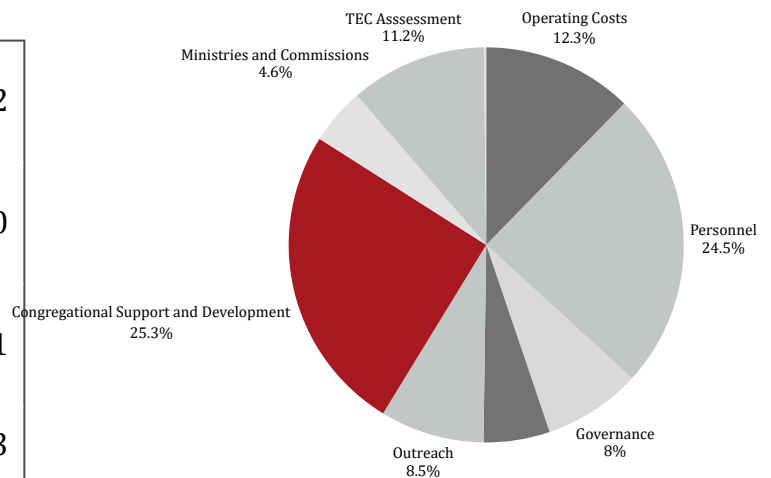
Congregational Development and Support represent 22% of the diocesan expenses.



When adding Personnel and Operating Expenses, Congregational Development and Support becomes **32%** of the diocesan budget.

Personnel Expenses for Congregational Development and Support include support from The Bishop, Canon to the Ordinary, Director of Communications, Director of Operations, Exec. Assistant to the Bishop, Exec. Staff Support, Exec Staff Support II, Missioner for Disaster Resilience, Missioner for Church Vitality, Receptionist and Admin Assistant.

Personnel Expenses for CDS	\$275,772
Operating Expenses for CDS	\$32,790
Budgeted Congregational Development and Support	\$698,851
Total	\$1,007,413





Congregational Development and Support, *continued*

Archdeacons

\$11,500

The Archdeacons support the formation and care of deacons across the diocese—guiding those in training, leading the transitional diaconate program, offering pastoral oversight, and organizing retreats and continuing education. They also provide counsel to Bishop Megan, with one serving as a mentor in the West Coast Collaborative and the other on the Commission on Ministry.

Best Skills (now held every other year)

\$0

Through our partnership with Arizona State University, Best Skills, Best Churches, brings world-class leadership training to our diocese. Over six months, participants gain essential skills in non-profit finance, volunteer management, communication, and stewardship, earning a certificate from ASU. As the only diocese offering this program, we welcome leaders from across the Episcopal Church and other denominations to strengthen congregational leadership. Funding is set aside in reserves in preparation for the next course year in 2027-2028.

College for Congregational Development (CCD)

\$4,000

The College for Congregational Development equips clergy and lay leaders with skills in organizational theory and congregational best practices, preparing them to be change makers and consultants across the diocese. Funding supports attendance for four participants each year.

Curacy Program

\$184,920

This innovative new program is fully funded by undesignated diocesan funds, as directed by the Board of Trustees. The vision is to have three teams of two churches sharing a newly ordained priest over the course of three years. It will provide excellent mentoring, additional clergy help for the larger congregations, and a 3-year priest-in-charge for the smaller congregations participating.

Deacon Formation (West Coast Collaborative)

\$49,756

Deacon Formation supports the training and ongoing formation of deacons in our diocese. Through the West Coast Collaborative—a partnership with the dioceses of El Camino Real and San Diego—lay preachers are trained in English and Spanish, and all prospective vocational deacons complete their formation. Funding also provides for continuing education and an annual diocesan deacon gathering.

Deaneries

\$31,000

The diocese is organized into seven deaneries, each providing a space for regional conversation and collaboration. Led by a clergy dean, these groups foster mutual support among clergy, encourage local cooperation, and offer a more intimate setting for governance than large diocesan gatherings like convention. The budget supports deanery events and provides a modest stipend for the deans.

Congregational Development and Support, *continued*



Diocesan Bookkeeper

\$85,383

This new position was created by the Board of Trustees in response to congregations' need for qualified financial support. The diocesan bookkeeper assists churches with updating charts of accounts, reconciling bank statements, preparing financial documents for vestries, completing monthly treasurer reports, and offering guidance on financial questions. The program is partially offset by a sliding scale fee from participating congregations.

Fresh Start

\$13,500

Fresh Start is a two-year program for newly ordained and newly called clergy, designed to build collegiality, develop practical skills, and provide time for spiritual retreat. Facilitated by experienced clergy and overseen by the Canon to the Ordinary, the curriculum is tailored to meet the specific needs of each participant.

Latino Ministries

\$83,000

Recognized by the Board of Trustees as a key area of need, this ministry provides resources to congregations to support Latino ministry. Funds include matching support for the diocese's first full-time bilingual priest over three years (a search for this position is currently underway).

Clergy Conference

\$34,000

This annual gathering for all ordained leaders in the diocese offers fellowship, spiritual retreat, time with the Bishop, and formation on a variety of important topics, supporting both personal renewal and professional growth.



Congregational Leadership Conferences

\$4,000

These conferences serve as a beacon of knowledge and support for congregational leaders, bringing essential education right to their screens, in many cases. Leaders can dive into a wealth of topics—from mastering vestry training and stewardship to deepening Christian formation, preparing for disasters, and crafting impactful seasonal communications. Each session is designed to arm them with the practical skills needed to thrive in ministry and congregational life, ensuring that they are always equipped to lead with confidence and compassion.



Clergy Support and Development

\$35,000

This program provides direct grants to clergy to support a range of needs, including assistance during personal crises, sabbatical funding, individual or group coaching, help with large medical expenses, and other needs as appropriate. The program benefits all ordained clergy, offering practical and pastoral support throughout their ministry.

Congregational Development and Support, *continued*

Congregational Assistance

\$72,000

These funds go directly to churches via grants for a variety of purposes, sometimes awarded as a single grant and other times over multiple years. Funds can support costs such as hiring clergy, program development, small building repairs, consulting work, and other ministry needs. The grants benefit congregations of all sizes, helping strengthen local ministry and mission.

Congregational Development Group

\$18,000

This team provides annual grants to support congregational vitality and growth. They offer consulting services for Mutual Ministry Assessments, developing mission and vision statements, and help congregations identify and discern steps for new ministry opportunities across the diocese.

Missioner for Disaster Resilience

\$27,800

These funds support the work of the Missioner for Disaster Resilience, covering expenses such as mileage, lodging, supplies, and equipment. These resources help the Missioner assist congregations and communities in preparing for, responding to, and recovering from disasters.

Racial Reconciliation (trainings)

\$21,992

This program supports educational opportunities for lay and ordained leaders in the diocese, covering costs for events such as one-day Racial Reconciliation workshops and the Sacred Ground series. These initiatives equip leaders to engage in meaningful dialogue, understanding, and action around racial justice and reconciliation.

Safe Church Training

\$7,500

Safe Church Training strengthens the capacity of leaders across the diocese by providing training and resources to increase awareness, communication, and involvement in Safe Church practices. It also helps offset costs associated with required fingerprinting under California AB506, which range from \$10–\$37 per person depending on location.





Congregational Development and Support, *continued*

Transition Ministry/Deployment

\$9,500

Helps support congregations during times of clergy transition by covering costs such as advertising open positions, travel and lodging for the Canon to the Ordinary/Transition Officer, and attendance at peer conferences. These resources help churches navigate leadership changes effectively and thoughtfully.

Theological Education

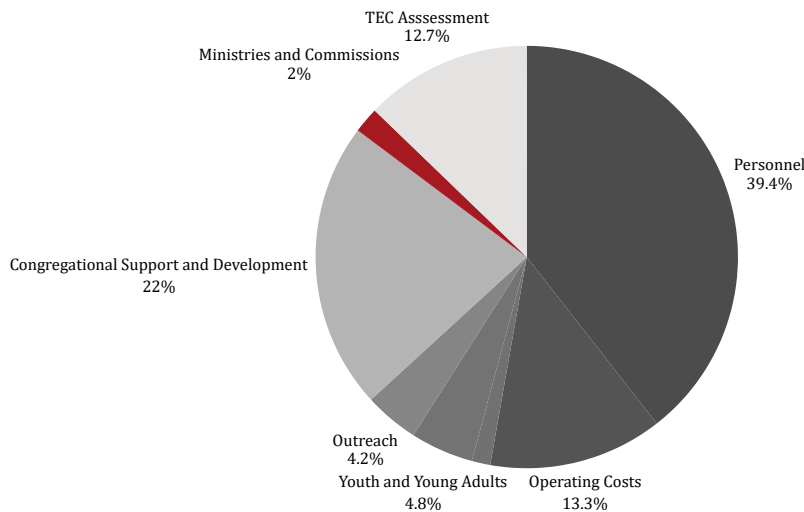
\$6,000

Theological Education supports individuals in reaching their goals of theological training, equipping leaders to strengthen the church, make disciples, and serve effectively. It also continues to provide support for the EFM (Education for Ministry) program throughout the diocese.

Ministries and Commissions

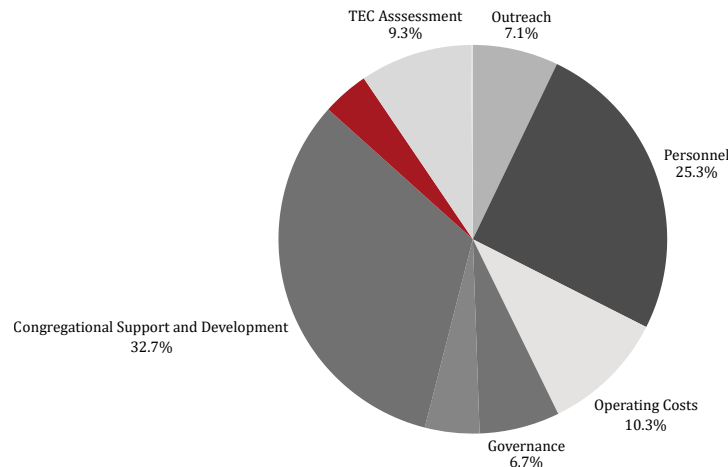
These Ministries and Commissions support our baptismal covenant through congregational discipleship, intercultural engagement with our communities, stewardship of the environment, health ministries, racial audit and more.

Ministries and Commissions represents 2% of the diocesan expenses.



When adding Personnel and Operating Expenses, Ministries and Commissions becomes **2.9%** of the diocesan budget. Personnel Expenses for Ministries and Commissions include support from The Bishop, Canon to the Ordinary, Director of Communications, Director of Operations, Exec. Assistant to the Bishop, Missioner for Disaster Resilience, and the Missioner for Church Vitality.

Personnel expenses for Ministries and Commissions	\$43,049
Operating Expenses for Ministries and Commissions	\$32,560
Budgeted Ministries and Commissions	\$62,341
Total	\$137,950



Ministries and Commissions, *continued*



Christian Formation

\$6,000

Christian Formation supports congregational discipleship by providing membership in FORMA and funding for one staff member to attend the annual FORMA conference. It also offers resources to churches to develop and enhance discipleship programs and opportunities for all ages.



Commission for Intercultural Ministries

\$10,347

This commission provides programs that help churches engage meaningfully with their surrounding communities, fulfilling the Baptismal promises to love God and neighbor. Its work includes supporting LGBTQIA+ individuals, immigrants, and other marginalized communities throughout the diocese, fostering inclusion, justice, and faithful service.



Commission on Ministry

\$16,500

The Commission on Ministry supports the discernment and formation of those exploring ordination, covering costs for essential in-person meetings, discernment weekends, Days of Inquiry, and Regional Discernment Group training. It also provides continuing education grants, helping clergy and discerners grow in their calling and ministry.



Commission on the Environment

\$10,394

This commission supports congregations in implementing carbon reduction plans and advancing creation care advocacy. It also participates in conferences to learn best practices, which are incorporated into diocesan programming, helping churches live out faithful stewardship of God's creation.

Ecumenical Ministries

\$2,000

These funds enable the diocesan Ecumenical Officer to attend events and conferences, representing the diocese in broader church and interfaith settings. It also supports participation in the Episcopal Church's Diocesan Ecumenical and Interreligious Officer Program, fostering collaboration and dialogue across denominations and faith traditions.

Ministries and Commissions, *continued*

Health Ministries

\$6,000

The Health and Healing Ministries support the physical, emotional, and spiritual well-being of our diocesan community. We provide resources and guidance at Diocesan Gatherings to strengthen ministries focused on mental health, recovery, spiritual direction, pastoral care, and dementia/caregiver education.

Indigenous (Native American) Ministries

\$2,600

Indigenous Ministries foster relationships between the Church and local Indigenous communities through personal engagement and mutual learning. We promote understanding of Indigenous spirituality and its connection to Christianity, offer workshops on the Doctrine of Discovery and Land Acknowledgments, and partner with regional Deans to encourage congregational involvement in Indigenous reconciliation and ministry efforts.

Liturgy and Music

\$2,500

The Liturgy and Music Ministry supports worship at diocesan events by covering costs for musicians, music and liturgical resource licensing, and related expenses. This ministry ensures that all diocesan gatherings are enriched with meaningful, well-prepared, and spiritually uplifting worship experiences.

Racial Audit

\$3,000

Funds support the ongoing implementation of recommendations from the 2023–2024 Diocesan Racial Audit, advancing the Church's commitment to racial justice, equity, and inclusion across all ministries.

Stewardship Commission

\$3,000

Supports diocesan membership in The Episcopal Network for Stewardship (TENS) and provides stewardship resources for all congregations. Beginning in 2026, the Commission will develop a diocesan-wide network to share best practices and strengthen year-round stewardship across the diocese.



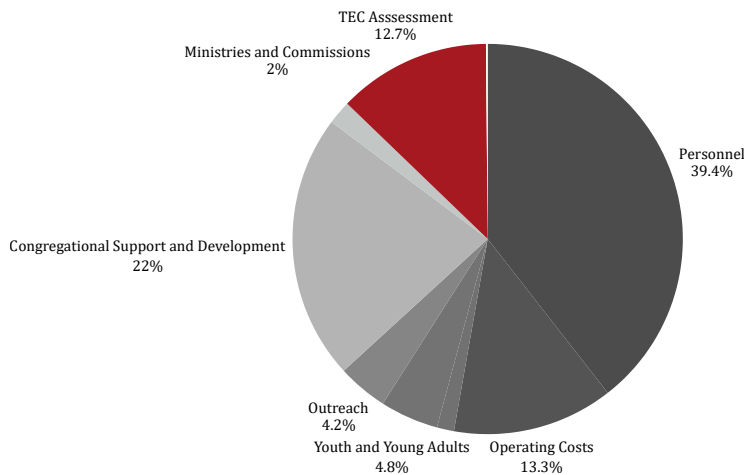
TEC Assessment

TEC Assessment

\$401,353

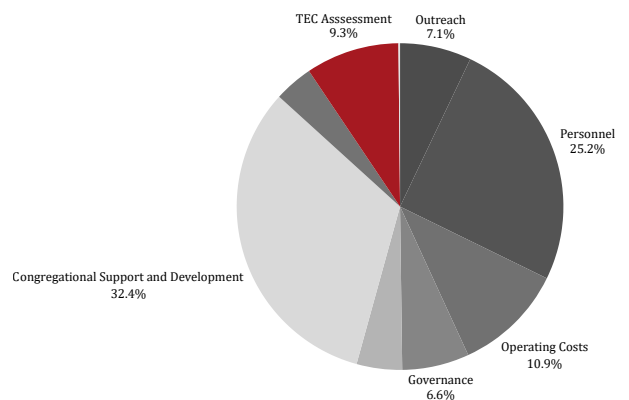
The 15% diocesan apportionment to The Episcopal Church (TEC) supports church-wide mission and ministry that benefits all dioceses. These funds sustain work in evangelism, church planting, and formation, provide grants and leadership development, and advance racial justice, reconciliation, and creation care initiatives. They also fund global partnerships, ecumenical relationships, and the governance and administration of the Church through General Convention, Executive Council, and the Presiding Bishop's Office, ensuring that all Episcopalians share in the wider mission and witness of the Church.

TEC Assessment represent 12.6% of the diocesan expenses.



When adding Personnel and Operating Expenses, TEC assessment becomes **XX%** of the diocesan budget. Personnel Expenses for TEC Assessment includes support from The Bishop, Director of Operations, and the Exec. Assistant to the Bishop.

Personnel Expenses for TEC Assessment	\$43,048
Operating Expenses for TEC Assessment	\$0
Budgeted TEC Assessment	\$401,353
Total	\$444,401



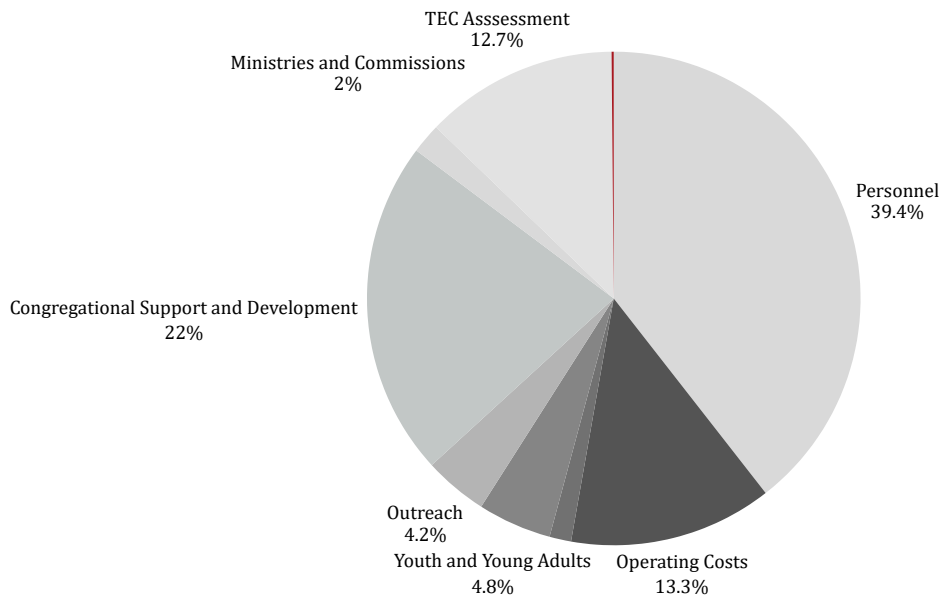
Province VIII Assessment

Province VIII Assessment

\$4,500

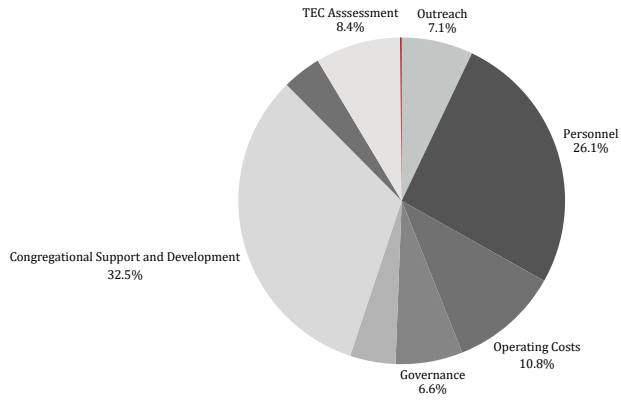
Along with our provincial cohort dioceses, we provide annual financial support for activities related to Province VIII, our region of TEC. Provinces are regional groupings of dioceses that strengthen governance and ministry by pooling resources and coordinating shared initiatives. They foster collaboration 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.

The Province VIII Assessment represents 0.1% of the diocesan expenses.

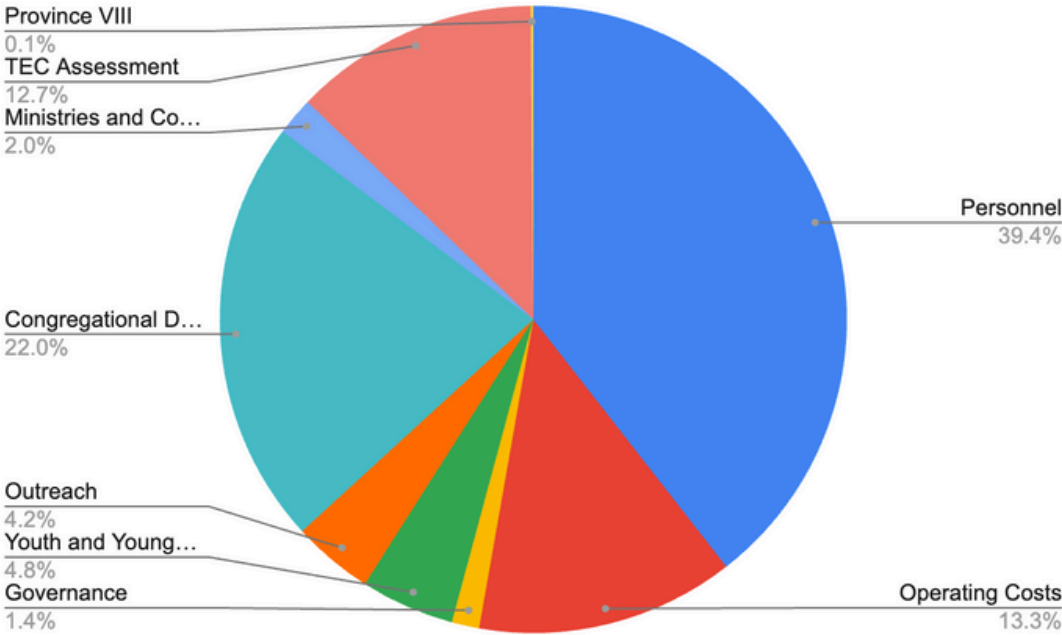


When adding Operating Expenses, Province VIII assessment becomes **.09%** of the diocesan budget. There are no personnel expenses for the Province VIII assessment.

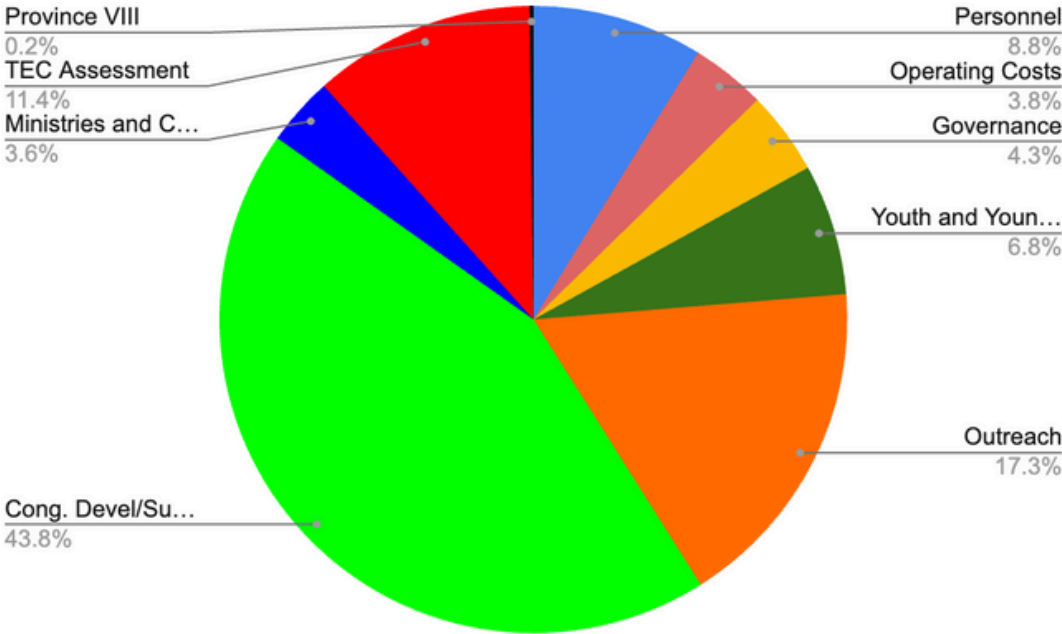
Personnel Expenses for Province VIII Assessment	\$0
Operating Expenses for Province VIII Assessment	\$3,091
Budgeted Province VIII Assessment	\$4,500
Total	\$7,591



Budget



Budget with Line Items Plus Personnel + Operating Costs by category



2026 DIOCESAN BUDGET | SUMMARY

BoT approved 9.20.2025

	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	<u>2,591,107</u>	<u>2,733,701</u>	<u>(142,594)</u>	<u>2,829,580</u>	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	<u>1,718,675</u>	<u>1,887,898</u>	<u>169,223</u>	<u>1,895,856</u>	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	<u>1,046,982</u>	<u>758,222</u>	<u>(288,760)</u>	<u>628,384</u>	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	<u>3,171,510</u>	<u>3,032,156</u>	<u>(139,354)</u>	<u>2,875,687</u>	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	<u>(133,948)</u>	<u>(111,000)</u>	<u>(22,948)</u>	<u>(54,497)</u>	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	<u>33,851</u>	<u>135,901</u>	<u>(95,050)</u>	<u>271,832</u>	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	<u>423,053</u>	<u>193,722</u>	<u>-</u>	<u>122,858</u>	45
NET OPERATING SURPLUS (DEFICIT) AFTER RESERVE ALLOCATIONS	(257,447)	(79,832)	(177,615)	294,086	46

2026 DIOCESAN BUDGET | OPERATING BUDGET

BoT approved 9.20.2025

	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

BoT approved 9.20.2025

	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	75
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

BoT approved 9.20.2025

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 DIOCESAN CONVENTION GOVERNANCE REPORTS



2025 DIOCESAN CONVENTION | GOVERNANCE REPORTS

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GOVERNANCE REPORTS | BISHOP TRAQUAIR'S OFFICIAL ACTS

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.

ORDINATIONS

To the Diaconate

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

To the Priesthood

Name	Date
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

Name	Date
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

Name	Date
Rosemary MacLaughlin	3/21/2025

By Reception

Name	Date
Randall Demary	1/22/2025

ACCEPTED BY LETTERS DIMISSORY

Name	Diocese	Date
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

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

LOSSES BY DEATH

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

CLERGY LICENSED

**indicates date licensed by Bishop Traquair*

Name	Congregation Affiliation	Date Licensed
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.)

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 1/3rd. 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.

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 - Deaconate
Rosemary MacLaughlin - Deaconate

Approve the following for ordination:

Emily Hyberg - Priesthood
William (Bill) Glenn – Priesthood
Diana Deen - Deaconate

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



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THE BELFRY

The Rev. Dr. Portia Hopkins

This year the Belfry has had its share of ups and downs. The campus ministry to U.C. Davis is thriving, with record-breaking attendance at dinner and worship, and a host of new programs also eliciting student interest and participation. Unfortunately, the attempt to initiate a robust campus ministry at Sacramento City College was not successful, and the site came to a close at the end of May 2025.

For the happier news, the Belfry at U.C.D. has had a wonderful year. The political events of the past year have been difficult for many students, particularly international students, those from immigrant families, and those who identify as LGBTQ+, especially trans students. I am so grateful that the Belfry has been able to be a consistent space of safety, community, and healing for all experiencing the difficulties of these times. It is not entirely coincidental that student-led activities have increased. We have had a crochet group and a journaling/scrapbooking workshop; have student-led morning and evening prayer, including Holden Evening Prayer and Oracion de la Manana (Episcopal Morning Prayer in Spanish); and student-led music during our regular Thursday worship and dinner. Last spring, students held a “Mock Conclave,” where each chose a papal candidate to research and presented their findings to the group, who then selected their choice for new pope (Pope Leo XIV wasn’t even on the short list!). While the world outside might feel even more uncertain than usual, I am very proud of students for finding new ways to enhance and create community and care for one another.

Robust student leadership is bearing fruit for the church—we have students who are serving as acolytes and lay ministers with local congregations, and even as delegates to Diocesan

Convention and Synod Assembly. There are at least three current students who are actively discerning toward ordination, one of whom is now doing a service year in South America with Young Adults in Global Mission. A graduate from a couple of years ago has been made a postulant in the Episcopal church and started seminary this fall. Engaging in the sacred in a new way has made a profound difference in their lives.

Besides increased student leadership, the Belfry is also a committed participant in a variety of ecumenical and interfaith enterprises both on campus and in the city of Davis. We have long been an active member of the Interfaith Campus Council, joining Hillel, Newman, the Baha’i and other Christian student groups to host the Movable Feast (progressive dinner), Speed Faithing (like speed dating, but with faith questions), Interfaith Picnic in the Park, and activities such as interfaith bowling and movie nights.

The Belfry’s strong ongoing partnership with the Episcopal and Lutheran churches in Davis provided a wonderful opportunity over the past year for some much-needed renovations to our physical space. Thanks to donations and a grant from Episcopal Young Adult and Campus Ministry, we had a new pergola built in front, which has doubled the space we have for dinners, along with new landscaping. In addition, St. Martin’s Episcopal Church provided a grant along with the plate offering from Christmas for us to renovate our kitchen and bathroom, including new floors, new sink, and a new induction range. The labor was done entirely by volunteers from St. Martin’s and by students, who learned new skills in the process. We even had enough funding left over to take care of a plumbing emergency that required jackhammering up our parking area to replace sewer pipes. So, the Belfry is renewed in ways both visible and, literally, underground.

Of course, the central activity of our common life at the Belfry is our Thursday evening worship and dinner. Our chapel is not large, comfortably seats are about 18 for worship and 16 for dinner—and we have regularly exceeded those numbers. By spring quarter, overflow students stood in the hallway outside the chapel for the service, coming in only to receive communion. Fortunately, our new front yard allows us to eat dinner outside when the weather cooperates, and some evenings students have stayed outside talking well after dark. Cooking for 30 every week is a bit of a trial, but all of us identify this as a wonderful problem to have, as every week returning students are spiritually nurtured and new students are invited into the sacred. I have begun offering a second quiet stand-alone (no dinner) Eucharist service every week for students who are made anxious by being in a crowded space, and a few students have been taking advantage of the opportunity. In addition, we have been doing contemplative prayer every Friday at noon, using a variety of lectio divina and Ignatian examen practices. And our ongoing Queer Theory Bible Study spent last year looking at some of the “greatest hits” of the Hebrew Bible and New Testament, along with exploring the “clobber passages” (misogynistic and homophobic texts) from the perspective of queer, post-colonial, and feminist theories. This year we will continue the study with new texts.

As noted above, unfortunately the outreach at All Saints Church for Sacramento City College students has not managed to settle into a viable campus ministry. For a year and a half, we attempted to be a presence on campus, and for another year and a half, we fed massive numbers of students lunch every Wednesday—sometimes serving 70 or more meals. While it was wonderful to provide both food and community, any attempts I made to deepen relationships (Eucharist service, book group, sacred crafts, conversation groups, encouraging student leadership) did not prove of interest to the rather transient community of a junior college. For fall

2024, I cut back on lunches, offering open hours for study, snacks, and coffee, along with invitation to the groups mentioned above, but without a hot lunch, student interest was almost non-existent. (There was one student who showed up weekly to play Pokémon Go in the parish hall of All Saints Church, enough so that the site became a Pokémon battle hub, but that wasn’t quite what we were looking for). The church and the Belfry working together were able to offer two large BBQ meals each semester for last academic year, which students appreciated, but again did not result in deepened relationships or campus ministry activity. It is with sadness that we concluded our outreach at the end of Spring 2025, which at least has the advantage of allowing me to spend more time in Davis, where numbers are growing so dramatically.

All of us at the Belfry--students, board members, and most of all me—remain deeply grateful for the support from Synod, Diocese, LuMin, our faithful partner churches, and many generous individuals. The kingdom of God is indeed present among us!



CAMP LIVING WATERS

Camp Living Waters is a week-long Episcopal summer camp. We are based at St. Alban's parish in Arcata and draw our staff members from the faith communities of the North Coast who lead, supervise and encourage campers and counselors.

We spend our days doing crafts, outdoor activities, swimming, Bible discussion, worship, and nightly campfire, with additional special activities throughout the week such as stargazing and archery.

Campers aged 9 to 15 make new friendships and explore their faith and ask questions; counselors also learn leadership skills in a supportive atmosphere. The week is spent living in and building a Christian community based on the values of love, faith, service and fun.

Our theme for Camp Living Waters 2025 was Love Your Neighbor. We learned about ways to love and support one another as we talked about our communities and how we build them together. Music was an oft-visited method to explore loving God and one another. We had six different musicians play for our morning worship services and evening campfire and had a special

ukulele performance from a number of our campers at our closing worship service. It was as moving as it was uplifting.

Those of you who read last year's report will be happy to know our Camp population continues to rise! Camp welcomed a number of new young campers and counselors this year, for a total of 31 youths.



PROGRAM REPORTS | YOUTH AND YOUNG ADULTS

In the ongoing health and social aftershocks from COVID, we are excited to have more kids joining us for the week at camp. We have been working on new connections with groups in our communities, and this year we had our first participants (campers AND staff!) from Arcata's Catalyst Church. We also welcomed a new Camp Kitchen Director, Camp Medic, and several other new staff members. With higher numbers of both campers and staff, there are many more opportunities for friendship and joy, but also new logistical hurdles to overcome.

We are looking forward to putting some of the organizational lessons we learned this year into practice. We will be tackling these challenges next year without CLW's longtime Camp Coordinator, Emily Armstrong Buck, who will be taking a well-deserved sabbatical. Emily Nalley and Julian Hardage-Vergeer, who served as Co-coordinators with Emily Armstrong Buck this past summer, will serve as Co-coordinators again in 2026.

We are immensely grateful to the Board of Trustees from The Episcopal Diocese of Northern California for supporting Camp Living Waters both financially and with staff "Mr. Father Ken" Erickson and Kati Braak each joining us for part of the week.

Although dates have not yet been decided for the annual CLW Reunion at St. Alban's, you can tentatively put us in your calendar:

Camp Living Waters 2026

July 12 - 18

Note: these are still tentative placeholder dates

We look forward to another week of fun and exploring faith next summer!



PATHWAYS

The Rev. Ken Erickson

What is the current situation of migrants at the border, and how can we as Christians from North America respond in these times of elevated fear, resentment—and so much need? Pathways 2025 was a memorable trip to Tijuana, Mexico, where we were hosted for four days by Robert Vivar, Episcopal DSD Missioner for Migrant Ministries and educational coordinator for the non-profit Via International, to help us begin to answer these questions.

On Sunday, July 6, six diocesan youth and two clergy chaperones gathered at the Sacramento airport for an early morning flight to San Diego. Meeting us at the airport, Robert escorted us as we crossed into Mexico by foot, whereupon our bus driver for the week whisked us to Friendship Park at the ocean promenade. There amongst the crowds and beneath the towering 30 ft wall, we set up and participated in Border Church, an interdenominational communion service followed by a community meal. After our meal, Robert explained the recent history of the border wall, and the current situation among the migrant community. The stark contrast between the festival atmosphere on the Mexico side, and the desolate “no man’s land” on the American side was haunting. On the south side, the wall was painted in vibrant colors and stirring messages, bands were playing, vendors were selling food and trinkets, families were enjoying the beach, and people joined in song and dance. The north side was filled with barbed wire, border guards on 4WD vehicles, and an empty sea of sand, concrete and a second wall.

While in Tijuana, our group stayed within a compound run by Via International and the San Diego diocese. The compound houses Casa Hogar De Los Niños (Hodeni), an orphanage and after-school program, and Comunidad de Luz, a newly-remodeled 30 bed shelter that will serve migrant women and children. We were housed in the

retreat center on the fourth floor, where we slept and enjoyed meals prepared by the resident nutritionist, and the fifth floor was a spacious chapel where we held morning prayer and a community Eucharist.

From our home base, we went on many excursions throughout the city of Tijuana. Our group spent the second morning at a local school, where we met a group of children and youth whose families are migrants from Haiti. There was an organized soccer game in which we gamely participated, along with other school yard games and chalk drawing. The smiles and joy on the faces of the kids lifted our spirits. The support for these migrants by the community of Tijuana was inspiring, as the school administrators, teachers on their summer break, psychologists, medical and law professionals all offered their time and expertise to the families.

We also visited open air markets, the office US Deported Veterans Resource Center, and another shelter that houses migrants from around the world. Families live together in close quarters, with community meals and bunk beds stacked in tight proximity. A couple of the women shared their harrowing stories of fleeing violence and finding hope even as their dreams of immigrating to the US were dashed as they arrived at the border. We left impressed by the hope and determination of the people of Tijuana, and the faithful witness of many Christians there to the love of Jesus who calls all to himself.

In 2026, Pathways will be partnering with Sierra Service Project with two locations: Del Norte County here in our diocese, and Navajoland, where our former bishop, The Rt. Rev. Barry Beisner, serves as missionary bishop (provisional). The Board of Trustees has again committed to strong support for this program, and we will have room for 80 high school students from across the diocese. Programs will happen the weeks of July 14 and 21, 2026.

PROGRAM REPORTS | OUTREACH

COMPANION DIOCESE

The Rev. Cn. Julie Wakelee

The renewal of an active relationship with the Diocese of Honduras continues to be a bright spot in this year's diocesan work. In February, a contingent of six clergy (Bishop Megan, Canon Julie, and the Revs. Ken Erickson, Mark Dibelka, Christy Laborda-Harris, and Mack Olson) attended the Convention of the Diocese of Honduras at their diocesan retreat center near the Guatemalan border.

Highlights included Mark Dibelka presenting about our work on disaster preparedness (with simultaneous, on-the-fly translation by Mack Olson) making contacts with clergy serving parishes (Mack Olson, rector at St. Patrick's, Kenwood, began a partnership with the priest at another St. Patrick's, for example), and learning about the incredible work the diocese is doing both to raise up clergy to serve many very small rural churches, to address the impact of climate change (especially the lack of access to clean water), and to address other social ills (from extreme poverty, to domestic violence, to the continued presence of HIV/AIDS in heavily touristed areas).

We also had the opportunity to visit the Cathedral in San Pedro Sula on a day when the bilingual Episcopal school there was holding a regional science fair. Very impressive!

During our visit, we also connected with delegations from the dioceses of Alabama (a priest and a deacon) and the diocese of Central Florida (including Bishop Justin Holcomb).

We enjoyed lively worship and joyful fellowship and will continue looking for ways to strengthen our mutual bonds going forward.

EPISCOPAL COMMUNITY SERVICES

Betty Harrison-Smith, President

Episcopal Community Services is a ministry arm of the Diocese of Northern California. Since its founding in 1970, ECS has assisted congregations who wish to make a difference in their communities. We accomplish this goal utilizing a group of financial grants that range from one to five years in length.

Our 2025-2026 grant cycle provided \$31,600 in grants to eight congregations and to the Diocesan Partners in Ministries of Health Team. Those eight congregations are Grace (Fairfield), St. Patrick's (Kenwood), St. Luke's (Calistoga), Epiphany (Vacaville), St. Paul's (Healdsburg), St. Paul's (Crescent City), St. Mary's (Napa), and Trinity Cathedral (Sacramento).

ECS is currently experiencing a growth in its development. Along with providing financial assistance to congregations for outreach, we are adding an educational component to our service. We are doing this in two ways:

- Producing a series of training videos, including the development of community gardens to feed the hungry, working with refugees and immigrants, and feeding large groups of hungry guests.
- Developing relationships with our Diocesan Ministry partners: learning about the services they provide and having discussions on how we might assist them in their work.

We are also visiting congregations. Grant checks are often delivered in person, presented to the congregation directly on a Sunday morning. We utilize this time to learn about our congregations and to talk about ECS and the work that we do.

In 2021 we developed The Rt. Reverend Megan M. Traquair "Transformer Award". These awards are given annually to smaller congregations in the Diocese who have made a real difference in their

communities, working outside their church walls, doing outreach. The winners of the 2025 Transformer Awards are:

St. George's, Carmichael St. George's is a hub of community transformation. They have turned a community garden on their church grounds into a refugee garden that now supports 16 gardeners. Their outreach reflects care for all of God's creation, from welcoming pets with a pet-friendly church environment to supporting local students with scholarships for college. St. George's also celebrates local artists through an annual Arts and Crafts Fair and connects with their wider community through active communication, including a new website and multiple social media platforms.

Holy Trinity, Ukiah Holy Trinity is a place of generosity and welcome. They raise funds for local charities, support the local food bank and feeding programs and participate in local conservation efforts to care for the environment. Their free community movie nights offer hospitality and fellowship while inviting neighbors to experience the warmth and love of the congregation.

St. Andrew's, Corning St. Andrew's lives out transformation by opening its doors to the community in profound ways. Their parish hall hosts recovery groups and children's dance programs, providing safe spaces for healing and growth. They also offer a work program for the Tehama County Probation Department and Community Service participants, helping individuals rebuild their lives through meaningful work and connection.

Lastly, we truly appreciate the donations we receive from congregations and numerous individuals. Our work would not be possible without your generosity.

We invite you to check out our website at norcalecs.org, to see what we are up to!

SUSTAINABLE DEVELOPMENT GOALS

The Rev. Cn. Julie Wakelee

By action Convention, our annual budget requires that .007% of total annual diocesan revenue go to grants addressing the 2030 Sustainable Development Goals. Grant funds available for 2025 total \$13,222. To learn more about the Sustainable Development Goals, visit <https://sdgs.un.org/goals>

In 2024, grants totaled \$12,750 and went to the following ministries targeting the goals, as noted below:

Goals 1: End Poverty *End poverty in all its forms*
& 3: Good Health & Well-Being *Ensure healthy lives and promote well-being for all at all ages:*

\$2000 to Trinity, Folsom, to support Powerhouse Ministries

Goal 2: End Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

\$2750 to St. James', Lincoln to support their community garden

\$5,000 to Incarnation, Santa Rosa for stove replacement used for feeding program

Goal 10: Reduced Inequality – Addressing Discrimination (10.3)

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

\$1,000 to St. Paul's, Benecia for Dignity Day in Benecia.

Goal 10: Reduced Inequality – Migration (10.7)

Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

\$5,000 to St. Mary's, Napa, for migrant resettlement support.

ARCHDEACONS REPORT

The Venerable Pam Gossard and the Venerable Margaret Grayden, Archdeacons

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

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

*The Archdeacons have served at diocesan ordinations, and this year joyfully welcomed three new deacons. The Rev. Joanie Cahill, The Rev. Karen Hoida, and The Rev. Diana Deen are among the first cohort to complete the West Coast Collaborative's two-year diaconal formation program

*The Archdeacons facilitated the Transitional Deacon Experience program in 2025 engaging with three participants in lively monthly conversations centering around assigned readings and living out the diaconal vows taken at ordination.

*The Episcopal Diocese of Northern California currently has a total of thirty-seven Deacons licensed and/or canonically resident. Of the thirty-seven, twenty-three are currently active and/or assigned to a congregation and the remainder are retired.

*The Archdeacons attend monthly Commission on Ministry meetings with seat and voice, but no vote. We are involved in the formation and academic committees as well as ongoing discussions and explorations of specific ways to meet the formation needs of those seeking ordination in this diocese.

*The Archdeacons participated as facilitators for a breakout session during the spring Day of Inquiry.

*This year Bishop Megan, the Archdeacons, and many diocesan Deacons were able to meet in person during the May Clergy Conference held at Bishop's Ranch. All were grateful for this time of community building and mutual support.

*The Archdeacons meet regularly with Bishop Megan.

BEST SKILLS, BEST CHURCHES

In September, our nonprofit leadership course for churches, Best Skills, Best Churches, began another season of partnership with the Arizona State University's Lodestar Center for Philanthropy and Nonprofit Innovation.

This year's cohort includes participants from within our diocese, as well as folks from the dioceses of California, Hawaii, San Diego, and Tennessee.

Students in the course cover six topics:

- Volunteers in Service
- Legal Aspects of Governance
- Effective Communication & Handling Conflict
- Marketing and Community Presence
- Financial Management for Effective Service
- Fundraising Aspects of Stewardship

Those who successfully conclude the course receive a certificate in nonprofit management from Arizona State.

Best Skills, Best Churches will be next offered in the Fall of 2027.



PARTNERS IN MINISTRY

The Episcopal Diocese
of Northern California

ASU Lodestar Center
for Philanthropy and Nonprofit Innovation
Arizona State University

nmi nonprofit
management
institute

CLERGY CONFERENCE

The Rev. Cn. Julie Wakelee

The Rev. Michael Lapsley, an internationally known and respected advocate for peace and healing, was our guest speaker when clergy from across the diocese gathered in May at the Bishop's Ranch.

Fr. Lapsley, who joined an Anglican religious order (the Society of the Sacred Mission) in New Zealand while in his late teens, has spent the rest of his life in his adopted homeland of South Africa. While supporting the anti-apartheid movement, he received a letter bomb that destroyed both hands and left him blind in one eye. After his recovery, his testimony in the country's Truth and Reconciliation Commission led him to start work with both offenders and victims recovering from the years of trauma endured during those extremely difficult years.

His organization, [The Institute for the Healing of Memories](#), now includes international branches, which work with a wide variety of trauma survivors, from military and police, to indigenous peoples' groups, and more. Each participant received a copy of his memoir, *Redeeming the Past: My Journey from Freedom Fighter to Healer*.

During his time with we explored how we tell our stories, how we work with others who have suffered trauma, and how we use our gifts for the healing of the world. It was a profound time of deep conversation and reflection.

We also shared beautiful daily worship, and concluded with the annual renewing of clergy vows, and the blessing of the hands of the clergy.

As always, it was a gift to share fellowship, good food, and time for rest in a beautiful setting.

COLLEGE FOR CONGREGATIONAL DEVELOPMENT

The Rev. Cn. Julie Wakelee

The College for Congregational Development is a national program within the Episcopal Church which brings together tools from organizational theory and congregational development. Most students take the two-year program in one-week segments. This year's participants attended the course in the Diocese of Spokane.

The Rev. Dr. Steve Hassett (interim rector at Ascension, Vallejo) completed the two-year program and the Rev. Katherine Fredrick, curate at Grace, Fairfield) finished her first year. Their training will benefit both the churches they serve and strengthen their work on the Congregational Development Group (report follows). We anticipate sending two to three additional members of the CDG team in 2026.

CONGREGATIONAL DEVELOPMENT GROUP

The Rev. Cn. Julie Wakelee

The Congregational Development Group has been working in several directions over the past few years – many members served as mentors for the **FaithX Vitality Improvement Project**, which concluded this year. Others are actively serving now as companions to churches participating in the **Capacity Discernment Program**, run cooperatively with leaders from the ELCA Sierra Pacific Synod. (More about that just below).

Grants: CDG grants this fall will look different than they have in recent years. The team will be seeking applications for 4 grants focused on helping churches connect more deeply with the community where they are located. Taking the Congregational Vitality Assessment (CVA – a FaithX tool) and having current mission and vision statements (or committing to working with a team member to achieve this) are prerequisites for application. We hope that by the time you are reading this report the grant cycle will already be underway.

Capacity Discernment is a program shared with us by the Episcopal Diocese of Oregon and the ELCA Synod of Western Oregon. It is a 9-month curriculum that helps (in this year’s case) small churches discern one of three pathways: transformation, partnerships, or “mission accomplished.”

Congregations participating this year are doing so by invitation and include five from our diocese (St. Mary’s, Elk Grove; St. Luke’s, Crescent City; St. Luke’s, Galt; Trinity, Sutter Creek; and Trinity, Ukiah. One Lutheran church is part of the cohort. Companion clergy include four Episcopal priests (Ken Erickson, Katherine Frederick, Steve Hassett, and Mack Olson) and two Lutheran pastors (Jim Abbott and Bob Swartz).

Each month, churches, companions, and “design team” leaders (Cn. Julie Wakelee, Rev. Katherine Frederick, and Pastors Amy Kinzle and Charlane lines from the ELCA synod) gather online for about 90 minutes for teaching and sharing times. Each month, church teams have follow-up homework with their companions – usually conversations with the congregation.

We are excited to continue this experiment in walking with churches as they explore options for the future. Stay tuned in 2026 for the next edition!

We are always looking for folks across the diocese with an interest in organizational design and congregational resilience. We are especially in need of lay members. We meet online bi-monthly, and in person once or twice per year. Active members at this time are the Revs. Cindy Woods (Arcata), Annie Mertz (Benicia), Mack Olson (Kenwood), Ken Erickson (OOB), Steve Hassett (Vallejo), Katherine Frederick (Fairfield), Emily Hyberg (Sebastopol). Earlier in the year, participants included the Revs. David Englund (Gridley) and Tammy Smith-Firestone (Chico) and Mr. Jim Evans (Auburn) and William McGrath (Sacramento).

DEANERY REPORT: ALTA CALIFORNIA

The Very Reverend Tammy Smith-Firestone

I have the privilege of serving the deanery of Alta California covering the I-5 corridor from Willows to Mt. Shasta and a branch of Highway 99 into Chico and Paradise, covering the five counties of Siskiyou, Shasta, Tehama, Butte, and Glenn. We are a rural deanery drawing from the strength of our local communities and facing the challenges of smaller populations and regular natural disasters. Our congregations are resilient, have committed lay-clergy leadership teams, and are working together to meet congregational and county-wide needs.

The following is a brief update of our Alta congregations from north to south:

St. Barnabas, Mt. Shasta has been served by the Rev. Mark Dibelka as vicar alongside lay worship leaders and preachers; supply clergy has covered the later part of this year as their vicar has been on leave.

All Saints', Redding, served by the Rev. Aidan Rontani, is experiencing growth and new life. They are exploring new outreach opportunities that will insure both their mission and their financial stability. All Saints continues to support the refugee resettlement program in Redding.

St. Michael's, Anderson is served by lay leadership and regular supply clergy, including the Rev. Marly Adair and the Rev. Ann Sullivan.

St. Peter's Red, Bluff is in transition, with the Rev. Maryly Adair celebrating Eucharist twice a month and providing pastoral care alongside a strong lay-leadership team.

St. Andrew's, Corning has morning prayer on Sundays and continues to open its doors to community 12-step groups.

St. John's, Chico has new rector, the Rev. Tammy Smith-Firestone, with sustained growth over the transition process. The congregation continues to engage in collaborative efforts with community organizations and has developed its New Camino ministry by building relationships with Latino neighbors.

St. Nicholas', Paradise has been in hiatus for Sunday worship but continues to be a hub for the community under the supervision of the Office of the Bishop and its office administrator. The clergy search process has begun for a Church Planter.

Holy Trinity, Willows is served by vestry leadership and the Rev. Delia Faye as regular supply clergy.

The Alta Deanery expresses its gratitude to Bishop Megan, Canon Julie, Kati, Jacqi and the rest of the Office of the Bishop staff for their support. Resources from Faith X, New Caminos, and the West Coast Collaborative Lay Preaching Program have provided excellent tools for understanding our greater communities and equipping our leaders. As always, I want to give special thanks to vestries, lay preachers, lay worship leaders, study leaders, and those who provide lay pastoral care with calls and visits to parishioners. And thank you to the "retired" clergy who celebrate and provide pastoral support throughout the deanery.

DEANERY REPORT: CAPITAL

The Very Rev. Tom Gartin, Dean

The Capital Deanery is the largest by membership with thirteen worshipping communities, and the diversity of ministry we collectively offer is extensive. From hosting 12-step and other support groups, to feeding the hungry, organizing for social justice, engaging in many expressions and models of clergy and lay pastoral care, and raising up disciples; it's clear that God isn't hindered by any of the obstacles and shortages we may worry about day-today, and that God's Spirit is bringing hope and love to our communities in abundance.

Faith, Cameron Park www.faithec.org

Faith continues a new initiative to introduce regular opportunities for hands-on community involvement as we support local organizations and meet our neighbors, from hosting pet food drives to packing meals for Rise Against Hunger. In addition to our outreach projects, we hosted the local ecumenical Good Friday service, the Cub Scout Bike Rodeo, and will host the Hands4Hope Winter Boutique. We believe that walking through the door into church can open many more doors back out into the community where God's Spirit is moving among us and our neighbors.

St. George's, Carmichael www.stgeorgeca.org

St. George's vestry had a helpful Mutual Ministry Review, where we created new mission and vision statements. Our mission is to be a community of acceptance, healing, and love. Our vision is to become a vibrant, Christ-centered community where all find belonging, healing, and love that transforms lives. We also planned and created a Healing Garden that includes the Stations of the Cross and the 12 Steps. We continue our outreach through our Community Garden.

Trinity, Folsom www.trinityfolsom.org

Overall, things are going about as well as could be hoped in a transitional-sized congregation. The biggest change has been welcoming a new Rector. The church welcomes newcomers more Sundays than not, and has baptized three adults in the past nine months. Outreach, much of which is done with ministry partners, is prominent in parish life. We hope to continue attracting new members and building up our programmatic life, with particular focus on music and formation. We are also excited about the large residential development coming to the Folsom area south of US 50 in the next few years and beginning to plan our marketing efforts.



PROGRAM REPORTS | CONGREGATIONAL DEVELOPMENT AND SUPPORT

All Saints', Sacramento

www.allsaintssacramento.org

All Saints Memorial Episcopal Church in Sacramento is a warm community grounded in faith, tradition, and service. Rooted in traditional Anglican practice, music is important to us. Our Christian Formation includes a weekly Morning Prayer service with a Discussion Group, book clubs, and Lenten study groups. Outreach ministries include visits with the homebound, and bagged lunches and compassionate support for our unhoused neighbors. Committed to creation care, we recently installed heat pumps, significantly reducing the parish's carbon footprint. All Saints remains a resilient and faithful community of worship and we look forward to serving future generations here in Sacramento.



The following congregations did not submit a report, but you can find out more about their ministries by visiting them online.

St. Michael's, Carmichael

www.stmichaelscarmichael.org

St. Mary's, Elk Grove

www.stmaryselkgrove.org

St. Luke's, Galt

www.stlukesgalt.org

Our Saviour, Placerville

www.oursaviourplacerville.org

Trinity Cathedral, Sacramento

www.trinitycathedral.org

Trinity Cathedral is committed to loving and serving the people of Sacramento, the diocese and our congregants.

We mix contemplative prayer with action for justice in serving the homeless, and migrants. We worship in a variety of styles across three services each Sunday. We face transitions this year, but we do so with faith.



Right: Dean Matthew welcomed Senator Alex Padilla to Trinity Cathedral for a round table discussion on the need to support migrants in our current political environment.

St. Clement's, Rancho Cordova

www.saint-clements.com

St. Matthew's, Sacramento

St. Paul's, Sacramento

www.stpaulssacramento.org

Trinity, Sutter Creek

www.trinitysuttercreek.org

DEANERY REPORT: CENTRAL

The Very Rev. Cliff Haggengjos, Dean

2025 has been a fruitful, as well as transitional year for the congregations that comprise the Central Deanery. We have enjoyed collaborating and supporting one another as all of us go about making disciples, raising up saints and transforming our communities for Christ.

It has also been a year of transition for a number of our congregations. John Vafis retired from St. Stephen's (Colusa), and the congregation has been ably served both by supply clergy, as well as faithful lay members leading morning prayer. They continue to be served with a faithful organist so the church is filled with music. They also continue their community involvement with other churches in serving lunch for those who are food insecure. St. Stephen's will be hosting their annual Chocolate Festival on December 7th.

St. Timothy's, Gridley has also experienced transition. Since the retirement of John Harris, the congregation has been served by David Englund and other supply clergy as they seek a new priest in charge. They continue to serve the community through their wonderful garden and "Preserving Food with Friends" program. They are also in the process of renovating their social hall so that they might have greater involvement with the community in Gridley.

St. James', Lincoln also gathers for Eucharist on Sunday and is served by a number of faithful supply priests. They have continued to offer their wonderful Special Needs Service three times a month. In addition, they serve the community through their Pantry, Community Garden, participation in the Lincoln Homeless Project, and through a variety of services and programs offered their collaboration with Grace Lutheran Church in Lincoln.

St. Augustine of Canterbury, Rocklin has flourished this past year, strengthened by God's grace and guided by the inspiring vision of Pastor Anny Genato, who celebrated her graduation with a Doctor of Ministry degree in June. They also welcomed Deacon Joanie Cahill and seminarian Rosemary McLaughlin, launched a new ministry for college-age students and young adults. Their common life was enriched by a variety of profound worship and formation activities. Small groups, Centering Prayer, Bible studies, and book clubs to Yoga Devotion and Children's Church continued to deepen fellowship and discipleship. Outreach remained vibrant through support of The Gathering Inn, Acres of Hope, Kairos, and St. James Food Pantry, along with a joyful Cinco de Mayo fundraiser.

St. John's, Marysville has had a challenging year, doing the hard work of discerning that it was time to proceed with the sale of their property and dissolution of the parish. Despite the difficult challenge that such a decision entails, this grace-filled congregation worked hard to ensure that the Food Share program would continue (thanks to the willingness of Grace (Wheatland) to assume responsibility for this vital program serving the many needs of the community). St. John's has also provided a legacy of gifts to a number of the other congregations throughout the deanery.

St. Paul's, Oroville is dedicated to nurturing spiritual growth and community connection. As a cornerstone of the local faith community, it strives to share the love of God through worship and outreach activities. The church offers various services, including Eucharistic Adoration and weekly worship, which foster spiritual well-being and promote community engagement. St Paul's seeks to create a supportive environment for all who seek solace, guidance, or fellowship.

St. John's, Roseville continues to thrive and grow in the Westpark community of Roseville. The congregation gathers for three blessed services on Sunday and continues to serve the community in a variety of ways including support for The Gathering Inn, The Neighborhood Wellness Foundation and Grant High School, St. Vincent de Paul, and the HART ministry through collaboration with St. Matthew's (Sacramento). St. John's also provides space for a variety of neighborhood associations to meet, along with AA and Alanon groups, as they also offer bi-monthly support for Dementia Caregivers and Grief Sharing groups.

Grace Church, Wheatland kicked off the year by hosting a wonderful Celebration of their 150th Anniversary as a congregation. In addition to supporting NA and AA groups, the congregation also worked with St. John's Marysville and are now supporting the Food Share program that addresses a tremendous food insecurity issue in the local community.

St. James, Yuba City continued its outreach employing 25% of their budget to support diverse ministries that include the Navajo church, Salvation Army, women's shelters, Christian Assistance Network, the emergency shelter program, REST, and Green Bag food collections. It's community garden provides fresh produce to St Andrew's food pantry, the Salvation Army food distribution and the Yuba Sutter food bank. They have also started a Fifth Sunday joint service with St. John's Marysville, Grace Wheatland and Faith Lutheran Church, and also gather with those same churches for a "Game Night" offering a time to relax and enjoy more than a few good laughs. Once a month Morning Prayer is Lay led as well as occasionally a Lay homily. The "landscape" in front of the church was transformed from a weed patch to a drought tolerant palate of orange, red and purple ground cover and shrubs welcoming all to "Come and See".

As you can see, the nine congregations that comprise the Central Deanery continue to work collaboratively, looking for ways in which we are able to support our respective ministries. We continue to grow together in faith and ministry, letting the transforming love of Jesus Christ guide us as the Holy Spirit inspires us.

DEANERY REPORT: RUSSIAN RIVER

The Very Rev. Bob Scott, Dean

Good Shepherd, Cloverdale: The Reverend Tim McDonald continues to serve as the priest-in-charge. Good Shepherd has been experiencing steady, slow growth with attendance ranging from 30 to 45 each Sunday. The parish was successful in finishing several projects related to the FaithX program including working to identify city sidewalk and parking improvements for ADA purposes and helping to repurpose a church that is closing to become a resource center for the entire community.

<https://goodshepherdcloverdale.org>

St. Michael & All Angels, Fort Bragg: The Rev. Randy Knutson continues to serve both at St. Michael's and Trinity Lutheran Church (ELCA); worshipping separately but working in what we call 'Shared Ministry'. Within this past year we have welcomed both our bishops to visit us. The congregations worship together about 6-8 times a year. We have also been at the center of Ecumenical Advent and Lenten Services in our region with seven different congregations worshipping on Wednesday nights. Another shared ministry includes a Shared Sack Lunch Ministry. Recently we have added once a month Free Community Meal.

<https://www.stmichaelfb.com/>

Shepherd by the Sea, Gualala: This Episcopal/Lutheran mission continues to be supported by the Advising Ministers Episcopal Rev. Portia Hopkins and the Lutheran Rev. Dr. Moses Penumaka. The parish laity is very active in the community supporting the Gualala Food bank in collaboration with the Gualala Baptist Church. They also organize the annual Service of Nine Lessons and Carols on Christmas Eve. Two new ministries have been launched this year: a monthly Men's Group and an evening vesper service using Taizé hymns.

<https://www.shepherdbythesea.org/>

St. Paul's, Healdsburg: St. Paul's continues to be a vibrant parish led by the Rev. Sally Hubbell supporting two services on Sundays and a midweek service held at a local art gallery. Their ministries also include serving two hot meals each week, providing showers three days each week, and a monthly music/organ concert every month from September through May. Bible Study is held each Wednesday. <https://www.stpauls-healdsburg.org/>

St. Patrick's, Kenwood: In October of 2024, St. Patrick's welcomed the Rev. Mack Olson as their new Priest in Charge. Some joyous moments in our parish included our annual Christmas concert, the return of our annual St. Patrick's dinner, and our continued support of the ViVO Youth Orchestra. St. Patrick's outreach ministries include food bank distributions, hosting a winter nomadic shelter, and puts together "blessing bags" for those in need. And finally, in the past year, we have continued to provide formation opportunities, retreats, book studies, art classes, and quiet days.

<https://stpatrickskenwood.org/>

St. John's, Lakeport: St. John's continues to worship under the leadership of Senior Warden, Leila Haddad. Morning Prayer is observed most Sundays and supply priests celebrate the Eucharist when available. The Rev. L.A. King continues to supply the first Sunday of each month through 2025. The thrift store provides a means of outreach to the community as well as provides financial support for the parish.

<http://www.saintjohnslakeport.org/>

St. John's, Petaluma: The Rev. Merritt Greenwood continues as interim rector. The parish completed its parish profile earlier this year and the call for a new rector has been posted. The parish has ministries in the areas of Peace & Justice, an Interfaith Food Pantry, the Petaluma Interfaith Community Climate Commission, and the Petaluma Community

Relations Council. The parish also offers a Taizé service, Sacred Circle Dance, and a Labyrinth walk.

<https://www.saintjohnseiscopalpetaluma.org/>

Incarnation, Santa Rosa: Incarnation continues to offer Sunday Open Table Breakfast, and to operate the Heavenly Treasures Gift and Thrift. This year the Parish Guild led several fellowship events that have contributed to a sense of joy and vitality in congregational life. The congregation celebrated a series of creative intergenerational liturgies, including two Sundays featuring children's leadership, and dinner eucharists for Epiphany and Ascension Day. Incarnation celebrated the ordination to the priesthood of parishioner Bill Glenn in July. Looking ahead, Incarnation plans to launch a capital campaign to initiate the parish's new Generational Campus Plan, including energy-efficient renovations and outdoor landscaping.

<https://www.incarnationsantarosa.org/>

St. Stephen's, Sebastopol: This June, the congregation celebrated the long-awaited Grand Opening of the Playground Café. This project is a capstone for more than a decade of property revitalization, which has included the addition of the Outdoor Sacred Space, Labyrinth, and Food Forest, among other ministry and beautification efforts. St. Stephen's is now a hub for the town where people can experience community, receive a free hot meal, be formed as youth Disciples at Godly Play, gather for Centering Prayer, cultivate the land with Friends of the Garden, and care for hungry neighbors at the Inter-Church Food Pantry. <https://www.ststephensebastopol.org/>

Trinity, Sonoma: Trinity is being served by an Interim ELCA Pastor during their time of transition. They will be examining how God is calling them to serve in their community to discern their future mission. Based on their sense of call they will discern the characteristics needed in a new Rector to lead them forward. They continue to provide meals for the community through the Meals on Wheels program that uses the facility.

<https://www.trinityepiscopalsonoma.org/>

Holy Trinity, Ukiah: The parish has enjoyed having Father Ed Howell serve as a consistent supply priest this year, with Eucharistic services every other week, the other Sundays featuring morning prayer led by lay leaders. Father Ed has been offering confirmation classes in preparation for several of our members being confirmed when Bishop Megan visits on October 12, 2025.

St. Francis in the Redwoods, Willits: The parish is led by the Rev. Betsy Bruneau and a strong lay ministry team. They now have a renewed music program in place and are working on their website. One of their Lay Ministers, Doreen Orme, is nearing the halfway point in her preparation for ordination to the Diaconate. The church continues to provide a home for Willits Daily Bread, who provides meals for those in need. The Willits Shelter Action Group is led by members of Saint Francis. A shower ministry has started with a mobile unit being brought from the Redwood Gospel Mission two afternoons a week. <https://saintfrancisintheredwoods.org/>

DEANERY REPORT: SEMPER VIRENS

The Very Rev. K. Lesley McCloghrie, Dean

The faith communities of the Semper Virens Deanery are, St. Alban's–Arcata, Christ Church-Eureka, St. Francis Mission-Fortuna, and St. Paul's Mission-Crescent City.

St. Alban's, Arcata: had several leadership transitions; a sendoff for priest associate the Rev. Nancy Streufert at Epiphany; Pentecost saw goodbye to our part time Organist Noelle Allison, and we also celebrated the 23-year ministry of Parish Nurse Emily Arents, her baton passed to parishioner, and fellow nurse, Michelle Drollinger.

Provides much of the onsite staff for Camp Living Waters, as well as managing the finances and other administrative needs. Changes to the Safe Church requirements required many hours of additional administrative support to assure that all staff had done livescans and had completed all requirements. See report on Camp Living Waters

In June, we replaced the last three of our gas furnaces with heat pumps. This was the culmination of a three-year project. A raffle is underway to raise the remaining funds, and a celebratory dinner is planned for later this fall.

Safety and disaster preparedness - the parish phone tree has been used several times for earthquakes and winter storms. We offered a CPR/first AID training for staff and ushers.

Presence at several protests/rallies this year.

On a deanery wide note, there were 9 participants in Sacred Ground this year representing three of our deanery congregations and two participants from other Christian communities.

Christ Church, Eureka: Fr. Daniel spoke on a panel with a local rabbi and imam in a county-wide conversation about Israel-Palestine in September 2024.

With Betty Chinn and other churches, we served prime rib dinner to over 400 people

Fr. Daniel led an education day on the Gospel of John for the monks at the Society of St. John the Evangelist in Cambridge MA in December & participated in Ecumenical Gathering in Sacramento for the Week of Prayer for Christian Unity in January

February, observed 140th anniversary of the Eureka Chinatown Expulsion, made donation to the Eureka Chinatown Monument.

March: Welcomed the Rev. Nancy Streufert as a new Associate Priest.

April: Participated in the Rhododendron Parade; parishioner Captain Scott Powers of the Coast Guard served as the parade's Grand Marshall.

May: Participated in the World Labyrinth Day Peace Walk,

June: Sacred Saunter in Trinidad commemorated the 250th anniversary of the first Holy Trinity Eucharist in Trinidad

July: Hosted a Life Planning & Legacy Workshop for deanery with EDNC board members Tony Yang and Peter Juvé and estate planning attorney.

August: The Rev. Mike Kinman guest preached and led workshop on reconciliation.

September: we began celebrating the Season of Creation for the first time.

Hosted first ecumenical and interreligious meeting of the Clinton Foundation's "Empowering Faith Leaders to Address Addiction and Recovery" for Eureka.

Thomas Merton Redwoods Chapter (Reading Group) began also in September.

St. Francis, Fortuna: Welcomed the Rev. Nan Slavin as a canonically resident Deacon with a celebratory Tea attended by Semper Virens Dean, the Very Rev. Lesley McCloghrie. Deacon Nan is a Registered Nurse and works as a Case Manager at Providence St. Joseph Hospital.

Continued our outreach to the migrant community in Fortuna by hosting ESL classes taught by English Express. Member Helen Winfrey worked with the director of English Express to offer Towards Citizenship classes, funded by a Tamales Dinner.

Participated in the Congregation Vitality Assessment (CVA) survey offered by FaithX. St. Francis was identified as one of five congregations to participate in a 5-year grant regarding the CVA with the West Coast Collaborative.

Provided safe meeting space for eleven Twelve-Steps groups.

Participated in ecumenical fellowship and worship (Blue Christmas, Lent Soup Suppers, Holy Week Tenebrae) with our Methodist, Lutheran and Presbyterian neighbors.

To expand our community, initiated Flavors & Friends, a monthly informal cooking demo on various cultural foods and initiated monthly worship services at a local senior home.

St. Paul's, Crescent City: continues to enjoy active lay leadership in worship and music. Participated in workshops to further enrich these ministries.

Ardent group of volunteers working to restore and expand decking, improvements to front of the church in assessment and design phase.

Participation in Diocesan "Cohort Discernment" program, and portion of "Vitality Assessment" survey. A more focused evaluation of our own concept of mission and program is being held in monthly discussions.

Preparations to become a community center for emergency preparedness, in consultation with the County offices for Emergency Preparedness, hope to provide resources for the greater community.

Continued visible and public support of the LGBTQ community, hosting a packed house for a "Day of Remembrance" for those who have died in that community. Provided "Safe Place" for young people of the LGBTQ community to meet this summer, as well as providing visible and monetary support to "Pride Day".

Active place for 12 step meetings in the city and county, with several meetings of NA, AA, Alanon on a daily basis, morning and evenings. Weekly we have social groups of both church members and others in the community who meet for knitting, and then also a writers group a biweekly basis. Writers' influence helped create a monthly "Offering of Letters" at coffee hour in which our members and even others meet to write postcards of support and admonition to our elected officials.

Ministry of "Warm Showers", hosted by Katie Benoit, continues to provide safe haven for touring cyclists, the bimonthly "Bag lunch for the homeless" program also continues.

DEANERY REPORT: SIERRA

The Very Rev. Brian L. Rebholtz, Dean

It is an honor to serve as Dean of the Sierra Deanery. I see in our six congregations a quiet but enduring strength. Stretching from Auburn to Alturas, the parishes of Sierra Deanery embody a faithful Episcopal witness through prayer, service, and community life, often in small towns and rural settings where the Church's presence is an important sign of faith, hope, and love.

At **St. Luke's, Auburn**, the congregation celebrates a rich, Anglo-Catholic faith that emphasizes theological formation and mission. Our High Church worship flows directly into local service (Auburn Interfaith Food Closet and The Gathering Inn) and into international partnerships (St. Luc's school in Haiti and St. Luke's hospital in the Holy Land).

At **Emmanuel, Grass Valley**, the growing congregation is experimenting with new forms of worship to offer alongside traditional BCP liturgy. Having recently celebrated 170 years of ministry, Emmanuel is an essential and beloved presence in the town of Grass Valley.

At **Holy Trinity, Nevada City**, the parish continues to host community meals and study scripture together, while developing outreach through music. Currently, Trinity's regular Evensongs and Taizé worship offer a space for prayer and contemplation not just for parishioners, but also for spiritual seekers and members of the wider community.

At **Christ the King, Quincy**, the congregation remains faithful in prayer and in outreach to their own community.

In the same way, the steadfast congregations of **Good Shepherd, Susanville**, and **St. Michael's, Alturas** extend our mission and reach into the northernmost corners of our Diocese, maintaining worship, fellowship, community events, and online services with inspiring perseverance.

Overall, the spiritual health and vitality of the Sierra Deanery is remarkable. Our congregations, whether large or small, are deeply faithful and centered in the Good News of the Gospel. I am thankful for the service of our active Priests, the Rev. Seth Kellerman, the Rev. Brad Helmuth, and the Rev. David Cohen. I am also grateful for our serving Deacons, the Rev. Patty Park, the Rev. Bill Hefti, and the Rev. Karen Hoida. Thank you for sharing the light of Christ in humble yet creative ways with the communities you serve.

DEANERY REPORT: WINGFIELD

The Very Rev. Dr. Pamela Dolan

It is hard to believe that I have now been Dean of Wingfield for an entire year. It has definitely been a learning experience! I started off with very high hopes of visiting all the churches in the deanery, having individual meetings with all the clergy, and much more. My first lesson learned is that the title of dean does not come with any special powers to add more hours to the day or more days to the calendar. So, I am learning to pace myself and understand that what I hoped to do in one year it might take two or even three years to accomplish.

Even as I have learned to lower my expectations of my own capacity, I have also learned that Wingfield congregations and clergy operate at a very high level. Our churches range in size, worship styles, and architecture, but we are all graced with faithful and loving leadership, both lay and clergy. We were ably led for several years by the Rev. Perry Polk, and I want to thank him for the gracious way he has handed off dean duties to me.

Our deanery is composed of nine churches, listed alphabetically by location on our diocesan website as: St. Paul's, Benicia; St. Luke's, Calistoga; St. Martin's, Davis; Grace Church, Fairfield; St. Mary's, Napa; Grace, St. Helena; Epiphany, Vacaville; Ascension, Vallejo; and St. Luke's, Woodland. What the alphabetical listing obscures is the geographical range of these locations, from the southern border of our diocese up into wine country and across to those of us who very nearly touch Sacramento's outskirts.

Our geographic spread creates challenges for gathering in person, but our clergy are making the effort anyway. In 2025 we have had clericus meetings in Davis, Vallejo, and St. Helena, as well as meeting during the Clergy Convention at the Bishop's Ranch. In 2026, we should be having

gatherings every other month, and I hope to keep moving around to new locations every time.

There isn't space to go into detail about the happenings at all of our churches, but I do want to share just a few highlights.

According to the Rev. Karen Freeman, "Grace, Fairfield has been busy this year renovating meeting rooms to move forward in our vision of becoming a useful community hub. We've also made great strides in reducing our carbon footprint: we've replaced gas water heaters with point-of-use electric water heaters and installed a ductless mini-split HVAC system allowing efficient, independent control of the heating and A/C in each room." I got to meet with a small group that visited St. Martin's to learn about our own mini-splits and was truly impressed by the dedication and knowledge of the leadership at Grace.

St. Luke's in Woodland had a "monumental and spirit-filled year," including saying goodbye to their interim, the Rev. Debra Hawkins, and calling the Rev. Krista Heuett as their next rector. She reports, "We've had a lot of holy firsts as we continue to dream, pray, and discern our ministry together. We are transitioning from merely surviving to now thriving with new ministries, new ideas, and new vision for the future of St. Luke's. We are all excited to see where God calls us to serve, grow, and flourish together." There will be an installation ceremony on October 18; I am sure that will be a highlight for next year's deanery report. It has been a joy to welcome Rev. Krista as a new colleague in our diocese and our deanery.

This year also marks the 150th anniversary of Grace, St. Helena. What a milestone! Their many anniversary events include a conference with church innovator and scholar Dr. Rev. Dwight Zscheile, a book launch, a film premiere, culminating with a festival celebration on November 1. Somehow, amid all this, they have

made space to graciously host our Convocation gathering. What a blessing Grace is to their community and to all of us!

In the Summer of 2024, Church of the Ascension in Vallejo called the Rev. Dr. Stephen Hassett to serve as Interim Rector. Again, what a joy to get to know Steve as a colleague these past several months! He writes, "At our Annual Parish Meeting in February (and with Bishop Megan's permission), we voted to adopt an experimental model of governance called Vestry of the Whole: rather than recruit volunteers to serve on a separate board, the whole congregation functions as the fiduciary body of the parish: we meet every month after church with a potluck and conduct our business together. We retain the wardens, treasurer, and secretary as officers of the parish, and work with Rev Steve, but all members of the parish have seat, voice, and vote in our affairs. It's been a lot of fun!" He also reports on a calendar of FUNdraisers in the community, a whopping big Confirmation class of 14, a series of personnel changes, and their ongoing rector search, and concludes by asking for our prayers for our siblings in Christ at Ascension.

At St. Martin's, we are celebrating another Season of Creation and living into our stewardship theme that proclaims St. Martin's as a place to be welcome, be known, and be loved. One highlight has been the ecumenical and interfaith work that is happening in Davis. This has included everything from a Wednesday night Lent series held in collaboration with our Methodist and Lutheran neighbors, to a Vacation Bible Camp and Progressive Youth Coalition that include even more local churches, and two new organizations of which we are founding members: the Davis Interfaith Association and the Davis Interfaith Queer Alliance.

This is obviously not a comprehensive account of the Wingfield Deanery this year, but just a series of snapshots. Every congregation has had its own joys, challenges, and changes, and I hope to keep learning about them and finding ways to share them with the larger diocesan community.

I cannot end this report without noting two more important transitions. The Rev. Canon Mary L. Goshert Ekenstam passed into eternal life in June of this year. Her ordination at St. Martin's was groundbreaking, and she continued to serve as a mentor and friend to women clergy right up until the end. Rest in peace, dear Mary.

On a lighter and happier (but still bittersweet) note, Anne Seed has served as our deanery's representative on the Board of Trustees for several years now, and she is nothing short of a superstar. She is moving on from that position, and I know that all of us who have worked with her will miss her energy, kindness, and hard work. Thank you, Anne, for your selfless dedication to the Church.

The role of a dean includes working with the other deans and participating on the Board of Trustees. I think I can confidently say that all of us deans are working hard to stay connected and become a true community of colleagues. It is a pleasure and privilege to do this work as part of my commitment to the people of the Wingfield Deanery. I hope that 2026 will bring many opportunities for me to meet and work with more of the people of this diverse and faithful deanery.

FRESH START

The Rev. Ken Erickson

Fresh Start is a three-year program bringing newly ordained and newly called clergy together from across the diocese for practical helps and building community among new clergy colleagues. Participants this year included 20 clergy new to positions in the diocese in the past three years: three Rectors, three Priests in Charge, four Interims, five Deacons, two Curates, and three Assisting Priests. Canon Julie Wakelee oversees program, which was facilitated by the Rev. Ken Erickson and the Rev. Sally Hubble.

The 2025 program began with Orientation to the Office of the Bishop on March 13, 2025. This was timely, as the Office of the Bishop had just moved into its new location on Fair Oaks Boulevard in January, and this gathering was a wonderful way to introduce clergy to the new space. The cohort was divided into two groups, which rotated throughout the day around the office to meet members of the Bishop's staff and learn about the resources and support in each area.

Topics covered included Disaster Resilience; Administration & Finance; the Canon to the Ordinary; the Bishop; Executive Assistant/Ordinations Coordinator; Church Vitality; Communications; HR, Benefits and Safe Church; Diocesan Investment Committee; and the Episcopal Church Foundation of Northern California. The gathering concluded with Evening Prayer.

The second gathering of year was held at Bishop's Ranch in Healdsburg on May 12-13, prior to the start of Clergy Conference. The program featured the Rev. Daniel London, Rector of Christ Church, Eureka and author of *Spiritual Friendship, Distilled*. Rev. Dr. London led the retreat, focusing on the writings of Aelred Rievaulx. After a brief introduction, we read the book aloud in a reader's theatre format and discussed each section. The book and our conversation were both light-hearted and full of valuable insight into the nature of friendship. There was also ample time set aside for rest, reflection and socialization. The consensus was that the time together felt like a real retreat, and the topic and sharing was a balm for the soul.

The third and final gathering for the 2025 Fresh Start cohort will be held on November 19 at St. Stephen's, Sebastopol. The Rev. Christy Laborda Harris, Rector of St. Stephen's, will introduce us to the church campus and lead us in a discussion about how the parish is exploring ways to expand what it means to be church in Sebastopol. We will gather in the morning for Welcome, refreshments and prayer, take a tour of the campus, eat lunch at the Playground Cafe, and discuss what it means to reimagine church in our time.

LATINO MINISTRY

The Rev. Cn. Julie Wakelee

It has been a busy year for advocating for members of the Latino community across our diocese. In late January, with heightened concerns about immigration raids, Cn. Julie Wakelee reached out to leaders across the diocese to form a **Migrant Support Team**.

It now includes lay and ordained members from each deanery and meets regularly to educate and equip leaders and their churches, and to provide information on how individuals can connect with organizations in their communities.

Early in the year, we held two zoom conferences featuring specialists:

- The first provided education to the diocese and other interested parties about how the immigration system works.
- The second provided educational material and practical helps to congregations concerned about how to respond if ICE comes to a church campus.

We continued to build on these resources, with members from across the diocese meeting regularly and contributing information to a new page on the Diocesan website, which is now a broadly-encompassing resource center, beautifully created by our staff team of Lisa Taylor (director of communications), Nicole Miller (communications consultant/webmaster), and Chloe Craig (executive assistant to the Canon).

You can find that page here:

<https://www.norcalepiscopal.org/site/migrant-support-network/>

Additionally, churches that attended the **New Caminos** conference held at St. John's, Chico in October 2024 have done great work with mini grants given to make their campuses more inviting to people in the Latino/a community. These projects span a broad range, from making signage bilingual to sponsoring a soccer team, hosting Las Posadas, and supporting local "know your rights" campaigns for immigrants.

St. Timothy's, Gridley, is still on a path toward hiring a bilingual, bicultural priest to lead them into being a congregation that more truly reflects the significant Latino population in their community. We have some great applicants and are starting the interview process soon, as we also navigate the process of obtaining R-1 visas for applicants. Many thanks to the Rev. Dr. David Englund, who led them in important interim work, and to the wardens Kathy Mahanna and Kelly Scott, and to everyone in the congregation who are carrying on during this long period of discernment.

NEW PARISHES AND MISSIONS

The Rev. Brian Rebholtz

There are no new parishes or missions.

SAFE CHURCH

Michelle Karimi

Participants from the Episcopal Diocese of Northern California completed 163 required Safe Church trainings in 2024 (*from January–October*), compared to 306 to date in 2025—an 88% increase!

In March, we introduced updated Safe Church requirements designed to simplify the process and align with federal and state laws. Many of the former *Safe Church*, *Safe Communities* courses remain available, recommended, and free, but are no longer required. Current requirements can be found in the Safe Church Guide on our website.

2025 Completions to Date:

- LiveScan Fingerprinting: 267
- CANRA Mandated Reporter Training: 166
- Sexual Harassment Training:
 - Supervisors – 32
 - Employees – 108

We are deeply grateful to the Safe Church Administrators across the diocese for their dedication to fostering safe and caring communities. As Diocesan Safe Church Coordinator, I will continue to serve as a liaison with the wider Episcopal Church, sharing updates, resources, and support as Safe Church practices continue to evolve.

To learn more about Safe Church, visit www.norcalepiscopal.org/site/safe-church/

TRANSITION MINISTRY

The Rev. Cn. Julie Wakelee

Things were moving in transition ministries this year! The following churches successfully concluded searches:

- St. John's, Chico – The Very Rev. Tammy Smith-Firestone
- St. Luke's, Woodland – The Rev. Krista Heuett
- St. Michael's, Carmichael – The Rev. Megan Anderson Gartin
- St. Patrick's, Kenwood – The Rev. Mack Olson (from PIC to Rector)
- Trinity, Folsom – The Rev. Brett Hays

The following are currently reviewing applications:

- St. John's, Petaluma

Still seeking candidates:

- St. Timothy, Gridley (bilingual/bicultural)
- St. Nicholas, Paradise (church planter, will start at St. John's, Chico)

As this report is being written, churches are applying to the 2026 Curacy Pilot Program, which will serve six churches for three years (3 sponsor churches, 3 partner churches).

Additionally, I am in active conversations with a number of churches about the possibility of sharing clergy in the year ahead.

I continue to be active in my cohort of Province VIII transition officers, which shares great resources, as well as companionship in this work.

**WEST COAST
COLLABORATIVE**
EPISCOPAL SCHOOL
FOR MINISTRY



**COSTA OESTE
COLABORATIVA**
ESCUELA EPISCOPAL
PARA EL MINISTERIO



WEST COAST COLLABORATIVE EPISCOPAL SCHOOL FOR MINISTRY

*The Rev. Sr. Kathy Lawler, Northern California
Dean*

It is the mission of the West Coast Collaborative Episcopal School for Ministry to support people responding to the Holy Spirit's call to ministry by:

- Lowering barriers to engaging formation
- Forming students in regular, synchronous, cohort-based community
- Providing students excellent, pragmatic formation

It's been another exciting year of living this mission! We continue with our ongoing programs of formation preparing people for ministry as Preachers and Deacons across the

three WCC Dioceses: San Diego, El Camino Real, and Northern California.

There are currently nine people in formation for the Diaconate, six first year students and three in their second year. Early 2025 saw the ordination of students from our first full cohort to graduate from the WCC's two-year Diaconal Formation Program.

The WCC is truly a collaborative effort. We benefit from the great expertise brought to the school by Deans and Mentors from across the three dioceses. The breadth of this expertise spans spirituality, history, theology, ethics, walking with students in field placements, diaconal history and practice, the Book of Common Prayer, leading prayer, liturgical theology and practice, scripture, homiletics,

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even chanting! In 2025, the Northern California contribution expanded by two, adding The Rev.

Kate Sefton to the diaconal program mentors and Mr. Mark McMillen, a WCC graduate, to the preaching mentors. This brings our total mentor contribution to four, including The Rev. Kathy Lawler, Dean, and The Ven. Margaret Grayden, both of whom serve as diaconal program mentors.

Beyond our people and programs, the most exciting news of the year is the significant, five-year grant received by the WCC from the Iona Collaborative and Lilly Foundation to develop a culturally, educationally, and linguistically appropriate Diaconal Formation program in Spanish. Stay tuned for more news as we build and begin this program in the upcoming few years!

If you are curious to learn more about the WCC program offerings, check out our website at www.wccollaborative.org. For further information, you can reach out to the Northern California Dean, Kathy Lawler, at SFMDean@norcalepiscopal.org.



CHRISTIAN FORMATION MINISTRY

*The Rev. Cn. Julie Wakelee on behalf of The Rev.
Ken Erickson*

In January, Interim Missioner for Church Vitality Ken Erickson attended the national **Forma Conference**, where he met practitioners from across our denomination, and brought back resources to inform our ministry. (Does your church send someone? We'd like to keep the conversation going after the conference!)

As we have in prior years, we continued to provide **seasonal materials** for worship and study via our website and electronic communications. Bishop Megan was delighted to again endorse the use of the Season of Creation materials for use in Sunday worship.

Most notable, the **West Coast Collaborative** continues to grow and thrive as this three-way partnership with the dioceses of El Camino and San Diego continues the excellent work of forming deacons and lay preachers (now in English and Spanish!). The fruits are already being seen in benefits to our churches!

Clergy on the Office of the Bishop staff (foremost, of course, Bishop Megan herself!) visited, preached and taught at churches across the diocese, which is always a treat for us. We pray it is helpful to you, too.

COMMISSION FOR INTERCULTURAL MINISTRIES

Miriam Casey and Jo Ann Williams, Commission Co-Chairs

Mission statement: Striving to reflect the diversity of heaven by living into the long-term commitment to racial healing, reconciliation, and justice of the Beloved Community in the Episcopal Diocese of Northern California.

Racial Justice Audit

Please review the separate report for the Racial Justice Audit.

Continuing Fearless Faith: Pilgrimage to Tule Lake Concentration Camp

A diocesan committee raised awareness of the internment of Japanese during WWII at the Tule Lake Concentration Camp, located in the northern part of our diocese. Forty people made a pilgrimage to the Concentration Camp on September 12, including Rev. John Kitagawa. His father, the Rev. Daisuke Kitagawa, organized religious services at the camp during the incarceration.

Racial reconciliation training

Please review the separate report for Racial Reconciliation Training.

Beloved Community Resource Newsletter

The newsletter has 662 subscribers with an overall 70% open email rate which is much higher than the industry average of 35% for faith-based non-profit organizations.

Advocacy

Diocesan advocates attend the weekly Office of Government Relations Legislative Briefing and widely distribute information and action alerts about legislation and policies that directly relate to church policies. In addition, information on issue focused webinars and educational opportunities from OGR and partner advocacy organizations are shared.

Immigration Ministries

The ministry changed its name from Refugee Resettlement to Immigration this year to more accurately identify the work of the ministry with all immigrants, not just refugees. Ministry teams continue to assist refugees from Afghanistan, Ukraine, and Syria and assist immigrants in their communities who are threatened with deportation.

African-American Ministry

The Commission is offering a webinar (October 18) about the Neighborhood Wellness Center in Sacramento. The Center provides services for students at Grant High School and others in the community.

This ministry is also connected to the California Commission on Racial Equity to identify opportunities to support racial justice in our diocese.

Rainbow Ministry

The Rainbow Ministry launched Safe Zone training for clergy, lay leaders, and parishioners in the diocese, using versions of materials from TheSafeZoneProject.com, designed to help churches to be welcoming safe zones for members of the 2S/LGBTQIA+ community. The Rainbow Ministry also launched the OASIS Support Group, an online monthly gathering for 2S/LGBTQIA+ parishioners in the diocese.

COMMISSION FOR INTERCULTURAL MINISTRIES: RACIAL JUSTICE AUDIT

Lynn Zender and Jo Ann Williams, Co-chairs

We are happy to share initial responses to the findings of the audit performed by the Mission Institute from the Board of Trustees team for the [Year 1 audit of diocesan leadership](#) and from the Regional Deans for the [Year 2 audit of deaneries and churches](#).

YEAR 1 (2023) AUDIT OF DIOCESAN LEADERSHIP – Daphne Vernon, the Very Rev. Cliff Haggenjos, and Barbara Jewell

Our first meeting was scheduled for August 5th with regular meetings to follow. During our first meeting, we agreed to honor the RJA recommendations that our team should have 8-10 members. We brought this to BOT, requesting more people to join our team of three. We received recommendations and sent out invitations to join our team in September. We hope to welcome new team members and start working on recommendations in October/November 2025.

YEAR 2 (2024) AUDIT OF DEANERIES AND CHURCHES

Alta Deanery – The Very Rev. Tammy Smith-Firestone, Dean

Preaching in the Alta Deanery is addressing racial justice issues facing our country, especially immigration. Racial reconciliation is also being addressed through their outreach programs, including “New Camino,” by building relationships with Latino neighbors by sponsoring a local soccer league. They participate in the refugee resettlement program and provide immigrant support by creating awareness and participating in political events. They also look to having a Deanery-wide Sacred Ground course in 2026.

Capital Deanery – The Very Rev. Tom Gartin, Dean

Although there are various active social justice ministries being done within the Capital Deanery, the Deanery as a whole has not yet formed a unified response to the RJA. There is a need from the diocesan level to set the vision that helps everything necessary to fall into the right place with the right mix of creativity, practicality, and hope to assist leadership with responding to the audit findings. Work needs to be done to consolidate diocesan priorities into a cohesive strategic plan so that responding to the Racial Justice Audit has the place it deserves in our shared life in ministry.

Central Deanery – The Very Rev. Cliff Haggenjos

The Racial Justice Audit offered a number of insights for the Central Deanery to consider so that we might deepen our understanding of what it means to live as a Beloved Community. These included expanding education and leadership, supporting small congregations and accessibility, adjusting diversity efforts based on member interest, and seeking feedback for future improvements. To date the primary mechanism has been to offer Sacred Ground via Zoom throughout our deanery. In the year ahead, we look to build upon this work as we gather Sacred Ground graduates to discuss next steps built upon what we have learned.

Russian River Deanery – The Very Rev. Bob Scott, Dean

Rev. Bob distributed deanery audit reports to parishes and instructed parish leads to see what they could do given the difficult political environment, i.e., take some small bites; what could be accomplished in the short term. He committed to writing short articles from Sacred Ground materials for insertion into parish newsletters. At a deanery clericus meeting, he asked everyone to consider what they could do to

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start conversation on next steps and sent MI's list of ideas for racial and social justice activities for their consideration.

Semper Virens Deanery – The Very Rev. Lesley McCloghrie, Dean

St. Alban's Arcata: Arcata House partnership, LGBTQ+ community, Liturgical Spanish language, Bolivian family in congregation, True North Organizing Network.

Christ Church Eureka: 1885 Chinese Expulsion, HAPI, Sandy in Honduras, LGBTQ+ community, Forgotten Initiative Foster Care program

St. Francis, Fortuna: 'Immigration 101'. Know your Rights' webinars, work with Centro del Pueblo, Towards Citizenship classes,

St. Paul's Crescent City: works with True North Organizing Network.

Sierra Deanery – The Very Rev. Brian Rebholtz, Dean

St. Luke's working group is developing a St. Benedict's Guild to help us better welcome unhoused people in our area, many of whom are non-White. We will provide training for new members, connect unhoused parishioners with local services, and raise awareness about the epidemic of homelessness in Placer County.

Wingfield Deanery – The Very Rev. Dr. Pamela Dolan

The Wingfield Deanery clergy are committed to doing a "deep dive" into the report in early 2026 and consider more collaborative efforts and conversations. Many of our parishes already offer one or more of the following: Spanish-language services and/or inclusion of Spanish in liturgy, Dia de los Muertos and Las Posadas celebrations, ongoing Sacred Ground circles, participation in CIM, COE, and the Immigrant Support Network, speakers and book studies dealing with racial justice issues, acknowledgment of Juneteenth in liturgy and preaching, and much more.

COMMISSION ON MINISTRY

Rhonda Canby co-chair

The Commission on Ministry continues to work diligently to help nurture and guide the formation of the baptized for ordained ministry in The Episcopal Church in Northern California. The members of the Commission on Ministry as follows: The Right Rev. Megan Traquair, Rhonda Canby (co-chair), The Rev. Patty Park (co-chair), Earl Cunningham, Fernando Dizon, The Rev. Katherine Frederick, The Rev. Anny Genato, Malcolm MacKenzie, Kate Muris, and Leta Parks. The Rev. Canon Julie Wakelee, The Ven. Pam Gossard and The Ven. Margaret Graydon have seat and voice on the COM. Jacqi Seppi, Executive Assistant to the Bishop also participates in the COM meetings. We are hoping to add an additional two clergy and two lay members over the next few months.

We have continued to meet as a commission online via Zoom as it allows members and ordination nominees to meet in whatever geographical location in which they reside. Our Discernment Weekend has gone back to an in-person format; we appreciate how vital it is to be with one another in person and have an extended time of both interviews and social interactions. One of our Discernment Weekends this year was held at Trinity Cathedral, but we plan to return to meeting at an off-site retreat center going forward.

Our RDG (Regional Discernment Groups) coordinator, Rev. Anny Genato, has continued to do an excellent job training new RDG members for our diocese. We are still in need of individuals who believe they are called to this important ministry; our regional deans have been working hard to recruit news member, and their efforts are much appreciated. The RDG serves an important purpose as a place of discernment for potential aspirants; the RDG process helps individuals gain a deeper understanding of their call and its nature before being invited to a

Discernment Weekend. We now have 10 aspirants looking forward to starting the ordination process.

The West Coast Collaborative Episcopal School for Ministry formed three new vocational deacons who were ordained this year. The WCC is a combined ministry of the Dioceses of El Camino Real, Northern California and San Diego, and provides innovative lay and diaconal formation based in the curriculum of the Iona Collaborative at the Seminary of the Southwest. The West Coast Collaborative currently offers two educational tracks— formation for Vocational Deacons, and formation for Lay Preachers. A course in lay preaching through the WCC began in February of 2025. Over time, it will continue to expand program offerings in support of lay and ordained ministries. The Diocese of Northern California offers thanks to The Rev. Sr. Kathy Lawler, OEF, who serves as the dean and has worked tirelessly alongside our archdeacons to continue to grow this wonderful program.

The Commission on Ministry recognizes that, as with all commissions, we always have room to grow and streamline our process. We are working to do our best to make sure things work smoothly; we appreciate your patience and support in this endeavor. All of us who serve on the Commission on Ministry recognize the privilege and honor it is to serve our diocese in the work that we do; your prayers are coveted as we continue to do our best to serve The Diocese of Northern California.

COMMISSION ON THE ENVIRONMENT

Miriam Casey, the Rev. Dr. Pamela Dolan and Bob Wohlsen

The Mission, Purpose, and Work of the Commission on the Environment

The Commission on the Environment is a group of individuals from across the diocese who are passionate about caring for God's creation. Our efforts are inspired by our Christian calling and responsibility to love God and love our neighbors (human and more than human) as ourselves. We meet monthly on Zoom, offering updates, sharing information, and gathering best practices and regularly offer webinars on topics relating to our carbon neutrality work and commitments.

Spiritual Formation through Worship and Study

In addition to the information and education we share through our monthly gatherings, we regularly contribute articles to the diocese's e-news and to the Becoming Beloved Community newsletter. We have also been invited to share our pathway to carbon neutrality in other dioceses, including in Los Angeles, San Diego, West Texas, Vermont and Missouri.

Closer to home, we completed the "Love God, Love God's World" curriculum in 2025 and have encouraged churches to participate in Earth Day celebrations, St. Francis Day, and other events that highlight the importance of creation care both within the church and to the broader community. In May we welcomed the Rev. Payton Heogh, Program Director of the Center for Spirituality in Nature, to lead a Rogation Day event. Many of our congregations, supported by our Bishop's endorsement, are making great use of the new Season of Creation approved liturgical materials. Among many other initiatives we could list, at least two of our churches have offered studies focused on *The Serviceberry*, a book about nature and the gift economy by Robin Wall Kimmerer.

Carbon neutrality by 2030

At our 2022 Convention, the Diocese of Northern California set a goal for its churches to be Carbon Neutral by 2030. To date, 39 churches have joined the program, and several churches have moved forward with projects to increase their energy efficiency and achieve this goal. In addition, recently the Commission collaborated with the diocese to apply for a \$20,000 grant from the Spirit Airline Foundation to support carbon reduction at St. Michael's, Carmichael.

Advocacy

Commission members advocate to their federal and state legislators to support legislation and policies that support the church's creation care ministries. This has included participation in an advocacy day at the state capital in June.

Province 8 Creation Care Network & beyond

Members of the Commission on the Environment made significant contributions to the Province VIII Creation Care Network. We provided programs on our 4-step process for achieving carbon neutrality, energy efficiency assessments and funding for carbon reduction efforts. We are currently partnering with others to plan a Province 8 Creation Care Conference in 2026. We have also been part of the Green Caucus, a nationwide project to connect those working on creation care efforts between our triennial General Conventions.

Communication: Forming a Mighty Network

Communication has been a strong focus of our work this year, as you can see how often we mentioned articles and webinars produced or distributed by our Commission. We work closely with the Office of the Bishop team to keep our communication up-to-date and are grateful for their assistance, especially on our web page. Additionally, we are very excited to have launched a major new communication tool via the Mighty Networks platform.

ECUMENICAL AND INTERRELIGIOUS MINISTRIES

(SEPT 2024 – SEPT 2025)

The Rev. Dr. Daniel DeForest London

It's an honor to serve as your Ecumenical and Interreligious Officer and I am grateful to our previous Ecumenical Officer, the Rev. Bill Rontani, for his wisdom, counsel, and leadership in this role over the past several years. The purpose of the Ecumenical Officer is to encourage the search for the wider visibility of Christ's Church and to support collegial relationships with members of other religions. I'm connected to a network called EDEIO (Episcopal Diocesan Ecumenical & Interreligious Officers) and I was recently appointed as the EDEIO Coordinator for Province 8, which comprises all dioceses west of the Rockies, including Hawaii, Taiwan, Navajoland and Micronesia. In this report, I offer brief highlights of ecumenical & interreligious ministries and affairs within our diocese as well as within the wider Episcopal Church, between September 2024 and September 2025. This list is meant to be illustrative and not exhaustive.

Ecumenical and Interreligious Highlights in the Diocese:

In September 2024, I spoke on a panel alongside a rabbi and imam in a county-wide conversation in Humboldt on Israel-Palestine.

In November 2024, the Fairfield Clergy Action Network hosted an annual Thanksgiving meal for the needy. Karen Freeman+ is an active member of the Clergy Action Network and the rector of Grace Fairfield, which rents out church-campus space to an American Baptist congregation and a non-denominational Spanish-language congregation.

In December 2024, St. Michael and All Angels and Trinity Lutheran Fort Bragg offered an ecumenical Advent service.

In December 2024, Grace St. Helena hosted an ecumenical Quiet Christmas service (akin to a Blue Christmas service), as they have been doing for 15 years.

In January 2025, in celebration of the Week of Christian Unity, the North State Ecumenical Conference hosted a panel discussion on the Nicene Creed, followed by an ecumenical worship service at St. Francis of Assisi Catholic Church in Sacramento. +Megan Traquair, Bill Rontani+, Matthew Woodward+, and I were among the participants.

In February 2025, clergy from the ELCA and the Roman Catholic Church participated in the Open House and brief Blessing Service to celebrate the Office of the Bishop's new location.

In March 2025, five Sacramento churches (Lutheran, Methodist, UCC, Presbyterian, Episcopal) hosted Lenten vigils that focused on mercy, unity, dignity, truth, and humility; and offered a sacred space for prayer, especially for migrants and the LGBTQ+ community.

In March 2025, Lutheran Bishop Jeff Johnson visited Trinity Lutheran Church and St. Michael & All Angels in Fort Bragg, two congregations pastored by the Randy Knutson+.

In March 2025, Christ Church Eureka hosted an ecumenical Lenten study on the Nicene Creed, in celebration of the 1700th anniversary of the First Council of Nicaea.

In April 2025, Faith Cameron Park hosted an ecumenical Good Friday service while Grace St. Helena hosted an ecumenical Good Friday Taizé service on their labyrinth.

In June 2025, the Fairfield Clergy Action Network, which hosts food distribution centers, held an annual Juneteenth celebration.

In September 2025, St Martin's Davis and Christ Church Eureka celebrated the Season of Creation, a season which was established in 1989 by the Ecumenical Patriarch of Constantinople and recently endorsed by General Convention. The Season of Creation spans from September 1, the Day of Prayer for Creation, to October 4, the Feast Day of St. Francis.

In October 2025, I will be speaking at Ensō Village, a Zen-inspired Retirement Community in Healdsburg, on "The Zen of St. Francis: An Episcopobujew's Reflections on the Poverello."

Ecumenical & Interreligious Highlights in the Episcopal Church:

In November 2024, The Episcopal Church (TEC) participated in the UN Climate Change Conference (COP29) in Baku, Azerbaijan and joined dozens of other faith-based organizations in signing the "Interfaith Call to Action" stressing the moral imperative for climate justice, transition away from fossil fuels, and protection for the most vulnerable communities.

The year 2025 marked the 1700th anniversary of the First Council of Nicaea, an anniversary which inspired several commemorating events and programs among TEC and ecumenical partners around the globe.

The theme for the Week of Prayer for Christian Unity 2025 (Jan 18 - Jan 25) was "Do you believe?" (John 11:26) and focused on the 1700th anniversary of Nicene Creed.

In February 2025, the Episcopal Church joined dozens of other faith-based organizations in a lawsuit challenging the Trump administration and claiming that the Immigrations and Customs Enforcement (ICE) actions in and around places

of worship without a juridical warrant infringe upon the first amendment right to freedom of religion (specifically the sacred obligation to welcome the stranger).

In March 2025, EPIC (Episcopalians and Presbyterians in Conversation) met on Long Island to continue conversations about an Episcopal-Presbyterian Agreement on Local Sharing of Ministries.

On April 20, 2025, both Eastern Orthodox and Western Christians celebrated Easter on the same day, a relatively rare coincidence, occurring once every 3 to 4 years.

In May 2025, Presiding Bishop Sean Rowe joined a 19-member Anglican delegation to attend Pope Leo XIV's Inaugural Mass, in which the pope said that "his first great desire" was for a united church and a "unity which does not cancel out differences but values the personal history of each person and the social and religious culture of every people."

In May 2025, the United Methodist Church - Episcopal Church dialogue met to begin strategizing the path toward the full-communion vote at the 83rd General Convention of TEC in 2027. The dialogue is chaired by +Betsey Monnot of Iowa.

In June 2025, TEC and ELKB (Evangelical Lutheran Church in Bavaria) established a formal relationship of full communion, building on their existing ecumenical dialogue and the Augsburg Agreement.

In August 2025, a group of Episcopalians engaged in ecumenical fellowship through music and art at the Wild Goose Festival in Harmony, North Carolina.

Read this report online with images and videos here:

<https://deforest.london/2025/09/30/ecumenical-and-interreligious-report-sept-2024-2025/>

EPISCOPAL FOUNDATION OF NORTHERN CALIFORNIA

Tony K. Yang, MPA, PhD, President

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

To further strengthen the work of parishes across the dioceses, the foundation is attempting to develop endowed funds that offer a sustainable and impactful approach to financial support. By establishing endowed funds, the Foundation can create a permanent source of income that grows over time, ensuring that resources are available to meet both current and future needs. These funds, built through contributions from individuals, families, and organizations, are invested with care and stewardship, with earnings distributed routinely in accordance with donor instructions. Endowed funds not only provide stability for parish ministries and outreach programs but also encourage a culture of long-term philanthropy and legacy giving within the diocesan community. Through strategic growth and transparent management of these endowments, the Foundation can empower parishes to expand their ministries, respond to emerging challenges, and pursue innovative projects that enrich the spiritual and social fabric of the Diocese.

As the Foundation moves forward we are interested in increasing our philanthropic goals and needs. We are actively engaging in dialogue and discussions across the Diocese to begin active fundraising work across Northern California to seek to endow funds for a variety of congregational and spiritual needs. We hope to work with everyone across the Diocese in this effort.

The mission of the Foundation is to enhance and complement philanthropic efforts within our Diocese. We pursue this mission in several ways. Routine distribution of investment earnings in accordance with the donor's instructions. Among these is our coordination with Episcopal Community Services to award the Anita Weaver grants, which aim to relieve homelessness among vulnerable senior populations.

1. Stock transfers from an individual's estate to a parish or organization.
2. Facilitate workshops for parishes and church lay leaders: We offer two workshops: one to help people organize their affairs and important papers, in the event of incapacitation or death. Our other workshop provides a framework for church leaders to establish and manage a planned giving program at their church.
3. Offer grants to Diocesan parishes and organizations: Out of our unrestricted funds, the Foundation has established the Mustard Seed grants and the larger Foundation Grants, to support a variety of ministries in our Diocese.

PROGRAM REPORTS | MINISTRIES AND COMMISSIONS

The Foundation has awarded **\$20,000** in grants to the following churches/ministries in 2025:

St. Luke's, Calistoga was awarded \$3,000 to educate immigrant children via their Interfaith Refugee Support Ministry.

The Commission for Intercultural Ministries received a \$2,000 grant for congregational discipleship, evangelism and serving and supporting immigrants via the Tule Lake Concentration Camp Pilgrimage.

Grace, Saint Helena was awarded \$5,000 to host "The Future of the Church Conference" with Dwight Zscheile.

St. Clement's, Rancho Cordova was awarded \$1,500 for Zoom Church Technical Improvements.

St. Mary's, Napa received \$4,000 to serve and supporting Immigrants via their Interfaith Refugee Support Ministry.

Grace, Fairfield has received \$2,500 for an on-demand electric water heater for parish kitchen in support of Diocesan Carbon Neutral Goal.

Epiphany, Vacaville has received \$2,000 for community meals to support immigrants, and LGBTQ+ ministries.

Like any other board of directors of a nonprofit, we are always hoping to do more. And we have been doing more because of the generous financial support of individuals in our Diocese. And we are always on the lookout for new Board members, who would like to be part of our Diocese-wide ministry. We meet on Zoom once a quarter and stay in touch by email and telephone. Our meetings are open to invitees to join. Feel free to reach out to info@norcalepiscopalfoundation.org

INDIGENOUS MINISTRY

The Rev. Cn. Tina Campbell

This is my first report in two years, as I recovered from surgery and a fall last year. I will be including activities from 2024 and 2025.

Last year I participated in an online book study of Bp. Charleston's book, [The Four Vision Quests of Jesus](#). I was also invited to preach at St Augustine's Church in Rocklin and then led a 6 week in-person book study of Bp. Charleston's book.

There have been ongoing conversations as some of our congregations have developed Land Acknowledgements. These include:

St. Patrick's Kenwood

St. Paul's Healdsburg

St. Stephen's Sebastopol

St. Martin's Davis

In 2024 I participated in three I Will With God's Help workshops presenting the Indigenous portions of the program. This year I have participated in two of the workshops.

Most recently I was invited to help review proposals for Becoming Beloved Community grants. Our diocese received one of these grants in 2020 that funded our work on Land Acknowledgements with the Cathedral and Incarnation, Santa Rosa.

I am working with Miriam Casey (Commission on Intercultural Ministry) to help build an Indigenous Ministry Task Force that can support ministry diocesan wide.

During the recent Season of Creation I offered a book study of Robin Kimmerer's book, [The Serviceberry: Abundance and Reciprocity in the Natural World](#). While not well attended I continue to believe this book offers an excellent way to understand Indigenous thinking about Creation and what the generosity of Nature has to offer as a generous and appreciative way of living.

Finally, I continue to facilitate a weekly Zoom call with Indigenous missionaries from across the Episcopal Church. This group has met since Covid and has been renamed the Good Medicine Hour, marking it as a safe place to discuss issues around Native people and Indigenous Ministry in the Church.

LITURGY AND MUSIC

*The Rev. Christy Laborda Harris and
The Very Rev. Tammy Smith-Firestone*

The Rev. Dr. Stephen Shaver stepped down from leadership of the Diocesan Committee for Liturgy and Music after his leadership of the worship for our revival in April of 2024. The Rt. Rev. Megan Traquair invited the Rev. Christy Laborda Harris to serve as diocesan liturgist and the Very Rev. Tammy Smith-Firestone agreed to join the committee.

The Rt. Rev. Traquair requested that in their planning of liturgies for the diocese they work to include music from broad resources and demonstrate creative ways of leading the daily offices. It was her hope that our joint diocesan liturgies, while offering opportunities for rich and meaningful corporate worship, might also equip our diocesan leadership as they discern what resources are most suitable and life-giving in their local contexts.

In 2025, the Liturgy and Music Committee was responsible for the planning of liturgies at clergy conference in May at The Bishop's Ranch. This included two services of Evening Prayer and a service of Holy Eucharist with the blessing of chrism and the renewal of baptismal vows. The committee is also responsible for the planning of our worship at this Diocesan Convention.

MINISTRIES OF HEALTH

Susan Wahlstrom RN, Coordinator

- I. Continue support/resources/consult, for **31 congregations** throughout the Diocese, with hope, healing and health ministries: Including **St. Alban's-Arcata** raising up a new Parish Nurse; and exploring Health Ministries at **Emmanuel-Grass Valley**.
- II. Provided training for Healing Prayer Ministers at **St. John's-Petaluma**. Their plan is to have a monthly Healing Service with outreach to the community.
- III. A Mini-Grant was provided for **Church of the Incarnation** by Rev. Paul Mallatt to support workshops on End-of-Life with resources.
- IV. There were over 1000 **Living Compass Lenten Meditation booklets** distributed throughout the Diocese. Six congregations developed Lenten programs with the resources. **Grace-Fairfield** distributed English & Spanish version at their community "Ashes To Go."
- V. With the vision of Rev. Anne McKeever continue to provide training through a grant/resource from the Clinton Global Initiative to "**Empower Faith Leaders to Address Addiction & the Overdose Crisis.**" A workshop was presented at **Trinity-Cathedral**. Rev. Anne will have resources available at our exhibit at Diocesan Convention.
- VI. On planning team for **Women's Retreat** held in collaboration with **Trinity Cathedral** in May at Mercy Center-Auburn with total 55 attendees.
- VII. Continued collaboration with **Episcopal Community Services**. Obtained \$2000 to continue funds for Health Ministries Mini-Grants. In addition, mentor ECS grant projects with a focus on healing and health ministries.
- VIII. Support to provide a Mini-grant for **Grace-Fairfield** for an AED at their church.
- IX. Support of Healing Prayer Ministries/Stations in the Diocese; provided resources to **Faith-Cameron Park**.
- X. Networking zoom with **Diocesan Episcopal Spiritual Directors**.
- XI. By invitation provided First Aid for the **Diocesan Pilgrimage to Tule Lake**.
- XII. Rev. Perry Polk provided Dementia/Caregiving workshops to **St. Alban's- Arcata** and **Christ-Eureka**. Rev. Perry will travel to provide workshops for your church.

STEWARDSHIP REPORT

The Rev. Cn. Julie Wakelee

In 2025, the Diocese continued to support congregations with stewardship through sharing resources via a membership with TENS (The Episcopal Network for Stewardship), offering an online conversation with the head of TENS (Mr. Davey Gerhard), consultations with congregations, and print resources.

We continue to offer the following at no cost to churches that request them: *A Spirituality of Fundraising*, by Henri Nouwen and *A Native Way of Giving*, co-authored by our own Rev. Michael Kearney, who assists in Nevada City.

Goals for 2026 include creating a best practices team across the diocese. If you are interested in this work, please contact Canon Julie Wakelee: julie@norcalepiscopal.org.



Episcopal Diocese *of Northern California*

MAKING DISCIPLES | RAISING UP SAINTS
TRANSFORMING COMMUNITIES FOR CHRIST

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