The Episcopal Diocese *of Northern California*

FORMED TO FLOURISH

BEYOND SUNDAY FAITH

2026 DIOCESAN CONVENTION



2026 CONVENTION BOOK

AGENDA	3
HOUSE RULES	9
GOVERNANCE ELECTIONS	16
RESOLUTIONS	28
PETITION	46
FINANCIAL REPORTS	50
2027 BUDGET	71
GOVERNANCE REPORTS	109
PROGRAM REPORTS	138

8:00 a.m. Check in and registration begins

9:00 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
9. Resolutions from the floor
10. Report of Nominations Committee and nominations from the floor
    a. Board of Trustees: One Positions | clergy or lay | 3-year term
    b. Standing Committee: Two Positions | 1 clergy, one 4-year term, 1 Lay, 4-year term
    c. Nominations from the floor for Board of Trustees and Standing Committee will be in order
11. Necrology
12. Introduction of clergy new to the diocese
13. Voting instructions and TEST
14. BALLOT – First Ballot

10:00 a.m.

15. Bishop Megan's Address to Convention
16. Results of First Ballot

Second Ballot (if needed)

17. MAP Presentation
18. R1 - 2026 | Resolution to The 82nd General Convention To Remove Prayer 18 From The Book Of Common Prayer Or Use In Public Worship
19. Episcopal Community Services Video

20. R2 - 2026 | Resolution for Change in Voting Rules for Clergy-in-Charge (1st reading)
21. Results of R1 & General Convention Video

12:00 p.m.

22. Noonday prayers

LUNCH

12:30 p.m.

23. Reconvene BUSINESS SESSION 1
24. Dinner Church video
25. R3 - 2026 | Resolution to Redefining Special Focus Parish Process
26. Keynote with Rt. Rev. Dr. Justin Holcomb
27. **Break**
28. Results of R2 & R3
29. R4 - 2026 | Resolution for Vestry of the Whole
30. Eco-Region video
31. R5 - 2026 | Resolution to the 82nd General Convention Adding Thomas Merton to the Episcopal Church Commemorations Calendar

1:30 p.m.

32. Commission for Intercultural Ministries video
33. Results of R4
34. R6 - 2026 | Resolution to the 82nd General Convention to add Josiah Royce to the Episcopal Church Calendar
35. Results of R5
36. P1 - 2026 | Change of Status for Trinity, Sutter Creek
37. Sierra Service Project - Lupita Arim-Law
38. Bishop's Cross
39. Memorials and Resolutions
40. Commissioning, Closing Prayer, Adjourn

I. Report of the Committee on New Parishes and Missions

II. Adoption of Agenda and House Rules for Convention

III. Election and appointments for Convention

a. Secretary and Assistant Secretary

The Rev. Annie Mertz

Ms. Jacqi Seppi

b. Chancellor and Vice Chancellors

Mr. Kevin Donohue, Chancellor

Ms. Barbara Jewell, Vice-Chancellor

Mr. Malcolm MacKenzie, Vice-Chancellor

c. Treasurer

Mr. John Nykamp

d. Historiographer

The Rev. Jim Richardson

e. Appointment of committees of Convention

Mr. Kevin Donohue, Parliamentarian

Rev. Rik Rasmussen, Dispatch of Business

The Rev. Brian Rebholtz, Admission of New Parishes and Missions

The Rev. Bret Hays, The Rev. David Cohen, The Rev. David Englund, Constitution and Canons

The Rev. Nancy Streufert, Resolutions

The Rev. Mack Olson, Nominations

Ms. Margie Harrison-Smith, Sergeant-at-Arms

The Rev. Annie Mertz, The Rev. Nancy Streufert, Mr. Kevin Donohue, Minutes Committee

Ms. Jacqi Seppi, Minutes

IV. Bishop's appointments and nominations for commissions and diocesan institutions

a. Archdeacons

The Ven. Pam Gossard

The Ven. Margaret Grayden

b. Ecumenical Religious Officer

The Rev. Dr. Daniel London

c. Church Attorney

Mr. Todd Murray

d. Indigenous Missioner

e. Episcopal Relief & Development Coordinator

Ms. Catherine Maloney

f. Commission on Ministry

Ms. Rhonda Canby

Mr. Earl Cunningham

Mr. Fernando Dizon

The Rev. Katherine Frederick

The Rev. Anny Genato

Mr. Malcolm Mackenzie

Ms. Kate Muris

The Rev. Patty Park, Co-chair

Ms. Leta Parks

Mr. Don Taylor

g. Episcopal Community Services

The Rt. Rev. Megan Traquair, Ex-Officio

Ms. Maria Acuna-Feldman

Ms. Liz Bull

Ms. Stacy Duval

Ms. Betty Harrison-Smith, President

The Rev. Rick Laughman

Mr. Steve Mershon

The Rev. Patricia “Patty" Park

Mr. Michael Tompkins

Ms. Susan Wahlstrom

h. Health Ministries

Ms. Susan Wahlstrom

i. The Episcopal Foundation of Northern California

The Rt. Rev. Megan Traquair, Ex-Officio

Ms. Barbara Jewell

Mr. Peter Juvé

Ms. Rosemary MacLaughlin

The Rev. Perry W. Polk, Vice President

The Rev. Nancy Streufert

The Rev. Canon Julie Wakelee

Mr. Gregg Wickham

Mr. Tony Yang, President

j. Regional Deans

The Very Rev. Tammy Smith, Alta California Deanery

The Very Rev. Jana Branson, Capital Deanery

The Very Rev. Cliff Haggenjos, Central Deanery

The Very Rev. Bob Scott, Russian River Deanery

The Very Rev. Lesley McCloghrie, Semper Virens Deanery

The Very Rev. Seth Kellermann, Sierra Deanery

The Very Rev. Dr. Pamela Dolan, Wingfield Deanery

V. Courtesy of the Floor Resolution (Seat and Voice)

a. The Rt. Rev. Dr. Justin Holcomb of the Diocese of Central Florida

b. Vice Chancellors

c. Canonically non-resident licensed clergy

d. Postulants and candidates for Holy Orders

e. Lay officers of Commissions, Committees, Boards and Task Forces

f. Diocesan Officers

g. Lay leaders of daily prayers

h. Laity appointed to give reports

i. Office of the Bishop Staff

VI. **File by Title Reports**

a. Report of the Standing Committee

The Very Rev. Matthew Woodward

b. Report of the Board of Trustees

Ms. Margie Harrison-Smith

c. Treasurer's Report and Budget for 2026

Mr. John Nykamp

d. Archdeacons Report

The Ven. Pam Gossard

The Ven. Margaret Grayden

e. Deanery Reports

The Very Rev. Tammy Smith, Alta California Deanery

The Very Rev. Jana Branson, Capital Deanery

The Very Rev. Cliff Haggenjos, Central Deanery

The Very Rev. Bob Scott, Russian River Deanery

The Very Rev. Lesley McCloghrie, Semper Virens Deanery

The Very Rev. Dr. Pamela Dolan, Wingfield Deanery

VII. R7-2026: Resolution to the 82nd General Convention for the Second Reading to add Howard W. Thurman to the Episcopal Church Calendar

2026 DIOCESAN CONVENTION

HOUSE RULES

THE EPISCOPAL CHURCH IN THE DIOCESE OF NORTHERN CALIFORNIA
VIRTUAL CONVENTION OCTOBER 24, 2026

HOUSE RULES

The Ecclesiastical Authority hereby moves for the adoption of the following House Rules which shall operate both within and outside of the Convention session and ratification of actions already taken in accordance with the Original Rules:

I - GENERAL

Pursuant to Article VI, Section 1 of the Constitution, and order of the Bishop and Standing Committee, the 2026 Convention shall be held electronically and virtually rather than in person with clergy and delegates gathering at Designated Deanery Hubs where able, in the interest of building community within the diocese.

I.1 Interpretation of certain Constitutional and Canonical Terms

For purposes of this Convention, these terms shall have the following interpretation:

Convention – The meeting of clergy and laity of the Episcopal Diocese of Northern California conducted virtually using a Zoom meeting platform.

Seat – The ability to participate in the Convention virtually, using the Zoom meeting platform.

Voice – The right to make oral statements during the Convention via electronic means on the Zoom meeting platform and the right to make written statements during the Convention using the Zoom chat feature.

Vote – The right to cast an electronic ballot during the Convention using JotForm ballot.

Member – Any clergy member, lay delegate, or seat and voice who is registered to attend convention.

I.2 Convention Manager – In order to facilitate the conduct of this hybrid meeting of the Convention and assist the President and the Secretary of the Convention, the Ecclesiastical Authority shall appoint Lisa Taylor as Convention Manager.

II. NOTICE OF CALL AND MEETING OF VIRTUAL CONVENTION AND CONNECTION INFORMATION

II.1 Call and Notice Time. The Ecclesiastical Authority shall issue a Call for Convention to be attended virtually by Zoom with delegates gathering at Designated Deanery Hubs where possible by publishing notice for such meeting on the diocesan website no later than Monday, June 15, 2026.

II.2 Replace a Lay Delegate with an Alternate Delegate. No later than Friday, July 24, 2026, every rector, vicar, or warden of any congregation entitled to representation in Convention must notify the Convention Secretary of the email address of (a) every Lay Delegate of such congregation and (b) any Alternate who pursuant to Canon 2.3 will replace an elected Lay Delegate who is unable to attend the Convention.

I.3 Convention Manager to Send Login Information. No later than Friday, October 16, the Convention Manager or her designee shall send an email to every member of Convention setting forth (a) the time of the meeting, (b) the login information needed to connect to the Zoom platform, and (c) a phone number to vote if necessary, due to technical issues using the JotForm ballot.

No later than 11:59 pm on, Saturday, October 17, if an Alternate will replace an elected Lay Delegate, the rector, vicar or warden of the congregation to which the Lay Delegate and Alternate belongs shall advise the Convention Registrar via email at convention@norcalepiscopal.org that the Alternate will be serving in place of the Lay Delegate.

Technical terms

- **Zoom –** the platform used for the livestream of the convention proceedings. Members attending convention at a deanery hub will watch the zoom on a screen (or screens) at the location. Only members unable to join in person may log in to the zoom meeting to participate. Zoom will also be used to enable clergy and lay delegates to appear on the zoom livestream and speak in debate
- **JotForm –** the platform used to: 1) establish quorum, 2) vote, 3) submit a motion in writing

Technical Requirements to Participate in Convention

- Clergy and lay delegates must check into the convention using JotForm, to establish quorum
- Members may participate in floor debate by submitting a request using JotForm, indicating their wish to speak for or against a resolution
- Members will be recognized by the President and asked to speak using the zoom connection at the deanery hub, or another location.
- Ballots will be cast using JotForm, accessed by a QR code.
- Clergy and delegates are able to share the same electronic device but must vote using their own unique code, , providing their name, congregation, and their order.
- If unable to vote using the JotForm ballot, clergy and delegates may cast a ballot by phone calling the Office of the Bishop line at 916-442-6918

III OPENING THE MEETING AND QUORUM

III.1 Zoom Livestream. The Secretary shall schedule the Convention livestream to begin at least 30 minutes before the start of each session.

III.2 Deanery Hubs. Clergy and Lay Delegates are encouraged to gather at Designated Deanery Hubs to participate in convention. In the event a member cannot attend in person, they must be able to log in using zoom.

III.3 Member Sign in. All clergy and delegates must sign in to the convention on their own device (smartphone/tablet) using JotForm, accessed by a designated QR code. Each member will be required to enter their name, congregation, and ID number to establish quorum. All members, whether at the deanery hub or another location, must sign in prior to the beginning of the business session.

III.4 Signing in and out. Members not at a deanery hub shall sign into the Zoom meeting whenever present and shall sign out upon any departure before adjournment.

III.5 Authorized participants. Only people who have registered as Clergy and Lay Delegates for convention are authorized to participate. All other attendees may observe the proceedings via Zoom

III.6 Quorum. The Sergeant-at-Arms shall determine and report to the Secretary the presence of a quorum as required by the Constitution based on members' login information. At all times subsequent to the formal organization of Convention, it shall be assumed that a quorum is present unless the point of no quorum is raised by any member, in which case the quorum shall be determined by a call of the Clergy and of the Parishes and Missions entitled to representation.

III.7 Zoom Display of President. The President shall appear onscreen throughout the Zoom business session livestream. If the livestream fails, convention will automatically be placed in recess until restored.

III.8 Recording. The Convention Manager shall arrange for recording of the Convention so that the public and members of the Diocese other than members of the Convention may observe the proceedings upon conclusion of the Convention.

IV. CONDUCT OF MEETING

IV.1 Parliamentary Standard. Roberts Rules of Order (12th Revised Edition) will be the Parliamentary Standard for this Convention.

IV.2 Technical Requirements and Malfunctions. Each member is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds of the loss or poor quality of a member's individual connection. In the event a member of convention wishes to be recognized and has technical difficulties, he or she may participate by audio only, calling into the Zoom phone line provided the week prior to convention

IV.3 Forced Disconnections. If a member's connection is causing undue interference with the meeting, or a member is disruptive, the convention manager shall force mute that connection. The member may then appeal to the President using the Zoom Chat function. The President's decision on the matter is final and shall be announced during the meeting and recorded in the minutes.

IV.4 Deanery Hub Coordinator. Each Deanery Hub shall have a designated person responsible for ensuring the Zoom livestream is functioning, and will manage access to debate by clergy, lay delegates, and those with seat and voice. The Ecclesiastical Authority shall approve the appointment of designated coordinators at deanery hubs.

IV.5 Assignment of the Floor. Members wishing to be recognized by the Convention President must do one of the following:

- If present at a deanery hub, they must use the JotForm link
- If participating using Zoom, they must use the raise hand function or the JotForm link

IV.6 Participating in Debate. Members, when recognized by the President, may speak for or against a resolution using an electronic device at their individual home or at a deanery hub.

IV.7 Motions submitted in writing. A member intending to make a main motion, to offer an amendment, or to propose instructions, shall, before or after being recognized, post the motion in writing in using a designated JotForm link. For the motion to be recognized, the author's name and congregation must appear in the body of the motion.

IV.8 Display of motions. The Secretary shall display the immediately pending question and other relevant pending questions (such as the main motion, or the pertinent part of the main motion, when an amendment to it is immediately pending) on screen; and, to the extent feasible, the Secretary, or any assistants appointed by her for this purpose, shall cause such questions, or any other documents that are currently before the meeting for action or information, to be displayed therein until disposed of.

IV.9 Seconding of motions and related posts. Members responding "so moved" to a request from the President for a motion, or seconding any motion that requires a second, may do so without needing to be recognized by the President. Members may second a motion by using the chat function in Zoom.

IV.10 Consent Agenda. 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 agendum without amendment (other than an amendment contained in the Committee report) or debate; however, 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.

IV.11 Election to Governing Bodies. Where there is an election to a Governing body, such as the Board of Trustees, to fill both full terms and one or more partial terms (resulting from a vacancy in office, for example), there shall be a single ballot for all members, and nominees receiving the highest number of votes shall fill the full terms and nominee receiving lesser numbers of votes shall fill the partial terms in the order of votes received. Any tie vote shall be broken by lot.

IV.12 Minutes. The Assistant Secretary shall record the minutes of the proceedings of the Convention, submit them for approval by 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 Convention.

IV.13 Controversies. Any controversy over filing times set forth in the original House Rules for this Convention may be presented to the Committee on Credentials by filing with the Secretary of Convention before the formation of convention. The matter shall be included in the Report of the Secretary of Convention. The Convention shall hear and determine the matter, including, for due cause, granting a waiver of a deadline and imposing reasonable conditions.

IV.14 Late Resolutions and Canonical Changes. Late Resolutions may be received by unanimous consent of Convention on formation and shall be referred to the Committee on Resolutions and Memorials. Late Canonical changes may be received by unanimous consent of the Convention and will be referred to the Committee on Constitution and Canons or to a Special Committee. (Constitution, Art. VI, Sec.3)

IV.15 Procedure for Governance nominations. Pursuant to Canon 4.4, the regulations and methods for the making of nominations have not changed from previous years, except as follows:

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:

In setting the times for filing nominations for office, the Ecclesiastical Authority shall set an initial filing time ending on Tuesday, September 10. For any office for which there is no contested election, a second filing time shall open on Saturday, September 11, and close on Wednesday, October 16. Nominations must be filed by midnight on the last day set for of the second filing time.

The President of Convention shall provide a form for filing nominations on the Diocesan website. Nominations shall be filed only by using the form provided on the Diocesan website. Such nominations shall be deemed filed with the Secretary of convention.

IV.16 The Governance Nomination Form shall include the following information:

- Name, phone number and email address of the nominee
- Order of the nominee (clergy or lay)
- Congregation and location of which the nominee is a member
- Office the nominee is seeking
- Name, order, and congregation if nominated by someone else
- A Candidate's Biographical Statement of no more than 250 words
- A Candidate's Statement answering the following question: What talents and spiritual gifts do you bring to the Standing Committee/Board of Trustees? (250 Words Maximum)
- A high-resolution color headshot, jpg format, 3.5Mb maximum

The names of all candidates and their submitted statements shall be published on the diocesan website as soon as possible, and, for those filed within the initial filing time, in no case less than two weeks prior to the Deanery Convocations on Saturday, September 19.

Nominations from the floor of Convention shall be opened as provided for nominations by Canon 6.2 as modified by these rules.

A description of the procedures and requirements for Nominations from the floor shall be included in the materials provided at the pre-convention deanery convocations.

V. CONDUCT OF ELECTIONS

V.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:

- Each clergy and lay delegate entitled to vote shall be allowed to cast a vote with reasonable privacy and anonymity.
- Clergy and lay delegates must cast their vote on an electronic device using a JotForm ballot
- Clergy and lay delegates must cast their vote using their own login credentials
- In the event a clergy or lay delegate is unable to cast a ballot using their device, they may call the Office of the Bishop at 916-442-6918 to enter their vote. 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.

Each voting member will be allowed a maximum of 15 minutes to cast their ballot in each election.

The results of all elections shall be reported to the President by the Sergeant-At-Arms or the Secretary. The results of all elections shall be announced by the President of Convention at Convention and shall be published on the diocesan webpage as soon as possible after the close of Convention.

V.2 Publication of these Rules. The provisions of this Rule regarding "Procedures for Governance Nominations" shall be included with the notice and time and place of Convention specified by Article VI, Section 3 of the Constitution.

V.3 Proposed list of canonically resident clergy. At least sixty days before this annual Convention and at the time of sending the original notice of a meeting of Convention required by Art. XIV of the Constitution, the Secretary will post on the Diocesan website a proposed 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 has the right to enter an objection to the list by electronic transmission 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 to the Secretary, which the Secretary shall report to Convention.

2026 DIOCESAN CONVENTION

GOVERNANCE ELECTIONS

BOARD OF TRUSTEES

ROLE OF A BOARD OF TRUSTEES MEMBER 18

BOARD OF TRUSTEES – LAY OR CLERGY 22

STANDING COMMITTEE

ROLE OF A STANDING COMMITTEE MEMBER STANDING 23

COMMITTEE - LAY OR CLERGY 25

Board of Trustees

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.

Member Expectations

- 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

CANON 16

Diocesan Council, also known as Board of Trustees

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.

16.2.4.2. 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.



FERNANDO DIZON

LAY NOMINEE

CHURCH OF THE INCARNATION, SANTA ROSA

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.

I have worshiped at the Church of the Incarnation in Santa Rosa since 2008, serving twice on its vestry as junior warden. I was involved in two clergy searches that culminated in calls for a priest-in-charge and rector, respectively. At Incarnation, I currently serve on three ministries: Becoming Beloved Community, Welcome, and Ushers. I have been participating in EfM (Education for Ministry) for over 10 years and continue to find this experience spiritually rewarding. In the diocese, I have served on the Board of Trustees for three years and, starting four years ago, continue to serve on the Commission on Ministry. As part of my service on the Board, I am currently involved in efforts to assess congregational vitality in conjunction with my participation in the Congregational Development Team sponsored by the Office of the Bishop. My wife and I have lived in the same home in Santa Rosa for over 45 years and enjoy living in Sonoma County. I retired ten years ago from a career in engineering. It appears that my second career after retiring is being involved in the church. Upon retiring, I took up running for exercise and have completed three half-marathons. I continue to enjoy cooking, and I seem to need plentiful storage for equipment I've accumulated over the years. My wife and I enjoy visiting our two grandchildren who have recently moved to Ohio.

NOMINEE STATEMENT

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

I wish to stand for election to the Board of Trustees for a second three-year term as I believe that I can carefully and thoughtfully consider the issues that will come before the board in the next few years. Having served on the Board the past three years, I have a better understanding of the complex interplay of congregational and diocesan concerns. As a guiding principle, I try to keep in mind that fostering community and dialogue is always in alignment with God's plan for His creation.

Standing Committee

The Role of a Committee Member

A member of the Standing Committee (SC) 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 SC, 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.

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 SC does by custom in this diocese:

Discernment: The Diocesan Commission on Ministry (DCOM) holds two or more discernment weekends with ordination nominees each year. 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. The Standing Committee attends with full participation.



JIM RICHARDSON

CLERGY NOMINEE

TRINITY CATHEDRAL, SACRAMENTO

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 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, and returned to Northern California in 2015 as the Priest-In-Charge of the Church of the Incarnation in Santa Rosa. I then served as Interim Dean of Trinity Cathedral in 2018-2020. I am now a priest associate at the cathedral.Before I was a priest, I was a professional journalist, including a decade as a senior writer at The Sacramento Bee newspaper.I am the author of "The Abolitionist's Journal: Memories of an American Antislavery Family" about my abolitionist ancestors and how their story shapes me. I am also the author of a full-length biography of California politician Willie Brown. I am a native of Northern California, graduate of UCLA and I have an M.Div. from the Church Divinity School of the Pacific.My wife, Lori, and I volunteer at an organic farm in Sutter County growing fresh fruits and vegetables for Community Supported Agriculture distribution and to food banks and meals for the unhoused.

NOMINEE STATEMENT

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

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've had wide experience in our diocese leading two congregations, serving as a supply priest in many locations, and as a member of several diocesan committees and commissions. I would bring this experience and perspective to the Standing Committee.I am familiar with the role and responsibilities of the Standing Committee. I served on the Standing Committee during the election and transition of our current bishop. I've taken a three-year break from diocesan work, and should I be elected, I look forward to serving again.



ELISE KEDDIE

LAY NOMINEE

ST. MARTIN'S,

DAVIS

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've been a member of St. Martin's Davis for more than 25 years. A cradle Episcopalian, I grew up in the San Joaquin Valley and lived in the Southeast for graduate school but most of my adult life has been in Northern California. I am an active choir member and am currently Junior Warden on our Vestry. I have served as a Diocesan Convention delegate many times and supported the Belfry Campus Ministry Council as Chair during two separate terms. On a diocesan level, I participated on the Fearless Faith Revival planning team and have provided logistics support at past Diocesan Conventions.

I am involved at a national level with the General Convention Office as a Coordinator working with teams of volunteers staffing logistics and technical support areas, a role I have held for over 20 years (7 General Conventions and Phoenix in 2027). I am an Education for Ministry graduate and a Companion of the Society of the Companions of the Holy Cross, an international group of women committed to intercessory prayer and thanksgiving, spiritual growth, and simplicity of life.

NOMINEE STATEMENT

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

I am thoughtful, curious, and diligent thanks to my training and career as a scientist. I am an active listener and respectful of all aspects of a topic or issue under discussion. I have strong analytical skills coupled with a gift of discernment. These talents have been applied by serving on several nonprofit boards and work-related committee.



PATRICIA SHURTZ

LAY NOMINEE

HOLY TRINITY,

NEVADA CITY

NOMINATED

BY: SUMMER

GREEN

INCUMBENT: NO

NOMINEE BIOGRAPHY

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

Born in San Francisco, I grew up in Sonoma County, attended Chico State, studying Business and Computer Science, and have made my home in Marin and now Nevada Counties with my husband of 42 years, Barry. We have one son, Neil, who now lives in Spokane with his wife, whom we love to visit.

My professional career focused on high-tech as both an engineer and a project manager. I have volunteered extensively with the Scouting organization, in no small part because our son Neil achieved Eagle Scout in 2009. That process also led me to begin my own spiritual journey with him at that time. I had not ever thought of myself as a "church person", but Neil had identified the Episcopal church as a balance of both history and liturgy and pragmatic inclusiveness. He and I were baptized together that year and then confirmed together in 2014.

I was blessed to become quite involved quickly at Nativity in San Rafael: joining Altar Guild, leading Evening Prayer, joining Vestry, and serving two terms as Senior Warden. I also attended the Diocese of California Convention twice.

More recently, I served as Clerk at Holy Trinity in Nevada City from 2022 to 2024 and have led communications efforts there since 2016. I attended the NorCA Dio Convention in 2023 as a Delegate.

NOMINEE STATEMENT

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

I see my participation on the Standing Committee as an opportunity to leverage my spiritual journey and organizational experience to help our Diocese function at the highest level possible. I have been told I have a talent for organizing people, seeing opportunities, and solving problems of all kinds. My professional experience with proposals and grants has helped in many aspects of my volunteering, and I believe it could do the same for the Standing Committee. Having served on non-profit Boards for almost 20 years, I understand how an organization like our Diocese works, with both "professional" and "volunteer" resources working together toward predetermined goals guided by specific policies. At Holy Trinity, as well as previously at Nativity in San Rafael, I also brought a perspective of someone who came to church worship "later in life", and with that, perhaps more of an appreciation of how our spiritual life can be lived: both personally, within our communities, and globally. At age 43, I

chose to be baptized into this faith, and I've been blessed since then with many opportunities to support The Episcopal Church. Serving on the Northern California Diocese Standing Committee feels like the next logical step in my journey.

2026 DIOCESAN CONVENTION

RESOLUTIONS

R1-2026 | Resolution to the 82nd General Convention to Remove Prayer 18 from the Book of Common Prayer or use in Public Worship 30

R2-2026 | Resolution Change in Voting Rules for Clergy-in-Charge 32

R3-2026 | Resolution Redefining Special Focus Parish Process 33

R4-2026 | Resolution Vestry of the Whole 35

R5-2026 | Resolution to the 82nd General Convention Adding Thomas Merton to the Episcopal Church Commemorations Calendar 39

R6-2026 | Resolution to the 82nd General Convention to add Josiah Royce to the Episcopal Church Calendar 42

R7-2026 | Resolution to the 82nd General Convention for the Second Reading to add Howard W. Thurman to the Episcopal Church Calendar 44

TITLE: R1-2026 | Resolution to the 82ND General Convention to Remove Prayer 18 from the Book of Common Prayer or for Use in Public Worship

PROPOSED BY: The Very Rev. Dr. Pamela Dolan, Church of St. Martin, Davis

DATE SUBMITTED: August 24, 2026

RESOLUTION:

RESOLVED, That this 116th Convention of the Diocese of Northern California adopts the following resolution and hereby directs the Secretary of this Convention to forward this resolution to the Secretary of General Convention of The Episcopal Church as a duly authorized resolution from this Diocese; and be it further

RESOLVED, That the Diocese of Northern California requests that the 82nd General Convention consider the removal or revision of Prayer 18 on page 820 of the Book of Common Prayer; and be it further

RESOLVED, That until such time as Prayer Book revision should occur, the General Convention of the Episcopal Church urge that this prayer not be used in public worship.

EXPLANATION:
The Episcopal Church officially repudiated the Doctrine of Discovery in 2009, with the passage of General Convention resolution D035. That resolution called on the church to eliminate the doctrine's "presence in its contemporary policies, program, and structures." Since then, the Episcopal Church has worked to educate its members about the Doctrine of Discovery and to advance the goals of the resolution.

However, the first clause of this prayer reveals grounding in the same ideology that underlies the Doctrine of Discovery. The underlying belief is that God "gave" the land that we now call the United States to the people who identify as citizens of this country; the "us" in this clause is almost certainly not the indigenous people of this continent. Such a belief is antithetical to a more realistic view of the history of this nation and the ways in which the land was in fact taken by force from the people who already inhabited it.

To continue to use this prayer in public worship undermines efforts to heal relationships between the church and the original inhabitants of this land and to tell the truth about our history. At best, this prayer reinforces a story that needs to be disrupted; at worst, it invokes God as an agent of violence and oppression.

Prayer 18, "For Our Country," is the first prayer under the heading "Prayers for National Life" on page 820 of the Book of Common Prayer. The full text is as follows:

"Almighty God, who hast given us this good land for our heritage: We humbly beseech thee that we may always prove ourselves a people mindful of thy favor and glad to do thy will. Bless our land with honorable industry, sound learning, and pure manners. Save us from violence, discord, and confusion; from pride and arrogance, and from every evil way. Defend our liberties, and fashion into one united people the multitudes brought hither out of many kindreds and tongues. Endue with the spirit of wisdom those to whom in thy Name we entrust the authority of government, that there may be justice and peace at home, and that, through obedience to thy law, we may show forth thy praise among the

nations of the earth. In the time of prosperity, fill our hearts with thankfulness, and in the day of trouble, suffer not our trust in thee to fail; all which we ask through Jesus Christ our Lord. *Amen.*

FISCAL IMPACT: None

TITLE:R2-2026 Resolution to Change in Voting Rules for Clergy-in-Charge

Proposed change to the Constitution of the Diocese of Northern California

PROPOSED BY: The Rev. Cn. Julie Wakelee, Canon to the Ordinary

REPRESENTATIVE AT CONVENTION: The Rev. Cn. Julie Wakelee, Canon to the Ordinary

DATE SUBMITTED: July 21, 2026

RESOLUTION:

RESOLVED, That Article 5, Section 4 of the Constitutions of the Diocese is hereby amended to read as follows:

Article 5
Convention

Section 4. Clergy in good standing who are ~~actually and~~ canonically resident in the Diocese *and actually resident in the Diocese or an adjacent diocese (defined as bordering the Diocese of Northern California)*, and clergy of churches in full communion with the Episcopal Church who are in charge of a congregation in this Diocese *(defined as rector, vicar, or priest-in-charge)* and actually resident in this Diocese *or an adjacent Diocese,* shall have seat, voice and vote in the Convention.

Explanation

Clergy leading our churches now include those living just over the bounds of our diocese. These are devoted clerics who, because of cost of living, family circumstances, or other reasons, cannot relocate. They are faithfully leading congregations as salaried clergy and should have seat, voice, and vote.

We anticipate that this situation will continue, especially in more remote areas (such as the far north and east of the diocese, and in areas where the cost of living is prohibitive, especially for one-income households (for example, closer to the San Francisco Bay Area). This will not affect supply clergy, retired clergy, or any other cleric not in charge of a congregation.

As a proposed change to the Constitutions of the Diocese, this resolution must be passed by at least 50% + 1 of the delegates to convention, at two succeeding annual conventions.

Fiscal Impact: None

TITLE: R3-2026 | Redefining Special Focus Parish Process

PROPOSED BY: The Rev. Cn. Julie Wakelee, Office of the Bishop

DATE SUBMITTED: August 13, 2026

RESOLUTION:

RESOLVED, That the Diocesan Convention of the Diocese of Northern California amend the Canons regarding Special Focus Congregations as follows:

Canon 32, IV F, Sec. 32.9

Special Focus Congregations

Sec. 32.9. In the event a Parish has not (a) paid in full the agreed amount of a Rector's compensation, including benefits and pension, or (b) paid in full and in a timely fashion all other proper expenses and charges of a Parish, including Diocesan Mission Apportionment, or (c) called a Rector after a reasonable time, or (d) complied with Episcopal Church Canon I.7, "Of Business Methods in Church Affairs," or (e) represented itself at Diocesan Convention (unless the absence of representation is approved by the Ecclesiastical authority), then the Standing Committee may by a majority vote and with the consent of the Ecclesiastical Authority designate said parish as a "Special Focus Parish."

Sec. 32.10. After a parish is designated a Special Focus Parish, the Ecclesiastical Authority will appoint a team from the Congregational Development Group strongly encourage the congregation to participate in the Capacity Discernment program, or another similar program approved by the Ecclesiastical Authority other designated individuals to assess said parish and recommend a course of action including, but not limited to: (a) intentional redevelopment, (b) relocation, (c) merging or partnering, or (d) dissolution and closure. The Ecclesiastical Authority may also identify a consultant to work with the ~~congregation during the~~ assessment process beyond the one provided through Capacity Discernment. While in Special Focus Parish status, if no cleric is currently serving the congregation, the Ecclesiastical Authority will confer with the leadership of the congregation to ensure that ecclesiastical services by a priest are arranged at least monthly.

Sec. 32.11. Whenever a Special Focus Parish shall recover sufficient strength to fulfill the financial and other obligations of a Parish, the Standing Committee may by a majority vote and with the consent of the Ecclesiastical Authority end designation as a Special Focus Parish.

Sec. 32.12. If a congregation is in Special Focus Parish status for no less than eighteen twelve months, the Standing Committee may by a two-thirds vote and with the consent of the Ecclesiastical Authority, submit a resolution to Diocesan Convention to change the status of the Parish to that of an Organized Mission at the next scheduled Diocesan Convention. The congregation will remain in union with convention. A Special Focus Parish may at any time petition Diocesan Convention to become an Organized Mission upon a majority vote by Convention. Two parishes or two missions may at any time petition the Diocesan Convention for merger upon a majority vote by Convention.

Sec. 32.13. In the event a Parish ceases to accede to the Constitution and Canons of the Episcopal Church or to these Canons and the Constitution of this Diocese, the Standing Committee by a two-thirds vote with the consent of the Ecclesiastical Authority may change the parish's status to that of an Organized Mission.

Sec 32.14. Upon being designated an Organized Mission, the congregation shall wind up the affairs of the Parish corporation so that title to any and all real estate is transferred to the Diocesan Corporation known in law as The Episcopal Church in the Diocese of Northern California, subject to the provisions of the Constitution and Canons of this Diocese and of the laws of the State of California.

EXPLANATION

In 2025, the Episcopal Diocese of Northern California (hereafter referred to as EDNC) joined with staff of the Sierra Pacific Synod of the Evangelical Lutheran Church in America (ELCA) to offer a program called Capacity Discernment. It is designed to help churches at inflection points a chance to discern their next steps with a cohort of like-size congregations. This program had been run successfully in the Diocese of Oregon (in partnership with the ELCA synod there) and we customized our curriculum based off what our neighbors shared with us. Six churches (5 Episcopal and 1 Lutheran) participated. All reported finding the process helpful, and as this resolution comes to vote, we will be starting our second year of programming.

The current model for Special Focus Parishes assumes resources (multiple consulting teams) that are out of step with current realities. We simply do not have the time or person-power to handle more than one church every year and a half.

On the other hand, the Capacity Discernment approach allows multiple churches to do thoughtful, prayerful discernment work together – building community, sharing ideas and stories, learning together. A core "design team" made up primarily of Synod and Diocesan staff, leads the monthly online meetings, and each church is assigned a trained "companion" who attends the meetings and works with the church between classes – helping frame parish meetings, coaching, being a support.

This newer model allows us to provide a higher level of support, with no real change in expense, and with a more realistic timeframe and effort. We observed last year that one of the beautiful benefits of the process was new relationships between congregations, as well as some deep and faithful discernment work. We love that this program helps to break down a sense of isolation among small churches. We want all of our churches to thrive, and this is one powerful path to achieve that goal, knowing that what that means looks different in each case.

We realize that at some point we may find (or need) another model, so we have left that possibility open in this proposed change.

FISCAL IMPACT: None

TITLE: R4-2026 | Resolution for Vestry of the Whole

PROPOSED BY: The Rev. Cn. Julie Wakelee, Canon to the Ordinary

REPRESENTATIVE AT CONVENTION: The Rev. Cn. Julie Wakelee, Canon to the Ordinary;

The Rev. Dr. Stephen Hassett, PIC, Ascension, Vallejo

DATE SUBMITTED: August 13, 2026

RESOLUTION:

RESOLVED, That **Canon 33** of the Episcopal Diocese of Northern California be amended to include the option for Vestry of the Whole as a leadership model for small churches, as detailed below.

CANON 33

The Vestry or Board of Directors

Sec. 33.1. In each incorporated Parish the Vestry shall be and constitute the Trustees, Directors or other persons who, by the laws of the State, or Articles of Incorporation, are empowered and authorized to manage the affairs or conduct the business of such Parish.

Sec. 33.1.1. By virtue of their election as a member of the Vestry, they shall become and be the Trustees, Directors, or other managing body of the Corporation of the Parish; and

33.1.2. Whether elected, chosen, convened, acting or referred to, as Vestry, Trustees, or Directors, or as a Vestry, or a Board of Vestry or otherwise, they shall always be deemed to be the same body and as acting in all capacities in which they may be authorized to act under the statutory or Canonical law or both.

Sec. 33.2. The Vestry shall consist of not fewer than nine nor more than fifteen members, provided that notice of any proposed change of an existing number shall be duly given at least sixty days previously by the person officiating at a regular Sunday Service, and furt her provided that the Vestry of a parish in Ranges A, B, and C of the Congregational Ranges published annually by the Board of Trustees may consist of as few as five members.

Sec. 33.2.1. Members of the Vestry shall be communicants whose names shall be duly enrolled in the Register of the Parish, sixteen years of age or older, and who are regular in their attendance at services, and are stewards of their time, talent, and treasure for its support.

Sec. 33.2.2. They shall not be under suspension as Communicants; but no suspended communicant who shall have appealed to the Bishop to remove such suspension shall be disqualified, either as a member of Vestry or as an elector, until the Bishop has passed upon such an appeal and sustained the suspension.

Sec. 33.2.3. All members of the Vestry, except the Rector, shall be Laypersons and qualified electors of the Parish.

Sec. 33.2.4. The Vestry shall be elected by secret, written ballot.

Sec. 33.2.5. When a member of the Vestry resigns, dies or is lost f
or any other reason, a replacement shall be appointed by the Vestry to serve until t
he next annual meeting of the Parish.

Sec. 33.2.6. The number of members, the method of selection, the length of their term of office and manner of rotation, if any, shall be determined by each Parish and shall be specified in the Parish By-Laws, provided no term shall exceed three years and t
here be a lapse of at least one year following three years' service on a Vestry.

Sec. 33.3. A quorum for a meeting of the Vestry shall consist of a majority of all members thereof, all having been given due notice thereof.

Sec. 33.4. No meeting of the Vestry shall be valid unless either the Rector or one of the Wardens shall be present.

Sec. 33.5. The Rector shall preside at all Vestry meetings except that the Rector may appoint the Senior Warden as the presiding officer, provided however, in the case of a Parish without a R
ector, or when the Rector is absent from the Diocese, the Senior Warden shall preside.

Sec. 33.6. The Rector or Priest-in-Charge, or in the case of their absence, the Clerk, shall call a meeting of the Vestry as soon as possible after their election.

Sec. 33.6.1. At this meeting, the Rector shall appoint one member of the Vestry to be Senior Warden. When a Parish is without a Rector, the Senior Warden shall be elected by the Vestry from one of their number.

Sec. 33.6.2. The Vestry shall elect another of their number to be Junior Warden;

Sec. 33.6.3. In the case of a vacancy in the Rectorship, the Vestry shall elect both Wardens. of the Parish.

Sec. 33.6.4. At the same meeting, the Vestry shall elect a Clerk and a Treasurer.

Sec. 33.6.5. Both Wardens must be communicants and otherwise qualified electors

Sec. 33.6.6. The Wardens shall serve until the next Annual meeting of the Parish.

Sec. 33.6.7. The Clerk and the Treasurer shall by virtue of their election become Clerk and Treasurer, respectively, of the Parish Corporation. They shall continue in office until their successors are elected.

Sec. 33.7. Each Parish shall regulate for itself through its Vestry, the stated meetings of its Vestry.

Sec. 33.7.1. Special meetings may be called at any time by the Rector, or both Wardens, or by any three members of the Vestry, by giving t
hree days' notice, by mail, to each member of the Vestry.

Sec. 33.8. The Vestry, at each annual meeting of the Parish, shall make a full, written report of t he temporal condition of the Parish, in every particular.

Sec. 33.8.1. The outgoing Vestry shall also make suggestions, through its Wardens, as it may deem wise and helpful to the Parish, and as may conduce to the increase of zeal and devotion of the people.

Sec 33.9

Upon an affirmative vote at its Annual Meeting, any Parish or Mission which has an Average Sunday Attendance (ASA) of thirty Five or fewer for the previous calendar year may apply to the Ecclesiastical Authority for authorization to use a "Vestry/Mission Committee of the Whole" (hereafter referred to as "Vestry of the Whole") for a period of one year. Upon request by the Parish/Mission, such aut horization may be renewed annually in the sole discretion of the Ecclesiastical Authorit y so long as the Parish's ASA is thirty-five or less.

The Vestry of the Whole shall consist of all persons in the Parish/Mission who meet the voting qualifications
specified in Canon 33.2.1, Canon 33.2.2, and Canon 33.2.3, and each meeting must have at least four such members present.

The Vestry of the Whole shall operate under a set of written guidelines approved by t he Ecclesiastical Authority and published to all members. The Senior Warden, the Junior Warden, the Treasurer, the Clerk and, if there is one, the Rector, Vicar or Priest-In-Charge shall comprise the executive team and

(i) shall serve as the officers of the Parish corporation

(ii) shall meet in executive session with respect to any legal, personnel or other matters required by law to be confidential, and

(iii) shall have full authority to act on such matters except that the Treasurer shall not vote on any matters involving Parish finances. Except as otherwise provided in

this subsection, the other provisions of Canon 33 shall apply to the Vestry as a Whole.

EXPLANATION

Many smaller churches struggle to fill vestry openings each year. This model not only addresses that concern, but it also helps the congregation work more closely together, be transparent in their dealings, and strengthen communication and parishioners' sense of investment in the well-being of the church.

It does not remove the function of the officers as an "executive team", and t
hey will meet apart from the whole for issues regarding personnel and ot
her confidential matters (in a traditional leadership model, t
his would be considered "executive session.")
In use for several years in the Diocese of El Camino Real, this model has been successfully piloted at Church of the Ascension in Vallejo, which, with Bishop Megan's support and permission, voted to adopt Vestry-of-the-Whole at its annual parish meeting in February of 2025. The congregation has found it to be an extremely eff
ective way to share information and make decisions together. Ad
hoc committees are regularly formed to meet between
monthly Vestry meetings and to work on matters of fundraising, deferred maintenance, personnel, community life, and mission; reports and agendas are distributed one week in advance of the meeting, and time is given over at every meeting for discussion of church governance processes (including at the diocesan level) so the members of the congregation/ Vestry are increasingly equipped to fulil**Ā** their roles in leadership. The
congregation voted unanimously to continue with this model at its annual parish meeting this year.

Any congregations wishing to try this model will seek permission from the Bishop and, if granted, will receive training and ongoing mentoring through the Office of t
he Bishop staff and/or members of the Congregational Development Team.

FINANCIAL IMPACT: None

TITLE: R5-2026 | Resolution to the 82nd General Convention Adding Thomas Merton to the Episcopal Church Commemorations Calendar

PROPOSED BY: The Rev. Daniel London, Christ Episcopal Church Eureka

DATE SUBMITTED: July 31 (The Feast of St. Ignatius of Loyola)

RESOLUTION:

RESOLVED, That this 116th Convention of the Diocese of Northern California adopts the following resolution and hereby directs the Secretary of this Convention to forward this resolution to the Secretary of General Convention of The Episcopal Church as a duly authorized resolution from this Diocese; and be it further

RESOLVED, That the Diocese of Northern California requests that the 82nd General Convention designate December 10 or another appropriate date in *Lesser Feasts and Fasts* as the annual celebration of the life and work of Thomas Merton, Trappist monk, poet, social critic, contemplative, and spiritual writer who lived in Kentucky; and be it further

RESOLVED, That the 82nd General Convention direct the Standing Commission on Liturgy and Music to prepare or review previously prepared biblical lessons, collects and other liturgical resources commemorating the life and work of Thomas Merton.

EXPLANATION: Thomas Merton was a tremendously influential Trappist monk, theologian, and mystic who bridged Western monasticism with Eastern spirituality. As the author of his bestselling autobiography *The Seven Storey Mountain,* Merton used his writing to advocate for racial and environmental justice, nonviolence, ecumenism, and interfaith dialogue. Merton has already been included in *Holy Women and Holy Men* (*HWHM*) and *A Great Cloud of Witnesses*, although he is not yet included in the official calendar of *Lesser Feast and Fasts.* His inclusion in *HWHM* encouraged the Anglican Church in Aotearoa, New Zealand and Polynesia to add Merton to their *Calendar For All the Saints*, because his father, Owen Merton, was a New Zealander. Since he is included in New Zealand's official calendar, then, *a fortiori*, he should be included in *Lesser Feasts and Fasts*, having been raised in the Episcopal Church and having lived most of his life in New York and Kentucky.

In June 2024, Episcopal bishops and deputies gathered for the 81st General Convention in Louisville KY, only blocks away from Thomas Merton Square, where Merton had a vision of everyone around him "shining like the sun" (*Conjectures of a Guilty Bystander,* 154). Moments after being elected, Presiding Bishop Sean Rowe referenced Merton's vision on Fourth and Walnut as a "touchstone" for the entire convention. He then concluded his remarks with the following quote from Merton: "What really matters [in times of drastic change] is openness, readiness, attention, courage to face risk" (*CGB,* 206).

About 55 miles away from General Convention 81, Trappist monks were praying for us Episcopalians while hosting several deputies and bishops in their retreat house at the Abbey of Gethsemani, where Merton lived as a monk and hermit from 1941 to 1968. Brother Paul Quenon graciously brought several deputies and bishops to Merton's hermitage, where Merton previously hosted ecumenical guests, including Episcopalians from Nashotah House and Baptists from Southern Baptist Theological Seminary.

The Abbey of Gethsemani is also home to a set of sculptures created by Walker Hancock and donated to the Abbey by Trinity Episcopal Church in Topsfield MA as a memorial to Episcopal seminarian and martyr Jonathan Myrick Daniels (August 14).

At General Convention, participants sang a beloved hymn tune named "Thomas Merton," a tune that Episcopalians around the world have been singing for decades: Hymn #679 (Canticle 9: The First Song of Isaiah). The hymn tune was written by Episcopal organist and composer Ray Urwin who described Merton and his works as "very important and influential" to him.

This resolution is being sponsored by deputies from the Diocese of Northern California, a region where Merton felt "unutterably happy" and "at home." He offered his final US presentations near the border of Humboldt and Mendocino County, at the Abbey of the Redwoods, before travelling East, where he died by accidental electrocution in Bangkok Thailand.

Background: Merton and Anglicanism

Considered to be the most influential Roman Catholic spirituality author of the 20th century, Thomas Merton wrote about contemplative life, monasticism, prayer, social justice issues, literature, and other faith traditions. He was a pioneer in ecumenical and interfaith dialogue, writing "I will be a better Catholic, not if I can *refute* every shade of Protestantism, but if I can affirm the truth in it and still go further. So, too, with the Muslims, the Hindus, the Buddhists, etc." (*Conjectures of a Guilty Bystander,* 129). He befriended Buddhists such as the 14th Dalai Lama, D.T. Suzuki, and Thich Nhat Hanh; Jewish leaders such as Abraham Joshua Heschel and Rabbi Zalman Schachter-Shalomi; and poets such as Wendell Berry, Robert Lax, and Joan Baez. When Pope Francis spoke to the US Congress in 2015, he highlighted "four representatives of the American people": Abraham Lincoln, Martin Luther King Jr., Dorothy Day, and Thomas Merton.

Merton was born in Prades, France to a New Zealand artist and an American Quaker who was baptized in the Church of England. In his bestselling autobiography *The Seven Storey Mountain*, he writes about undergoing baptism in the Anglican Church, but this is disputed since there is no official record of this. He was raised on Long Island, where his father served as the church organist at Zion Episcopal Church in Douglaston NY, a church that Merton attended with pleasure, saying that "one came out of the church with a kind of comfortable and satisfied feeling that something had been done that needed to be done." He expressed fondness for the church's eagle lectern with wings outspread, the men and women in the procession led by the Cross, and the stained glass window with the anchor that stirred up his imagination of heroic voyages at sea. He described his experience of worshipping in the Episcopal Church as "very good" for him, giving him his first taste of humanity's most fundamental desire for religion and the opportunity to stand with others in acknowledging a common dependence on God (*The Seven Storey Mountain,* 14 - 15).

While studying at Ripley Court in England, Merton attended the local Anglican Church where he enjoyed singing hymns and hearing portions read aloud from *Pilgrim's Progress*. During this time, he began praying more sincerely and felt "happy and at peace." After attending Oakham School in Rutland and Clare College in Cambridge, Merton studied at Columbia University in New York, where he read books such as *Mysticism* by Anglo-Catholic author Evelyn Underhill (June 15) and *Gerard Manley Hopkins* by G. F. Lahey, books that compelled him to convert to Roman Catholicism in 1938.

On December 10, 1941, Merton entered the Order of Cistercians of the Strict Observance, the Trappists, at the Abbey of Gethsemani, near Bardstown, Kentucky, where he began his writing career. While Merton criticized the Church of England in his writings, he was also not afraid to dole out strident criticisms of certain aspects of the Roman Catholic Church and his own Cistercian community, such as institutional hypocrisy, rigid dogmatism, and complicity in systemic social evils.

During the 1960s, Merton became close friends with Anglican priest and theologian, the Rev. Arthur Macdonald "Donald" Allchin, who served as the librarian of Pusey House, Oxford, and residentiary canon at Canterbury Cathedral. Through his friendship and correspondence with Allchin, Merton discovered a new appreciation for Anglican Divines, especially Lancelot Andrewes, and Anglican Mystics, such as Thomas Traherne. He expressed a desire to write a book on Anglican Mystics and, in a letter to Allchin, he exclaimed, "The best of Anglicanism is unexcelled."

It was also in the 1960s that Merton fell in love with a student nurse whom he refers to in his journals as "M." Although the details of the relationship remain ambiguous, he acknowledged that his intimacy with her was inappropriate and in violation of his monastic vows. James R. Lauridson describes the relationship as overwhelming and humiliating for Merton, emphasizing it as "the last of a series of encounters with the feminine that allowed Merton to develop a healthy human and monastic understanding of himself and the feminine" ("Merton and the Feminine," 3). His biographer Michael Mott wrote that, after the relationship, "Thomas Merton never again talked of his inability to love, or to be loved." (Mott, *Seven Mountains,* 438).

The experience of belovedness remained central throughout Merton's writings and influenced later spirituality authors such as Henri Nouwen and Richard Rohr. In *New Seeds of Contemplation,* Merton asserts, "The beginning of the fight against hatred, the basic Christian answer to hatred, is not the commandment to love, but what must necessarily come before in order to make the commandment bearable and comprehensible. It is a prior commandment, *to believe*. The root of Christian love is not the will to love, but *the faith that one is loved*. The faith that one is loved *by God*." (*NSC,* 75)

The spiritual insights expressed in his books, essays, poetry, and journals continue to inspire learning, dialogue, spiritual practice, prayer, and social activism across a variety of Christian denominations and faith traditions today. Raised in the Episcopal and Anglican tradition, Merton serves as a stimulating model and compelling catalyst for ecumenical partnership and interfaith collaboration. In a journal in 1957, he wrote, "If I can unite in myself, in my own spiritual life, the thought of the East and the West, of the Greek and Latin Fathers, I will create in myself a reunion of the divided Church, and from that unity in myself can come the exterior and visible unity of the Church. For, if we want to bring together East and West, we cannot do it by imposing one upon the other. We must contain both in ourselves and transcend them both in Christ." (*A Search for Solitude,* 87). And finally, in an address given to Christian monks in Calcutta in 1968, just weeks before he died, Merton invited his listeners (and readers) into a profound experience of Christian unity, saying, "The deepest level of communication is not communication, but communion. It is wordless. It is beyond words, and it is beyond speech, and it is beyond concept. Not that we discover a new unity. We discover an older unity. My dear brothers, we are already one. But we imagine that we are not. And what we have to recover is our original unity. What we have to be is what we are." (*Asian Journal,* 308). Adding Merton to the calendar of *Lesser Feasts and Fasts* will not only expand the reach of his contemplative and socially-engaged wisdom, it will also lead us into deeper unity with our fellow Christians and thus help fulfill Christ's prayer that we may all be one.

FISCAL IMPACT: None.

TITLE: R6-2026 | Resolution to the 82nd General Convention to add Josiah Royce to the Episcopal Church Calendar

PROPOSEDBY: Rev. Jim Richardson, Trinity Cathedral, Sacramento and

The Very Rev. Seth Kellermann, Rector, Emmanuel Church, Grass Valley

REPRESENTATIVEATCONVENTION: Rev. Jim Richardson, Trinity Cathedral, Sacramento and The Very Rev. Seth Kellermann, Rector, Emmanuel Church, Grass Valley

DATESUBMITTED: August 15, 2026

RESOLUTION:

RESOLVED, That that this 116th Convention of the Diocese of Northern California adopts the following resolution and hereby directs the Secretary of this Convention to forward this resolution to the Secretary of General Convention of The Episcopal Church as a duly authorized resolution from this Diocese; and be it further

RESOLVED, That the Diocese of Northern California the 82nd General Convention to designate September 14, or other appropriate date, on the Calendar of the Church Year and Lesser Feasts and Fasts commemorating the life of Josiah Royce, philosopher, theologian and historian, and be it further

RESOLVED, That the 82nd General Convention directs the Standing Commission on Liturgy and Music to prepare appropriate propers, collects and other liturgical resources, and be it further

RESOLVED, That this resolution be considered as the "first reading" for adding Josiah Royce to the Church Year Calendar and Lesser Feasts and Fasts.

EXPLANATION:
Josiah Royce (Nov. 20, 1855 — Sept. 14, 1916), born in Grass Valley, in the Diocese of Northern California, was a philosopher, historian and author. Royce is chiefly known for developing the concept of "the beloved community." Royce's ideas had an enormous influence on a mid-twentieth century generation of Christian leaders, particularly Black pastors in the Civil Rights movement. Royce's theological concepts especially underpinned those of Howard Thurman, Martin Luther King Jr., and John Lewis. Royce's ideas have continued to echo through the decades including in the ministry, preaching and leadership of our retired Presiding Bishop Michael Curry.
After his early upbringing in Grass Valley, Royce graduated in 1875 from the University of California when there was only one campus, Berkeley. Royce Hall, the signature building at the University of California, Los Angeles (UCLA), is named for him. Royce went on to pursue graduate degrees in philosophy and teach at Harvard.

In 1913, Royce fully developed his idea of the "beloved community," published in "The Problem of Christianity." Preeminent California historian Kevin Starr calls the book "Royce's undoubted masterpiece." Royce expounded on what he called his "Philosophy of Loyalty," exploring how people are loyal to self, family, town, tribe and nation. For Royce, the highest form of loyalty is to the "beloved community," which he defined as humanity living in universal harmony.

For Royce, a genuine human community is one in which the members share both memory and hope in common. People who hold only shared memory tend toward nostalgia, and those who hold only hope tend toward utopian fantasy. Sharing memory (especially of tragedy) and also hope (especially of redemption), leads to the emergence of genuine, or "beloved" community.

Royce saw the "beloved community" as possible only through "supernatural" powers: "That which actually accomplishes these triumphs is what [the Apostle] Paul means by the divine grace."

"The beloved community embodies," he wrote, "values which no human individual, viewed as a detached being, could even remotely approach."

Royce further wrote: "Jesus unquestionably taught, in the best-attested, and in the best-known, of his sayings, love for all human beings. … The individual whom you are bidden to love as your brother and your neighbor is, even while Jesus depicts him, transformed before your eyes."

Eventually, Royce mapped this to the Holy Eucharist: We hold in common the memory of the death of Jesus and also the hope of resurrection; this makes us the Body of Christ — the "beloved Community."

From Royce's "beloved community" philosophy grew the principles of non-violent resistance practiced by King and others in the Civil Rights movement.

Royce was a professor at Harvard at a time of pseudo-scientific theories of white superiority were popular in elite universities.

Royce skewered such ideas in a short book: "Race Questions, Provincialism, and Other American Problems."

"When men marshal all the resources of their science to prove that their own race-prejudices are infallible, I can feel no confidence in what they imagine to be the result of science," he wrote. "We all have illusions, and hug them. Let us not sanctify them by the name of science. For my part, then, I am a member of the human race, and this race which is, as a whole, considerably lower than the angels, so that the whole of it very badly needs race-elevation. In this need of my race, I personally and very deeply share."

FISCAL IMPACT: None

TITLE: R7-2026 | Resolution to the 82nd General Convention for the Second Reading to add Howard W. Thurman to the Episcopal Church Calendar

PROPOSED BY: Rev. Jim Richardson

REPRESENTATIVE AT CONVENTION: Rev. Jim Richardson

DATE SUBMITTED: August 10, 2026

RESOLUTION:

RESOLVED, That this 116th Convention of the Diocese of Northern California adopts the following resolution and hereby directs the Secretary of this Convention to forward this resolution to the Secretary of General Convention of The Episcopal Church as a duly authorized resolution from this Diocese; and be it further

RESOLVED, That the Diocese of Northern California petitions the 82ndGeneral Convention to designate April 10, or other appropriate date, on the Church Calendar as the annual celebration of the life and work of Howard W. Thurman, pastor, educator, theologian, and civil rights leader; and be it further

RESOLVED, That this resolution be considered as the second reading of the resolution (2024-C011) approved by the 81st General Convention; and be it further

RESOLVED, That the Diocese of Northern California commends to our congregations the celebration of Howard W. Thurman's life and work, and invites other dioceses to join us in this celebration.

EXPLANATION:

The 81st General Convention directed the Standing Commission of Liturgy and Music to prepare appropriate propers, collects and other liturgical resources commemorating the life and work of Howard Thurman on the Church Calendar (2024-C011). Such additions to the calendar must be approved by two General Conventions. This resolution creates a legislative vehicle for the second reading of the proposal put forward by this diocese and the Diocese of California to add Thurman to the Church Calendar.

Howard Washington Thurman (Nov. 18, 1899 – April 10, 1981), had an enormous influence on the civil rights movement and its leaders. Born in Florida, Thurman was educated at Morehouse College and ordained a Baptist pastor. He was appointed as the first Black chaplain of Marsh Chapel at Boston University which today has a center bearing his name.

In the 1930s Thurman led a six-month pilgrimage of African Americans to India where he met Mohandas Gandhi who had a critical influence on his work. Incorporating Gandhi's theories of non-violence, Thurman wrote a ground-breaking book in 1949, *Jesus and the Disinherited*, which had a major impact on a young ministry student, Martin Luther King, Jr.

In later years, Dr. King carried Thurman's book in his suitcase in his travels as a leader in the civil rights movement. Thurman also mentored to Pauli Murray, who became the first Black woman ordained an Episcopal priest and is on the Episcopal Church calendar.

After leaving Boston, Thurman founded a racially integrated church in San Francisco. He was named an honorary Canon of the Episcopal Cathedral of St. John the Divine in New York City in 1974. Thurman died in San Francisco in 1981.

Ebony magazine once called Thurman one of the fifty most important figures in African American history. In the 1950s, *Life* magazine ranked Thurman among the twelve most important religious leaders in the United States.

In recent years there has been a resurgence of interest in Thurman's life and work. Thurman's book, *Jesus and the Disinherited*, is used in the Episcopal Church Sacred Ground program and as a supplemental text in our Education for Ministry program. Thurman's speeches, articles and books have been the topic of recent seminars, webinars and retreats in a wide spectrum of church and secular settings. And the non-denominational Church for the Fellowship of All Peoples that he founded in San Francisco remains a vibrant worshipping community, which sponsors the annual Howard Thurman Convocation.

Our Episcopal Church Calendar commemorates those who in the past still speak to us in our own time. The calendar includes more than 300 individuals, but only about a dozen are African American, and only a handful are from the twentieth century, including Martin Luther King, Jr., Pauli Murray, W.E.B. Du Bois and Thurgood Marshall. Our calendar honors numerous educators and theologians from a broad array of denominations and religious traditions (Evelyn Underhill, Karl Barth, F.D. Maurice to name three). But the calendar dimly reflects the rich contributions of African American theologians, educators and religious leaders who played an enormous role in shaping the civil rights movement and, more broadly, how we engage with the difficult issues of race and justice in our world today.

Fiscal impact: None

2026 DIOCESAN CONVENTION

PETITION

PETITION
Change of Status for Trinity, Sutter Creek

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, Trinity, Sutter Creek, was established as a congregation of the then-Diocese of California in 1897 and attained Parish Status in 1979.

2. Petitioner has been without the services of a full-time rector since 2017 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.

3. Trinity is an aging congregation with a 2025 average Sunday attendance of 16 and has requested and received counsel and guidance from the Office of the Bishop since at least 2021. In 2025, a team from the church completed the Capacity Discernment program to guide their future planning.

4. At their 2026 annual meeting, following completion of the Capacity Discernment program, the congregation voted to close the congregation in early 2027. This petition moves the church forward in that process.

5. On August 19 2026 the Vestry of Trinity Church, Sutter Creek adopted the following Petition and authorized its execution and filing by the Senior Warden and Junior 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. David Hoos, Senior Warden — Date 8-20-26

Jennifer Putnam, Junior Warden — Date 8/20/26

Explanation

Trinity, Sutter Creek is one of the earliest Episcopal churches founded in Northern California, as the short historical outline below shows.

Starting around 2021, church leaders began reaching out to the Office of the Bishop for help with discernment about the congregation's future – they were a small but faithful group, and they were running out of steam.

Over the intervening years, many conversations were had, and in 2025, a team from the church went through the 9-month Capacity Discernment program with a particular eye to next steps. At their annual meeting in January 2026, the congregation voted by a large majority to begin wrapping up the business of the church, looking to the first quarter of 2027 for their final worship together in their building.

Meanwhile, they have begun conversations with Creekside United Methodist Church in Sutter Creek, with whom they have already shared worship in one another's current church homes. It is hoped that this relationship will continue to grow and flourish, especially as The Episcopal Church considers full communion with the United Methodist denomination at the 2027 General Convention.

In addition to the Capacity Discernment program, the diocese has provided a grant for consulting work with the Rev. Katherine Frederick, who is leveraging her work as a hospice chaplain to help churches deal with the grief necessarily accompanying a closure or other major changes.

The impact of Trinity, Sutter Creek on their community is hard to overstate – in the early years of the church's formation, very many of the existing social service organizations in the town were born out of the work of the congregation. In ensuing years, they continued as leaders and compassionate presence in the community. We are so grateful for their many, many generations of faithfulness.

In addition to considering this petition, we ask that you look at this snippet of their history. A fuller version will be presented with next year's petition for closure.

Cn. Julie Wakelee

Historical Snapshot Trinity Sutter Creek (compiled by vestry member Cathy M. Koos)

By January 1896, the small mining community of Sutter Creek had become a thriving town, with families, a school, stores, and a livery stable. On December 11, 1897, group of ladies gathered at Mrs. Ida Herman's home for tea and talk. "What if we started up an Episcopal Mission parish to serve the spiritual needs of the populace?" And thus, was formed the Episcopal Women's Guild.

Carefully recorded notes tell us they charged themselves dues of 25 cents a month, sold handmade goods like towels and dolls, and later had jumble sales to raise the money to raise the walls and roof on new church on Amelia Street. Diligent fund-raising and a small gift from the bishop increased their coffers to $300 – the amount needed to begin construction.

Soon Bishop Anson assigned Mr. C. M. Scott as interim in 1897, soon followed by Rev. Webster Loring Clark to minister to this new flock. These two shepherds were followed over the years by:

Mr. C. M. Scott, 1897
Rev. Webster Loring Clark, 1897-1900
Rev. Dr. George H. Jenks, 1898
Rev. Dr. Griffith M. Cutting, 1899
Rev. William Tuson, 1900-1907
Rev. E. U. Brun, 1907-1909
Rev. John F. Shea, 1910-1912
Rev. C.H. Lake, 1912-1914
Rev. C. A. Verlager, 1918
Rev. D. B. Stewart
Rev. Thomas Maxwell, 1925-1931
Rev. Mockford, 1931
Archdeacon Barr G. Lee, 1930-1935
Rev. John Barrett, 1935-1937
Rev. Edwin Casteldine, 1936-1938
Rev. Rex Barron, 1939-1940
Rev. Dr. Arch W. Sidders, 1945-1954
Rev. Lester V. Wiley, 1951-1952
Capt. Herman Rauh, 1952-1954
Rev. Merill Stevenson, 1952
Rev. Fred Miller, 1953-1959
The Rt. Rev. A. W. Noel Porter, 1953-1959
Rev. Blake Hadlow, 1954-1959
Rev. Wilbur Lear, 1954-1959
Rev. Harry Sorenson, 1959-1962
Rev. John C. Brownfield, 1962-1966
Rev. Eric W. Jackson, 1966-1968
Rev. Walter Whichard, 1968-1970
Rev. Robert Affleck, 1970-1975
Rev. E. Frank Henriques, 1975-1985
Rev. William Cobb, 1986
Rev. William Adams, 1986-2008
Rev. Roger Riggsby, 1990 (Deacon)
Rev. Sandy Honnold, 1996 (Deacon)
Rev. Michael Kerrick, 2007-2008
Rev. Robert Blumenstock, 2009-2010
Rev. Karen Siegfriedt, 2011-2017
Rev. Paul Colbert, 2018-2021
Rev. Craig Kuehn, Supply Priest, 2017-present

2026 DIOCESAN CONVENTION

FINANCIAL REPORTS

Diocesan Treasurer 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.

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, 2026.

The diocesan financial statements for the six months ending June 30, 2026 show a net operating surplus including reserve allocations (line 41) of $131,551 as compared to a budgeted deficit of $183,556. This is not fully indicative of the projected year-end 2026 operations as there are many expenses that do not fall evenly during the year. While the 2026 budget projected a deficit of $257,446, we are currently projecting that 2026 will end with a deficit of around $35,379.

Statement of Financial Position as of June 30, 2026

As of June 30, 2026, The Diocese of Northern California had Net Assets of $20,320,605. This includes assets with and without donor restrictions. Donor restricted assets of $473,533 (line 70) 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 $19,847,072 of funds without Donor Restrictions (line 56), $1,321,591 have been designated by the Board of Directors for specific future purposes. Our total unrestricted and undesignated net assets are $18,525,481 of which $3,804,320 is property and equipment and the remaining balance of $14,721,161 is unrestricted funds invested to generate income for the operating budget and growth of the unrestricted funds.

Diocesan 2025 Year-end Financials

The June 30 2026 Budget to Actual Summary and Statement of Financial Position also includes year-end information for 2025.

2025 Net Operating Income including reserve allocations was $195,613 and, due to investment gains, the net increase in Unrestricted Net Assets was $1,112,660.

Net Assets at the end of 2025 totaled $19,134,681 and cash Unrestricted Net Assets were $13,626,897.

The 2025 diocesan audit was completed by Gilbert CPA's in September 2026. The audit did not uncover any accounting or financial management issues. The CPA's 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 Office of the Bishop was destroyed in a fire in 2010.

2027 Diocese of Northern California Operating Budget

2027 budget is balanced with income and the sustainable draw on investments less expenses and reserve transfers being equal. The budget continues the 2026 2% reduction in the apportionment rate for 2027. The Board of Trustees approved the Episcopal Diocese of Northern California's 2027 Budget on September 12, 2026. The Operating Budget is included with commentary later in the convention book in both an operational and missional budget format.

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2026 and December 31, 2025

ASSETS	June 2026	December 2025	Line #
Current Assets			
Checking/Savings			
Cash and Equivalents (Diocesan)			
Cash on Hand	$ 619,809	$ 810,084	1
Cash Investments	5,319	5,247	2
Total Cash and Equivalents (Diocesan)	625,128	815,331	3
Cash Held for Others	1,539,265	697,134	4
Total Checking/Savings	2,164,393	1,512,465	5
Accounts Receivable			
Accounts Receivable	135,651	172,503	6
Allowance for Uncollectable	(38,000)	(38,000)	7
Total Accounts Receivable	97,651	134,503	8
Other Current Assets			
St. Matthew's Center Prop Mgmt	62,046	45,072	9
Mission Apport. Accrual	230,517	105,164	10
Undeposited Funds	-	2,038	11
Other Receivables	21,909	21,003	12
Prepaid Expenses	63,280	66,368	13
Group Ins. & Comp-Prepaid	11,671	15,409	14
Total Other Current Assets	389,423	255,054	15
Total Current Assets	2,651,467	1,902,022	16
Fixed Assets			
Property-Church Use, net	724,502	731,759	17
Property & Equipment, net	3,079,818	3,114,231	18
Total Fixed Assets	3,804,320	3,845,990	19
Other Assets			
Long Term Receivables	17,933	17,933	20
Investments	15,333,446	14,137,370	21
Investments Held for Others	26,437,581	24,115,057	22
Notes Receivables, net of reserve allowance	337,673	336,092	23
Deposits	-	-	24
Total Other Assets	42,126,633	38,606,452	25
TOTAL ASSETS	**$ 48,582,420**	**$ 44,354,464**	26

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2026 and December 31, 2025

	June 2026	December 2025	Line #
LIABILITIES & NET ASSETS			
Liabilities			
Current Liabilities			
Accounts Payable	$ 67,186	$ 95,646	27
Credit Cards	9,412	6,844	28
Other Current Liabilities			
Accrued Expenses	99,083	130,637	29
Pass-Through & Held for Others	106,643	174,317	30
Deferred Revenue	2,645	148	31
Total Other Current Liabilities	208,371	305,102	32
Total Current Liabilities	284,969	407,592	33
Long Term Liabilities			
Investments-Held for Others	27,976,846	24,812,191	34
Total Long Term Liabilities	27,976,846	24,812,191	35
Total Liabilities	28,261,815	25,219,783	36
Net Assets			
Without Donor Restrictions			
Undesignated - Non Property & Equipment	8,863,131	8,256,551	37
Undesignated - Noel Porter Sales Proceeds	5,858,030	5,370,346	38
Undesignated - Net Property & Equipment	3,804,320	3,845,990	39
Total Undesignated	18,525,481	17,472,887	40
Designated			
Best Skills Best Churches	19,500	-	41
Bishop Search	100,000	80,000	42
Bishop/CTO Autos	63,792	53,792	43
Bishop/CTO Sabbatical	10,353	7,853	44
Center at St. Matthews	112,846	92,988	45
Church Planting	19,000	18,000	46
Communications Hubs	12,697	12,697	47
Ecclesiastical Court	24,735	24,735	48
General Convention	35,000	17,500	49
Lambeth	12,425	12,425	50
Mission Repair & Improvement Fund	343,436	343,436	51
Missional Fund	304,014	304,186	52
Pilgrimage Fund	25,000	22,500	53
Redway Ministries	238,793	217,704	54
Total Designated	1,321,591	1,207,816	55
Total Without Donor Restrictions	19,847,072	18,680,703	56

The Episcopal Diocese of Northern California
Statement of Financial Position
As of
June 30, 2026 and December 31, 2025

	June 2026	December 2025	Line #
With Donor Restrictions			
Archdeacon Fund for Education	26,686	20,780	57
Charitable Remainder Trusts	17,933	17,933	58
Diocesan Clergy Wellness Fund	412	392	59
Disaster Relief Fund	114,799	148,984	60
Discretionary Fund	95,119	53,270	61
Francis Lana Ordinand Education	92	292	62
Haden Education Funds	29,949	27,304	63
Lamb Fund for Campus Min - Perm	31,382	31,382	64
Lamb Fund for Campus Ministry	39,964	33,663	65
Roanridge Grant (DFMS)	1,042	1,042	66
Robert and Winifred Gaines Fund	29,632	27,001	67
St. Matthew's Project Donation	58,675	58,675	68
Turnbull - Retiree Health Insurance	27,848	33,260	69
Total With Donor Restrictions	473,533	453,978	70
Total Net Assets	20,320,605	19,134,681	71
TOTAL LIABILITIES & NET ASSETS	**$ 48,582,420**	**$ 44,354,464**	72

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
BUDGET TO ACTUAL- SUMMARY Six Months Ended June 30, 2026

	6/30/2026 ACTUAL	YTD 2026 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE		ANNUAL 2026 BUDGET	12/31/25 ACTUAL	LINE #
UNRESTRICTED NET ASSETS:							
REVENUES:							
Mission Apportionment, net	932,270	859,832	72,438	**B**	1,719,664	1,951,609	1
Contributions	71,330	3,600	67,730	**C**	7,200	88,585	2
Rental Income	51,910	71,874	(19,964)	**D**	143,748	126,683	3
Bookkeeper Fees	9,450	9,825	(375)	**E**	19,650	-	4
Other revenues	55,135	58,846	(3,711)		153,025	159,941	5
Revenue from Investments *(Note 1)*	273,910	273,910	-		547,820	608,690	6
Total revenues	1,394,005	1,277,887	116,118		2,591,107	2,935,508	7
EXPENSES:							
Diocesan Operating:							
Personnel	544,123	577,341	33,218		1,154,682	1,253,826	8
Operating Costs	271,913	318,396	46,483	**F**	636,792	619,939	9
Governance	25,482	22,500	(2,982)	**G**	45,000	120,009	10
Total diocesan operating expenses	841,518	918,237	76,719		1,836,474	1,993,774	11
Program expenses:							
Youth and Young Adults	45,606	60,337	28,788		153,340	77,667	12
Outreach	11,677	28,699	17,022		57,397	53,331	13
Faith Formation	66,283	95,071	28,788		156,142	132,952	14
Leadership Development	67	5,500	5,433		11,000	40,774	15
Congregation and Clergy Support	95,276	275,652	180,376		551,303	284,426	16
Total program expenses	218,909	465,258	246,349		929,182	589,150	17
TEC Assessment	200,677	200,677	(1)		401,353	381,536	18
Province 8 Assessment	2,250	2,250	-		4,500	4,500	19
Total expenses	1,263,354	1,586,421	323,067		3,171,509	2,968,960	20
NET OPERATING SURPLUS (DEFICIT)	130,651	(308,534)	439,185		(580,402)	(33,452)	21
Reserve Allocations FOR Future Use							
Best Skills Best Churches	(19,500)	(19,500)	-		(19,500)	-	22
Bishop Search	(20,000)	(20,000)	-		(20,000)	(20,000)	23
Bishop/CTO Autos	(10,000)	(10,000)	-		(10,000)	(10,000)	24
Center for St. Mathews Surplus	(19,859)	(30,474)	10,615		(60,948)	(32,717)	25
Church Planting	(1,000)	(1,000)	-		(1,000)	(1,000)	26
General Convention	(17,500)	(17,500)	-		(17,500)	(17,500)	27
Pilgrimage Fund	(2,500)	(2,500)	-		(2,500)	(2,500)	28
Sabbaticals	(2,500)	(2,500)	-		(2,500)	-	29
Total Reserve Allocations for Future Use	(92,859)	(103,474)	10,615		(133,948)	(83,717)	30
Draws from Designated and Resticted Funds							
Communication Hubs	-	1,526	(1,526)		3,051	-	31
Disaster Relief Fund	30,205	13,900	16,305		27,800	72,575	32
Disaster Resilence and Recovery Fund	-	-	-		-	49,370	33
Sabaticals	-	1,500	(1,500)		3,000	320	34
Total Draws from Designated and Restricted Funds	30,205	16,926	13,280	-	33,851	122,265	35
Board Approved Draws from Unrestricted/Undesignated Reserves							
Diocesan Congregation Bookkeeper Position	21,776	32,867	(11,091)		65,733	23,600	36
Curacy Program	-	92,490	(92,490)		184,980	-	37
Missional Fund (Latino Ministries)	172	41,500	(41,328)		83,000	89,250	38
Noel Porter Fund (Youth and Young Adults)	41,606	44,670	(3,064)		89,340	77,667	39
Total Board Approved Draw from Unrestricted /Undesignated Reserves	63,554	211,527	(147,973)	-	423,053	190,517	40
NET OPERATING SURPLUS (DEFICIT) AFTER RESERVE ALLOCATIONS	**131,551**	**(183,556)**	**315,107**	**-**	**(257,446)**	**195,613**	41
OTHER CHANGES TO NET ASSETS:							
Cash items:							
Investment Interest and Dividends, Net of Fees	156,126	-	156,126	**A**	-	332,596	42
Realized Gains (Losses)	403,886	-	403,886	**A**	-	1,016,841	43
Gain on Disposal of Assets	-	-	-			-	44
Unclassified Credit Card Expenses	(12,681)	-	(12,681)		-	-	45
Total cash items	547,331	-	547,331		-	1,349,437	46
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS BEFORE NON-CASH ITEMS	678,882	(183,556)	862,438		(257,446)	1,545,050	47
Non-cash items:							
Depreciation	(58,808)	-	(58,808)		-	(116,283)	48
Bad Debt Expense						15,000	49
Unrealized Gains (Losses) from Investments	803,979	-	803,979	**A**	-	475,159	50
Total non-cash items	745,171	-	745,171		-	373,876	51
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS	1,424,053	(183,556)	1,607,609		(257,446)	1,918,926	52
DONOR RESTRICTED NET ASSETS (excludes investment earnings):							
Contributions:							
General Restricted Contributions		-	-		-	-	53
Discretionary Funds	65,545	-	65,545	**H**	-	47,494	54
Disaster Relief and Disaster Resilience contributions	1,020	-	1,020		-	77,826	55
Expenses:							
Discretionary Funds	(23,697)	-	(23,697)	**H**	-	(59,041)	56
Disaster Relief	(575)	-	(575)	**H**	-	(26,912)	57
Ordination - Lana Fund	(200)					(750)	58
Turnball Retiree Health Insurance Fund	(5,412)	-	(5,412)		-	(7,128)	59
INCREASE (DECREASE) IN TEMPORARILY RESTRICTED NET ASSETS	36,681	-	36,881		-	31,489	60
PERMANENTLY RESTRICTED NET ASSETS:							
Change in value of charitable remainder trust assets	-	-	-		-	-	61
INCREASE (DECREASE) IN NET ASSETS	1,460,734	(183,556)	1,644,290		(257,446)	1,950,415	62

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
BUDGET TO ACTUAL- SUMMARY Six Months Ended June 30, 2026

	6/30/2026 ACTUAL	YTD 2026 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	ANNUAL 2026 BUDGET	12/31/25 ACTUAL	LINE #
RECONCILIATION TO GAAP BASIS						
Unrestricted/Designated Net Assets used for Operations *(Note 1)*	(273,910)	(273,910)	-	(547,820)	(608,690)	63
Reserve Allocations and Draws	(900)	(124,978)	124,078	(322,956)	(229,065)	64
INCREASE (DECREASE) IN NET ASSETS GAAP BASIS	1,185,924	(582,444)	1,768,368	(1,128,222)	1,112,660	65
NET ASSETS, Beginning of the year - GAAP *(Note 1, 2 and 3)*	19,134,681	19,134,681	-	19,134,681	18,022,021	66
Increase in Net Assets for GAAP	1,185,924	(582,444)	1,768,368	(1,128,222)	1,112,660	67
Net ASSETS, End of period - GAAP *(Note 1, 2 and 3)*	20,320,605	18,552,237	1,768,368	18,006,459	19,134,681	68

Notes:
(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

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
BUDGET TO ACTUAL DETAIL
Six Months Ended June 30, 2026

	6/30/2026 ACTUAL	YTD 2026 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	% VARIANCE		ANNUAL 2026 BUDGET	12/31/25 ACTUAL	Line #
REVENUES								
OPERATING REVENUE								
Mission Apportionment, net	932,270	859,832	72,438	8%	**B**	1,719,664	1,951,609	1
Contributions - Other	68,780	-	68,780	100%	**C**	-	80,985	2
Contributions - Center @ St. Matthews	2,550	3,600	(1,050)	-29%	**D**	7,200	7,600	3
Rental Income - Center @ St. Matthews	51,910	71,874	(19,964)	-28%	**D**	143,748	126,683	4
Bookkeeper Fees	9,450	9,825	(375)	-4%	**E**	19,650	-	5
Other Revenue								
Event Revenue	33,250	33,346	(96)	0%		102,025	101,328	6
Interest Revenue (Non Investment Funds)	5,565	8,000	(2,435)	-30%		16,000	1,136	7
Other Revenue	16,320	17,500	(1,180)	-7%		35,000	57,477	8
Total Other Revenue	55,135	58,846	(3,711)	-6%		153,025	159,941	9
Revenue from Investments	273,910	273,910	-	0%		547,820	608,690	10
TOTAL OPERATING REVENUE	1,394,005	1,277,887	116,118	9%		2,591,107	2,935,508	11
OPERATING EXPENSES								
PERSONNEL (includes salary, pension, and benefits)								
Bishop	124,578	126,130	1,552	1%		252,260	185,434	12
Canon to the Ordinary	81,329	81,464	135	0%		162,927	121,492	13
Director of Operations	79,542	82,968	3,426	4%		165,936	115,047	14
Executive Assistant to the Bishop	64,725	72,521	7,796	11%		145,041	89,855	15
Executive Staff Support	49,508	49,520	12	0%		99,039	74,115	16
Executive Staff Support II	37,916	36,216	(1,700)	-5%		72,432	49,063	17
Missioner for Church Vitality	13,853	51,345	37,492	73%		102,689	84,646	18
Communications Director	37,372	28,436	(8,937)	-31%		56,871	34,741	19
Missioner for Lifelong Christian Formation	11,258	-	(11,258)	100%		-	-	20
Missioner for Disaster Resilience	-	-	-	100%		-	56,742	21
Receptionist and Administrative Support	32,109	39,966	7,857	20%		79,931	51,567	22
Diocesan Bookkeeper	-	-	-	100%		-	17,172	23
Other Benefits	-	3,778	3,778	100%		7,556	-	24
Merit Increase	-	5,000	5,000	100%		10,000	-	25
Vacation Buyouts and Termination Pay-Outs	11,933	-	(11,933)	100%		-	23,115	26
Benefits	-	-	-	100%		-	350,837	27
Total Personnel	544,123	577,341	33,218	6%		1,154,682	1,253,826	28
OPERATING COSTS								
Accounting/Auditing Fees	63,485	55,000	(8,485)	-15%		110,000	105,709	29
Autos - Bishop & Canon	7,901	8,000	99	1%		16,000	12,396	30
Communications	11,518	9,500	(2,018)	-21%		19,000	22,381	31
Communications Consultant	662	23,200	22,538	97%		46,400	36,166	32
Communications Hub	3,280	4,250	970	23%		8,500	6,016	33
Continuing Education	9,800	5,000	(4,800)	-96%	**F**	10,000	7,001	34
Equipment, Furniture, Software	34,425	25,550	(8,875)	-35%	**F**	51,100	64,573	35
Hospitality and Travel	13,172	20,000	6,828	34%		40,000	40,224	36
Insurance	8,232	7,500	(732)	-10%		15,000	36,561	37
Legal Fees	-	2,500	2,500	100%		5,000	518	38
Miscellaneous Office	18,525	22,350	3,825	17%		44,700	48,933	39
Disaster Resilience & Response	34,630	62,111	27,481	44%		124,222	49,370	40
Office Occupancy Cost and Storage	31,682	26,935	(4,747)	-18%		53,870	88,205	41
Rental Expense - Center @ St. Matthews	34,601	45,000	10,399	23%	**D**	90,000	101,566	42
Sabbaticals	-	1,500	1,500	100%		3,000	320	43
Total Operating Costs	271,913	318,396	46,483	15%		636,792	619,939	44
GOVERNANCE								
Board of Trustees	14,644	10,000	(4,644)	-46%		20,000	19,974	45
Standing Committee	-	500	500	100%		1,000	88	46
Diocesan Convention	70	10,000	9,930	99%		20,000	96,639	47
General Convention	-	-	-	100%		-	-	48
Lambeth	-	-	-	100%		-	-	49
Other Committees	9,068	250	(8,818)	-3527%	**G**	500	-	50
Revival	-	-	-	100%		-	-	51
Strategic Planning	-	750	750	100%		1,500	-	52
Ecclesiastical Support	1,700	1,000	(700)	-70%		2,000	3,308	53
Total Governance	25,482	22,500	(2,982)	-13%		45,000	120,009	54
TOTAL DIOCESAN OPERATING EXPENSES	841,518	918,237	76,719	8%		1,836,474	1,993,774	55

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
BUDGET TO ACTUAL DETAIL
Six Months Ended June 30, 2026

	6/30/2026 ACTUAL	YTD 2026 BUDGET	FAVORABLE/ (UNFAVORABLE) VARIANCE	% VARIANCE		ANNUAL 2026 BUDGET	12/31/25 ACTUAL	Line #
PROGRAM EXPENSES								
YOUTH AND YOUNG ADULTS								
Campus Ministries & Chaplains	40,000	40,000	-	0%		40,000	43,750	56
Grant to Camp Living Waters	-	9,820	9,820	100%		19,640	17,733	57
Pathways	4,959	7,267	2,308	32%		87,200	8,195	58
Youth Discipleship & Camperships	647	3,250	2,603	80%		6,500	7,989	59
Total Youth and Young Adults	45,606	60,337	14,731	24%		153,340	77,667	60
OUTREACH								
Companion Diocese	-	1,800	1,800	100%		3,600	3,247	61
Commission for Intercultural Ministries	1,437	5,174	3,737	72%		10,347	11,885	62
Ecumenical Ministries	1,866	1,000	(866)	-87%		2,000	1,347	63
Episcopal Community Services	7,150	7,150	-	0%		14,300	13,000	64
ERD Disaster Preparedness	1,224	2,250	1,026	46%		4,500	4,303	65
Indigenous (Native American) Ministries	-	1,300	1,300	100%		2,600	77	66
Sustainable Development Goals (.007 of total revenue)	-	7,025	7,025	100%		14,050	13,222	67
Outreach - Other	-	3,000	3,000	100%		6,000	6,250	68
Total Outreach	11,677	28,699	17,022	59%		57,397	53,331	69
FAITH FORMATION								
Christian Formation	3,547	3,000	(547)	-18%		6,000	7,712	70
Clergy Conference	40,282	34,000	(6,282)	-18%		34,000	38,472	71
Commission on Ministry	1,686	8,250	6,564	80%		16,500	17,295	72
Commission on the Environment	468	5,197	4,729	91%		10,394	1,186	73
Deacon Formation	11,156	24,878	13,722	55%		49,756	40,037	74
Health Ministries	176	3,000	2,824	94%		6,000	6,597	75
Liturgy & Music	359	1,250	891	71%		2,500	2,311	76
Racial Reconciliation	3,985	10,996	7,011	64%		21,992	9,246	77
Stewardship Commission	2,124	1,500	(624)	-42%		3,000	2,075	78
Theological Education	2,500	3,000	500	17%		6,000	8,021	79
Total Faith Formation	66,283	95,071	28,788	30%		156,142	132,952	80
LEADERSHIP DEVELOPMENT								
Best Skills	67	-	(67)	100%		-	36,274	81
College for Congregational Development	-	2,000	2,000	100%		4,000	3,500	82
Congregational Leadership Conferences	-	2,000	2,000	100%		4,000	-	83
Racial Justice Audit	-	1,500	1,500	100%		3,000	1,000	84
Total Leadership Development	67	5,500	5,433	99%		11,000	40,774	85
CONGREGATION AND CLERGY SUPPORT								
Archdeacon	322	5,750	5,428	94%		11,500	4,521	86
Clergy Support and Development	13,627	17,500	3,873	22%		35,000	35,302	87
Congregational Assistance	19,832	36,000	16,168	45%		72,000	88,564	88
Congregational Development Group	188	9,000	8,812	98%		18,000	17,529	89
Curacy Program	-	92,460	92,460	100%		184,920	-	90
Deaneries	14,181	15,500	1,319	9%		31,000	20,572	91
Diocesan Congregation Bookkeeper	31,226	42,692	11,466	27%	E	85,383	-	92
Fresh Start	6,520	6,750	230	3%		13,500	10,396	93
Latino Ministries	172	41,500	41,328	100%		83,000	93,248	94
Safe Church Training	1,235	3,750	2,515	67%		7,500	4,087	95
Transitional Ministry/Deployment	7,973	4,750	(3,223)	-68%		9,500	10,207	96
Total Congregation and Clergy Support	95,276	275,652	180,376	65%		551,303	284,426	97
TOTAL PROGRAM EXPENSES	218,909	465,258	246,349	53%		929,182	589,150	98
TEC ASSESSMENT	200,677	200,677	(1)	0%		401,353	381,536	99
PROVINCE 8 ASSESSMENT	2,250	2,250	-	0%		4,500	4,500	100
TOTAL OPERATING EXPENSES	1,263,354	1,586,421	323,067	20%		3,171,509	2,968,960	101
NET OPERATING INCOME/ (LOSS)	130,651	(308,534)	439,185	142%		(580,402)	(33,452)	102
Board Special Projects: Bookkeeper and Curacy Program funded from unrestricted/undesignated funds	31,226	125,327	94,101	(31,226)	E	250,653	-	103
ADJUSTED NET OPERATING SURPLUS/ (DEFICIT)	161,877	(183,208)	533,286	-291%		(329,749)	(33,452)	104

THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA
PROGRAM EVENTS BUDGET TO ACTUAL
Six Months Ended June 30, 2026

Program/Event	6/30/2026 Revenue Actual	YTD Revenue Budget	6/30/2026 Expense Actual	YTD Expense Budget	6/30/2026 Net Effect Actual	YTD Net Effect Budget	Net Effect Favorable (Unfavorable) Variance	Net Effect % Variance	2026 Revenue Budget	2026 Expense Budget	2026 Net Effect Budget	Line #
Clergy Conference	22,460	18,000	40,282	34,000	(17,822)	(16,000)	(1,822)	11%	18,000	34,000	(16,000)	1
College for Congregational Development	-	-	-	2,000	-	(2,000)	2,000	-100%	-	4,000	(4,000)	2
Congregational Leadership Conferences	-	313	-	2,000	-	(1,688)	1,688	-100%	625	4,000	(3,375)	3
Diocesan Convention	1,390	4,000	70	10,000	1,320	(6,000)	7,320	-122%	8,000	20,000	(12,000)	4
Fresh Start	-	-	6,520	6,750	(6,520)	(6,750)	230	-3%	-	13,500	(13,500)	5
Deacon Formation (WWC)	4,200	5,700	11,156	24,878	(6,956)	(19,178)	12,222	-64%	11,400	49,756	(38,356)	6
Events Other	1,200	-	-	-	1,200	-	1,200	100%	-	-	-	7
Pathways	4,000	5,333	4,959	7,267	(959)	(1,933)	974	-50%	64,000	87,200	(23,200)	8
Total Event/Program Summary	**33,250**	**33,346**	**62,987**	**86,895**	**(29,737)**	**(53,549)**	**23,812**	**-44%**	**102,025**	**212,456**	**(110,431)**	9
Diocesan Congregation Bookkeeper Position	9,450	9,825	31,226	42,692	(21,776)	(32,867)	11,091	-34%	19,650	85,383	(65,733)	10

The Episcopal Diocese of Northern California
Congregation Ranges - 2027

Church Name	Page 2	Page 5	Page 6	Points Comparison		
	Sunday Attendance #1	Pledge Cards #1	Operating Expenses #6	2026 Points	Change from Prior Year **	2027 Points
Bishop						
Range G (500 &up)		**8 Delegates Allowed***				
Trinity Cathedral (Sacramento)	281	238	$1,620,199	945.45		939.85
St. Michael's (Carmichael)	106	120	$1,034,744	466.41	**WAS F	573.87
Trinity (Folsom)	219	198	$840,634	519.74		524.57
Range F (335.00 - 499.99)		**7 Delegates Allowed**				
Incarnation (Santa Rosa)	157	155	$830,034	485.50		493.02
Grace (Saint Helena)	99	70	$777,767	477.35		431.13
St. Mary's (Napa)	139	95	$717,455	266.20	**WAS E	417.23
St. John's (Roseville)	182	122	$615,059	382.73		383.53
St. Martin's (Davis)	122	120	$615,842	343.45		368.42
Range E (223 - 334.99)		**6 Delegates Allowed**				
Faith (Cameron Park)	88	92	$531,942	279.78		310.97
St. Stephen's (Sebastopol)	96	52	$513,960	223.95		293.98
St. John's (Chico)	101	75	$493,539	294.10		290.77
St. Augustine (Rocklin)	86	77	$485,099	239.62		283.30
Emmanuel (Grass Valley)	119	71	$445,785	280.24		270.39
St. Paul's (Benicia)	95	74	$436,262	247.96		260.38
St. Luke's (Woodland)	63	38	$460,182	135.59	**WAS C	255.34
St. Paul's (Healdsburg)	102	68	$406,866	209.87	**WAS D	245.93
Christ (Eureka)	117	86	$388,072	216.51	**WAS D	244.79
Range D (170 - 222.99)		**5 Delegates Allowed**				
St. Patrick's (Kenwood)	56	51	$385,582	172.56		219.54
St. Luke's (Auburn)	96	81	$321,127	242.04	**WAS E	204.81
St. John's (Petaluma)	57	59	$292,697	147.05	**WAS C	175.35
Holy Trinity (Nevada City)	87	58	$275,439	166.95	**WAS C	173.97
All Saints (Sacramento)	55	47	$292,081	168.76	**WAS C	171.54
Range C (120 - 169.99)		**4 Delegates Allowed**				
All Saints' (Redding)	78	55	$250,578	157.83		158.54
St. Alban's (Arcata)	51	45	$234,502	133.39		141.25
Trinity (Sonoma)	32	41	$245,958	124.86		141.23
Grace (Fairfield)	33	30	$233,490	182.20	**WAS D	132.50
Our Saviour (Placerville)	54	34	$201,181	111.56	**WAS B	122.59
Range B (90 - 119.99)		**3 Delegates Allowed**				
St. Clement's (Rancho Cordova)	29	29	$186,652	114.59		107.83
St. Paul's (Sacramento)	47	36	$160,014	90.49		100.76
St. Luke's (Calistoga)	42	31	$147,772	72.09	**WAS A	92.14

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

The Episcopal Diocese of Northern California
Congregation Ranges - 2027

Church Name	Page 2	Page 5	Page 6	Points Comparison		
	Sunday Attendance #1	Pledge Cards #1	Operating Expenses #6	2026 Points	Change from Prior Year **	2027 Points
Range A (below 90)		**3 Delegates Allowed**				
Epiphany (Vacaville)	37	29	$127,506	89.65		80.25
St. Michael's (Fort Bragg)	21	22	$121,868	69.82		71.68
St. George's (Carmichael)	27	24	$107,899	72.49		66.70
Ascension (Vallejo)	38	27	$100,336	64.55		66.42
St. Peter's (Red Bluff)	25	19	$97,378	68.07		59.69
St. Mary's (Elk Grove)	28	22	$85,169	41.39		55.08
St. Francis (Fortuna)	18	19	$91,640	36.87		55.07
St. James (Lincoln)	33	20	$76,016	54.68		51.26
St. Barnabas (Mount Shasta)	29	24	$73,978	44.34		50.24
Holy Trinity (Ukiah)	23	16	$80,749	38.80		50.12
St. Paul's (Oroville)	20	12	$81,306	8.25		48.65
Shepherd by the Sea (Gualala)	22	15	$63,897	41.93		41.20
St. James (Yuba City)	22	22	$55,817	31.61		38.91
Good Shepherd (Cloverdale)	35	23	$48,624	34.12		38.81
St. Nicholas (Paradise)	0	0	$72,566	1.50		36.28
Trinity (Sutter Creek)	16	16	$51,357	39.15		33.68
St. Michael's (Anderson)	19	6	$53,479	31.49		32.99
St. Stephen's (Colusa)	11	0	$58,351	47.27		31.93
St. Francis (Willits)	21	15	$42,696	30.40		30.35
St. Timothy's (Gridley)	12	10	$44,327	35.91		27.66
St. Paul's (Crescent City)	22	15	$34,828	27.01		26.66
St. Luke's (Galt)	14	13	$33,883	22.56		23.69
Grace (Wheatland)	15	9	$34,417	21.68		23.21
St. John's (Lakeport)	10	15	$33,193	23.09		22.85
Christ (Quincy)	14	16	$26,716	26.01		20.86
St. Michael's (Alturas)	7	10	$31,702	18.98		20.10
Holy Trinity (Willows)	5	8	$30,204	21.71		18.35
St. Matthew's (Sacramento)	13	5	$12,975	10.99		10.99
St. Andrew's (Corning)	6	0	$10,645	6.82		6.82
Good Shepherd (Susanville)	11	8	$0	14.86		4.75

Points are calculated as follows from Parochial Report line items:

Line #1 (pg.2) x 25% +
Line #1 (pg.5) x 25% +
Line #6 (pg.6)/1000 x 50%

For example:

Average attendance (#1) = 80 x 25% =		20
# of pledge cards (#1) = 85 x 25% =		21
Operating Exp (#6) = 320,000 =		
	250,000/1000 x 50%	125
	Total Points	166

Points of 166 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.

The Investment Fund Committee of the Trustee Board for our Diocese has focused its research and care for the parishes of this diocese on investing in ways that honor God's creation and support the purposes of our parishes.

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

A fiduciary process begins by defining objectives and translating them into an approved investment policy statement. Please visit the Finance tab on the diocesan website to review our investment policy and learn more about the services we offer each parish. Key advantages for parishes include:

- ✓ Professional management and fiduciary oversight
- ✓ Economies of scale, including reduced fees
- ✓ Enhanced diversification and the potential for reduced portfolio risk
- ✓ Administrative efficiency
- ✓ Alignment with ethical and faith-based values
- ✓ Support for the wider community and our Diocese

Our committee currently has six members, and we are seeking qualified individuals to join us in this oversight role. We are especially interested in those with knowledge of financial fiduciary risk management, nonprofit governance, and global investment.

Please contact Kati Braak at kati@norcalepiscopal.org to learn more about this opportunity.

Sharon Morrison, Chair

Investment Fund Committee, 2026

The Episcopal Foundation of Northern California
2394 Fair Oaks Blvd, Sacramento, CA 95825
Tel 916.283.8216 Fax 916.442.6927
Web www.norcalepiscopalfoundation.org

MEMORANDUM

Date: July 30, 2026

To: Foundation Board of Directors

From: Tamoya Bell, Accountant

Re: June 2026 Financial Statements

The financial statements for June 2026 include the following:

- Statement of Financial Position compared to previous year ended June 30, 2025
- Actual to Budget through June 2026
- Net Asset Rollforward compared to previous year ended December 31, 2025

The organization realized income of $71,573 which is 248% of the annual budgeted income. This amount includes $45,273 of realized gain on investments.

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

Net Operating Income is $46,365 (including "Other Expenses"). The organization experienced an unrealized **gain** of $78,212 and net restricted investment activity of $103,361. As such, net assets **increased** by $227,938.

The Episcopal Foundation of Northern California
Statement of Financial Position
As of June 30, 2026

	Jun 30, 26	Jun 30, 25	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1002 · Checking - Operating (7482)	43,268.60	11,111.82	32,156.78
1003 · Checking - Trust account (4199)	36,755.22	1,370.31	35,384.91
1350 · Union Banc - Pass Through	70,066.78	0.00	70,066.78
Total Checking/Savings	150,090.60	12,482.13	137,608.47
Other Current Assets			
1300 · Prepaid Insurance	409.17	395.83	13.34
1330 · Investment Fund - C Fund	18,400.17	17,833.61	566.56
Total Other Current Assets	18,809.34	18,229.44	579.90
Total Current Assets	168,899.94	30,711.57	138,188.37
Other Assets			
1800 · Foundation Investments			
1850.00 · EFNC - A Fund	1,206,985.95	1,124,801.92	82,184.03
1850.05 · Blackmore Fund for Davis	156,204.93	136,276.46	19,928.47
1850.10 · Braxton Fund for Trinity	10,704.40	9,967.82	736.58
1850.15 · Jenkins Fund for Trinity	457,675.41	399,285.59	58,389.82
1850.20 · Lackey Fund for CNP/Tahoe City	115,351.51	99,804.18	15,547.33
1850.25 · Sherriff's Fund for Healdsburg	233,440.46	251,774.49	-18,334.03
1850.30 · Sharder Fund for Trinity	74,149.43	64,689.52	9,459.91
1850.35 · Sims Fund for Trinity	123,299.69	107,569.22	15,730.47
1850.40 · Williams Fund	157,375.70	137,297.86	20,077.84
1850.45 · Wilson Fund for Chico	295,527.75	283,678.08	11,849.67
1850.50 · EFNC - ESG Fund	265,449.47	233,681.61	31,767.86
1850.55 · Michael Ross Music Fund - Grant	27,445.42	0.00	27,445.42
Total 1800 · Foundation Investments	3,123,610.12	2,848,826.75	274,783.37
1852 · Investments-Held for Others			
1861 · Potter Fund for FL - HFO	40,008.99	34,117.19	5,891.80
1880 · American Funds - HFO	253,992.51	218,847.45	35,145.06
1885 · Franklin Templeton - HFO	1,966.76	2,189.90	-223.14
1895 · Michael Ross Music Fund-Eureka	24,700.89	0.00	24,700.89
Total 1852 · Investments-Held for Others	320,669.15	255,154.54	65,514.61
1928 · Charitable Remainder Trusts	5,978.00	5,978.00	0.00
Total Other Assets	3,450,257.27	3,109,959.29	340,297.98
TOTAL ASSETS	**3,619,157.21**	**3,140,670.86**	**478,486.35**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable	0.00	380.00	-380.00
Credit Cards	620.00	590.00	30.00
Other Current Liabilities			
2400 · Pass-through donations			
2410 · Stock Transfers	103,689.78	0.00	103,689.78
2400 · Pass-through donations - Other	220.74	0.00	220.74
Total 2400 · Pass-through donations	103,910.52	0.00	103,910.52
Total Other Current Liabilities	103,910.52	0.00	103,910.52
Total Current Liabilities	104,530.52	970.00	103,560.52

The Episcopal Foundation of Northern California
Statement of Financial Position
As of June 30, 2026

	Jun 30, 26	Jun 30, 25	$ Change
Long Term Liabilities			
2700 · Held for Other Agencies			
2717 · Potter Fund for FL - HFO	40,008.99	34,117.19	5,891.80
2730 · American Funds - HFO	253,992.51	218,847.45	35,145.06
2735 · Franklin Templeton - HFO	1,966.76	2,189.90	-223.14
2745 · Michael Ross Music Fund-Eureka	24,700.89	0.00	24,700.89
Total 2700 · Held for Other Agencies	320,669.15	255,154.54	65,514.61
Total Long Term Liabilities	320,669.15	255,154.54	65,514.61
Total Liabilities	425,199.67	256,124.54	169,075.13
Equity			
3100 · Without Donor Restrictions	1,029,294.23	895,298.51	133,995.72
3200 · With Donor Restrictions	812,770.39	686,714.98	126,055.41
3300 · Perm. Restricted Net Assets	1,351,892.92	1,302,532.83	49,360.09
3400 · Change in Net Assets	-227,938.28	-75,352.07	-152,586.21
Net Income	227,938.28	75,352.07	152,586.21
Total Equity	3,193,957.54	2,884,546.32	309,411.22
TOTAL LIABILITIES & EQUITY	**3,619,157.21**	**3,140,670.86**	**478,486.35**

Investment Fund
Participant Account Listing - EFNC Only
Investment Balances as of June 30, 2026

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:		18,400.17	265,449.47	1,490,835.58	
		Barry L. Beisner Fund ($25,000)	13,320.24					
		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)	39,224.24					
		Hollingshead Family Fund ($10,000)	4,860.52					
		Pamela Kepler Fund ($50,000)	26,203.96					
		Rita A. Kresha Fund	50,000.00					
		Robert E. and Cynthia J. Mohler Fund ($5,000)	5,000.00					
5602	Foundation	Somerville Fund ($10,000)	23,625.78					
		AIDS Ministry - Endowed fund ($1,425)	5,221.84					
		Dorothy Blackmore Fund ($62,203 - 1/2 of original gift - EFNC portion)	261,639.63					
		Herbert W. and Caroline Jenkins Fund ($152,967 - 1/2 of original gift - EFNC portion)	432,500.10					
		Albert B. Sims Fund ($36,189 - 1/2 of orginal gift - EFNC portion	55,165.57					
		Anita Weaver Fund for elderly housing	113,327.33					
		John R. Bergen Fund ($13,540)	31,908.74					
		Brooks Fund ($4,445)	10,935.16					
		Efra C. Zollinger Fund ($10,000)	85,297.20					
		Sheila Hard Endowment Fund	17,918.37					
		Unrestricted Operating Funds	10,837.26					
5625	Foundation	Sheriff Memorial - Healdsburg	233,440.46				233,440.46	
5626	Foundation	Dorothy Wilson Children's Ministry - Chico	295,527.75				295,527.75	
5627	Foundation	Charmin Sharder Fund	74,149.43				74,149.43	
5628	Foundation	Dorothy Blackmore Fund - Davis	156,204.93				156,204.93	
5629	Foundation	Jenkins Trust - Cathedral	457,675.41				457,675.41	
5630	Foundation	Lackey Memorial Fund	115,351.51				115,351.51	
5631	Foundation	Potter Fund - Fallen Leaf	40,008.99				40,008.99	
5633	Foundation	Sims Trust - Cathedral	123,299.69				123,299.69	
5646	Foundation	Williams Fund	157,375.70				157,375.70	
5655	Foundation	Braxton Fund	10,704.40				10,704.40	
5676	Foundation	Michael Ross Music Fund - EFNC	-			27,445.42	27,445.42	
5677	Foundation	Michael Ross Music Fund - Eureka	-			24,700.89	24,700.89	**3,206,720.16**
		TOTAL	**2,870,724.21**	**-**	**18,400.17**	**317,595.78**	**3,206,720.16**	**3,206,720.16**

The Episcopal Foundation of Northern California
Actual to Budget
For Six Months Ending June 30, 2026 (50%)

Accrual Basis

	Jan - Jun 26	Budget	$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4000 · Donations/ Contributions				
4010 · Gifts from Individuals/ Estates	26,300	100	26,200	26,300%
4070 · Annual Appeal (Mailer)	0	1,000	(1,000)	0%
Total 4000 · Donations/ Contributions	26,300	1,100	25,200	2,391%
4900 · Investment Income				
4910 · Investment Interest/ Dividends	16,231	35,000	(18,769)	46%
4920 · Realized Gains/ Losses	32,735	0	32,735	100%
4925 · Investments Expenses	(3,693)	(7,200)	3,507	51%
Total 4900 · Investment Income	45,273	27,800	17,473	163%
Total Income	71,573	28,900	42,673	248%
Gross Profit	71,573	28,900	42,673	248%
Expense				
6220 · Bank and Credit Card Fees	210	300	(90)	70%
6340 · Contributions	1,500	1,500	0	100%
6350 · Database	2,170	3,717	(1,547)	58%
6410 · Dues & Subscriptions	0	600	(600)	0%
6432 · Event expense	0	200	(200)	0%
6436 · Grant to New/Emergent Ministry				
6436.1 · Foundation Grants	0	20,000	(20,000)	0%
Total 6436 · Grant to New/Emergent Ministry	0	20,000	(20,000)	0%
6437 · Insurance	1,193	2,294	(1,101)	52%
6440 · Office Supplies	0	200	(200)	0%
6460 · Meals & Entertainment	255	200	55	127%
6461 · Mustard Seed Expenses	0	1,000	(1,000)	0%
6463 · Printing & Copies	0	100	(100)	0%
6466 · Postage	29	100	(71)	29%
6467 · Professional Fees				
6100 · Accounting Fees	1,632	6,500	(4,868)	25%
6150 · Audit and Tax Fees	1,925	2,000	(75)	96%
6444 · Administrative Support	15,490	30,979	(15,489)	50%
Total 6467 · Professional Fees	19,047	39,479	(20,432)	48%
6500 · Travel & Lodging	360	0	360	100%
6515 · Website/ Hosting	412	200	212	206%
Total Expense	25,175	69,890	(44,715)	36%
Net Ordinary Income	46,398	(40,990)	87,388	(113)%
Other Income/Expense				
Other Income				
4915 · Unrealized Gains/ Losses	78,212	0	78,212	100%
8100 · Temporarily Restricted Activity				
8105 · Restricted Investment Int/ Divd	18,534	0	18,534	100%
8110 · Restricted Realized gains/loss	44,389	0	44,389	100%
8115 · Restricted Unrealized gain/ los	88,788	0	88,788	100%
8200 · Restricted Investment Expense	(3,552)	(7,000)	3,448	51%
8300 · Restricted Distributions	(44,797)	0	(44,797)	100%
Total 8100 · Temporarily Restricted Activity	103,361	(7,000)	110,361	(1,477)%
Total Other Income	181,573	(7,000)	188,573	(2,594)%
Other Expense				
8500 · Interest Expense	33	0	33	100%
8551 · Trustee Expenses				
8552 · Life Insurance premiums	0	25	(25)	0%
Total 8551 · Trustee Expenses	0	25	(25)	0%
Total Other Expense	33	25	8	132%
Net Other Income	181,540	(7,025)	188,565	(2,584)%
Net Income	**227,938**	**(48,015)**	**275,953**	**(475)%**

The Episcopal Foundation of Northern California
Net Asset Rollforward
For the Periods Ended December 31, 2025 and June 30, 2026

	Balance 12/31/2025	Income	Expenses/ Distributions	Net Income	Transfers Release	Balance 6/30/2026
Unrestricted				-		
				-		
Unrestricted Operating Funds	**192,216**	22,043.66	(21,782.54)	261.12		**192,477**
Hazel Bittle Funds - Board Designated (not in IF)	**44,056**			-		**44,056**
David Cavanagh Funds (not in IF)	**39,154**			-		**39,154**
Tilton (Stock Transfer) (not in IF)	**302**			-		**302**
2026 Foundation Grants	**-**			-		**-**
Michael Ross Music Fund - To fund EFNC Grant Program (4% annual)	**-**			-		**-**
Annual Appeal	**9,670**			-		**9,670**
Blackmore Fund earnings for EFNC	**176,563**	24,798	(1,925.00)	22,873.43		**199,437**
Brooks Fund - Board Designation (Original Gift $4,445)	**9,906**	1,028.99	-	1,028.99		**10,935**
Efra C. Zollinger Fund - Board Designation (Original Gift $10,000)	**77,271**	8,026.50	-	8,026.50		**85,297**
Jenkins Fund earnings for EFNC	**238,835**	40,698.40	-	40,698.40		**279,533**
John R. Bergen Fund - Board Designation (Original Gift $13,540)	**28,906**	3,002.63	-	3,002.63		**31,909**
Lackey Fund earnings for Camperships (as of 12/31/2019)	**43,230**	6,738.25	(3,052.34)	3,685.91		**46,916**
Sheila Hard Endowment Fund	**6,232**	1,686.14	-	1,686.14		**7,918**
Sims Fund earnings for EFNC	**13,785**	5,191.09	-	5,191.09		**18,977**
Somerville Fund earnings for EFNC	**11,403**	2,223.20	-	2,223.20		**13,626**
Williams Fund earnings for EFNC	**42,185**	6,902.26	-	6,902.26		**49,088**
	933,714.56	**122,339.55**	**(26,759.88)**	**95,579.67**	**-**	**1,029,294.23**
Temporarily Restricted						
Charitable Remainder Unitrusts						
George R. Henry and Barbara A. Henry CRUT	**5,978**	-	-	-		**5,978**
AIDS Ministry Fund earnings	**3,305**	491.37	-	491.37		**3,797**
Blackmore Fund earnings for St. Martin's, Davis	**82,358**	13,701.73	(1,966.86)	11,734.87		**94,093**
Braxton Fund earnings for Trinity Cathedral	**3,081**	943.79	(905.56)	38.23		**3,119**
Jenkins Fund earnings for Trinity Cathedral	**270,338**	40,145.67	(5,762.84)	34,382.83		**304,721**
Sherriffs Fund earnings for St. Paul's, Healdsburg	**41,988**	20,478.35	(3,132.90)	17,345.45		**59,333**
Shrader Fund earnings for Trinity Cathedral	**49,893**	6,504.10	(933.65)	5,570.45		**55,464**
Sims Fund earnings for Trinity Cathedral	**77,914**	10,815.41	(1,552.53)	9,262.88		**87,177**
Anita Weaver Fund for elderly housing	**102,663**	10,664.13	-	10,664.13		**113,327**
Williams Fund earnings for Grace Cathedral/St. John's, Lakeport	**32,548**	6,902.24	(990.81)	5,911.43		**38,460**
Wilson Fund earnings for St. John's, Chico	**49,027**	26,274.77	(28,000.00)	(1,725.23)		**47,302**
	719,094	**136,922**	**(43,245.15)**	**93,676**	**-**	**812,770**
Permanently Restricted						
Barry L. Beisner Fund ($25,000)	**12,067**	1,253.45	-	1,253.45	-	**13,320**
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)	**35,533**	3,691.02	-	3,691.02	-	**39,224**
Hollingshead Family Fund ($10,000)	**4,403**	457.38	-	457.38	-	**4,861**
Pamela Kepler Fund ($50,000)	**23,738**	2,465.81	-	2,465.81	-	**26,204**
Rita A. Kresha Fund	**50,000**			-	-	**50,000**
Robert E. and Cynthia J. Mohler Fund ($5,000)	**5,000**			-	-	**5,000**
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	**55,121**	3,369.12	-	3,369.12		**58,490**
Michael Ross Music Fund - To fund EFNC Grant Program (4% annual)	**-**	27,445.42	-	27,445.42		**27,445**
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**
	1,313,211	**38,682**	**-**	**38,682**	**-**	**1,351,893**
Total Net Assets	**2,966,019**	**297,943**	**(70,005.03)**	**227,938**	**-**	**3,193,958**
Held for Others						
Fallen Leaf Lake - Potter Fund (Held for Others)	**36,507**	3,502		3,502		**40,008.99**
Michael Ross Music Fund for Christ, Eureka	**-**	27,201	(2,500.00)	24,701		**24,700.89**

Investment Fund
Foundation Funds Breakdown

C Fund	Balance 12/31/2025	Balance 1/31/2026	Balance 2/28/2026	Balance 3/31/2026	Balance 4/30/2026	Balance 5/31/2026	%	Interest/ Dividends	Fees	Realized Gains/Losses	Unrealized Gains/Losses	Purchases	Sales	Balance 6/30/2026
Unrestricted Operating Fund	18,152.72	18,181.39	18,219.63	18,260.41	18,292.97	18,344.87	100%	55.30		-	-			18,400.17
Total C Fund:	**18,152.72**	**18,181.39**	**18,219.63**	**18,260.41**	**18,292.97**	**18,344.87**	**100%**	**55.30**	**-**	**-**	**-**	**-**	**-**	**18,400.17**
	18,152.72	18,181.39	18,219.63	18,260.41	18,292.97	18,344.87							Per Summary	18,400.17
	0.00	0.00	0.00	0.00	0.00	0.00							Difference	0.00

A Fund	Balance 12/31/2025	Balance 1/31/2026	Balance 2/28/2026	Balance 3/31/2026	Balance 4/30/2026	Balance 5/31/2026	%	Interest/ Dividends	Fees	Realized Gains/Losses	Unrealized Gains/Losses	Purchases	Sales	Balance 6/30/2026
Barry L. Beisner Fund ($25,000)	12,066.79	12,352.30	12,530.33	11,971.57	12,828.30	13,296.66	1.18%	63.78	-	58.24	(98.44)			13,320.24
Brooks Insurance Fund ($5,000) - Maxed Out	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	0.00%	-	-	-	-			5,000.00
Ernest E. Brown Fund ($5,000) - Maxed Out	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	0.00%	-	-	-	-			5,000.00
Michael Patrick Crosse Fund ($10,000) - Maxed Out	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	0.00%	-	-	-	-			10,000.00
James Christopher Delisle Fund ($100,000)	35,533.22	36,373.95	36,898.21	35,252.81	37,775.64	39,154.82	3.47%	187.81	-	171.49	(289.88)			39,224.24
Hollingshead Family Fund ($10,000)	4,403.14	4,507.32	4,572.28	4,368.39	4,681.01	4,851.92	0.43%	23.27	-	21.25	(35.92)			4,860.52
Pamela Kepler Fund ($50,000)	23,738.15	24,299.81	24,650.04	23,550.82	25,236.21	26,157.58	2.31%	125.47	-	114.56	(193.65)			26,203.96
Rita A. Kresha Fund - Maxed Out	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	0.00%	-	-	-	-			50,000.00
Robert E. and Cynthia J. Mohler Fund ($5,000)- Maxed Out	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	0.00%	-	-	-	-			5,000.00
Somerville Fund ($10,000)	21,402.58	21,908.98	22,224.75	21,233.68	22,753.25	23,583.96	2.09%	113.13	-	103.29	(174.60)			23,625.78
AIDS Ministry - Endowed fund ($1,425)	4,730.47	4,842.40	4,912.19	4,693.14	5,029.00	5,212.60	0.46%	25.00	-	22.83	(38.59)			5,221.84
Dorothy Blackmore Fund ($62,203 - 1/2 of original gift - EFNC portion)	238,766.20	244,415.52	247,938.28	236,882.00	253,834.20	261,176.56	23.11%	1,252.78	-	1,143.87	(1,933.58)			261,639.63
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)	391,801.70	401,071.91	406,852.56	388,709.84	416,527.43	431,734.62	38.21%	2,070.90	-	1,890.86	(3,196.28)			432,500.10
Albert B. Sims Fund ($36,189 - 1/2 of orginal gift - EFNC portion	49,974.48	51,156.90	51,894.22	49,580.11	53,128.26	55,067.94	4.87%	264.14	-	241.18	(407.69)			55,165.57
Anita Weaver Fund for elderly housing	102,663.20	105,092.26	106,606.95	101,853.04	109,142.05	113,126.76	10.01%	542.63	-	495.46	(837.52)			113,327.33
John R. Bergen Fund ($13,540)	28,906.11	29,590.04	30,016.52	28,678.00	30,730.31	31,852.26	2.82%	152.79	-	139.50	(235.81)			31,908.74
Brooks Fund ($4,445)	9,906.17	10,140.55	10,286.71	9,828.00	10,531.33	10,915.80	0.97%	52.36	-	47.81	(80.81)			10,935.16
Real Estate Opportunity Fund	-	-	-	-	-	-	0.00%	-	-	-	-			-
Donald R. Walk Fund ($19,197)	-	-	-	-	-	-	0.00%	-	-	-	-			-
Efra C. Zollinger Fund ($10,000)	77,270.70	79,098.96	80,239.01	76,660.93	82,147.08	85,146.24	7.54%	408.42	-	372.91	(630.37)			85,297.20
Sheila Hard Endowment Fund	16,232.23	16,616.29	16,855.78	16,104.14	17,256.61	17,886.65	1.58%	85.80	-	78.34	(132.42)			17,918.37
Unrestricted Operating Funds	58,468.24	59,851.63	60,714.27	8,006.85	8,579.85	10,818.08	0.96%	51.89	-	47.38	(80.09)			10,837.26
							0.00%	-	-	-	-			
Total A Fund:	**1,150,863.38**	**1,176,318.81**	**1,192,192.12**	**1,092,373.32**	**1,165,180.53**	**1,204,982.45**	**100%**	**5,420.18**	**-**	**4,948.96**	**(8,365.65)**	**-**	**-**	**1,206,985.94**
	1,075,863.38	1,101,318.81	1,117,192.12	1,017,373.32	1,090,180.53	1,129,982.45								1,131,985.94
		1,176,318.82	1,192,192.13	1,092,373.33	1,165,180.54	1,204,982.46							Per Summary	1,206,985.95
		0.00	0.00	0.00	0.00	0.00							Difference	0.00
											2,003.49			
EFNC Funds		1,176,318.81	1,192,192.12	1,092,373.32	1,165,180.53	1,204,982.45	100%	5,420.18	-	4,948.96	(8,365.65)	-	-	1,206,985.94
Held for Other Funds		-	-	-	-	-	-	-	-	-	-	-	-	-

2026 DIOCESAN CONVENTION

2027 BUDGET

The Episcopal Diocese of Northern California



A MISSIONAL BUDGET FOR 2027



Table of Contents

Introduction

Revenues

Operating Costs

Governance

Youth and Young Adults

Outreach

Faith Formation

Leadership Development

Congregational and Clergy Support

TEC Assessment

Province VIII

2027 Budgets- line item, pie chart, opeation, summary



Introduction

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 12, 2026**,** 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 and Transforming Communities for Christ.

After creating this budget for 2026, we noticed that many of the categories of programs and offerings were not logical. We've adjusted the categories into 5 key program and ministry areas:

- Youth and Young Adult Ministries
- Outreach
- Faith Formation
- Leadership & Development
- Congregation and Clergy Support





Personnel and Operating Costs

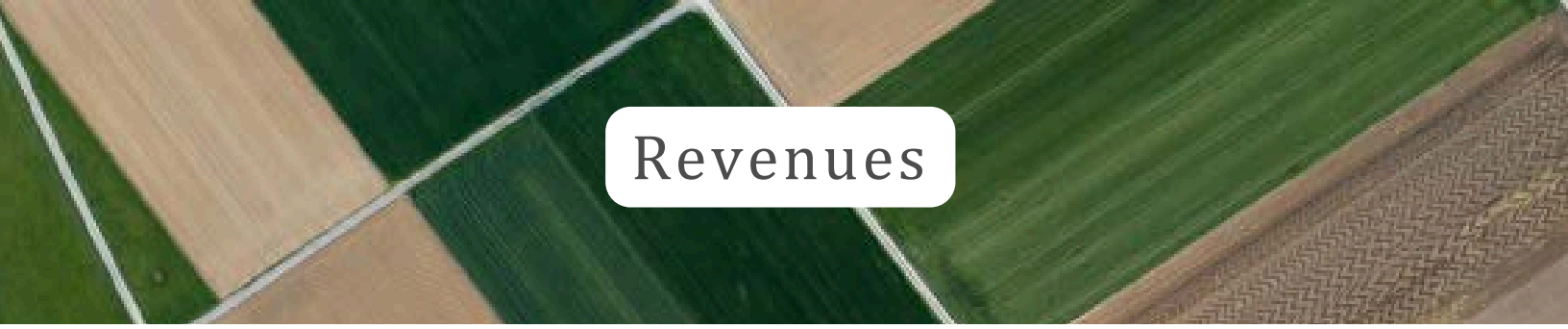
When we talk about “Personnel and Operating Costs,” we are not just talking about overhead. We are talking about the foundation that makes ministry possible: the people and resources who nurture congregations, care for clergy, guide formation, and strengthen witness across Northern California.

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 education, 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	$1,864,540
Contributions, bequests, etc	$7,200
Rental Income	$121,896
Bookkeeping Fees	$25,000
Other revenue (event revenue, interest revenue, other revenue)	$151,525
Revenue from Investments	$867,440
Subtotal	$3,037,601
Reserve Allocations	$93,851
Board approved draws for special projects	$166,076
Total	**$3,297,528**



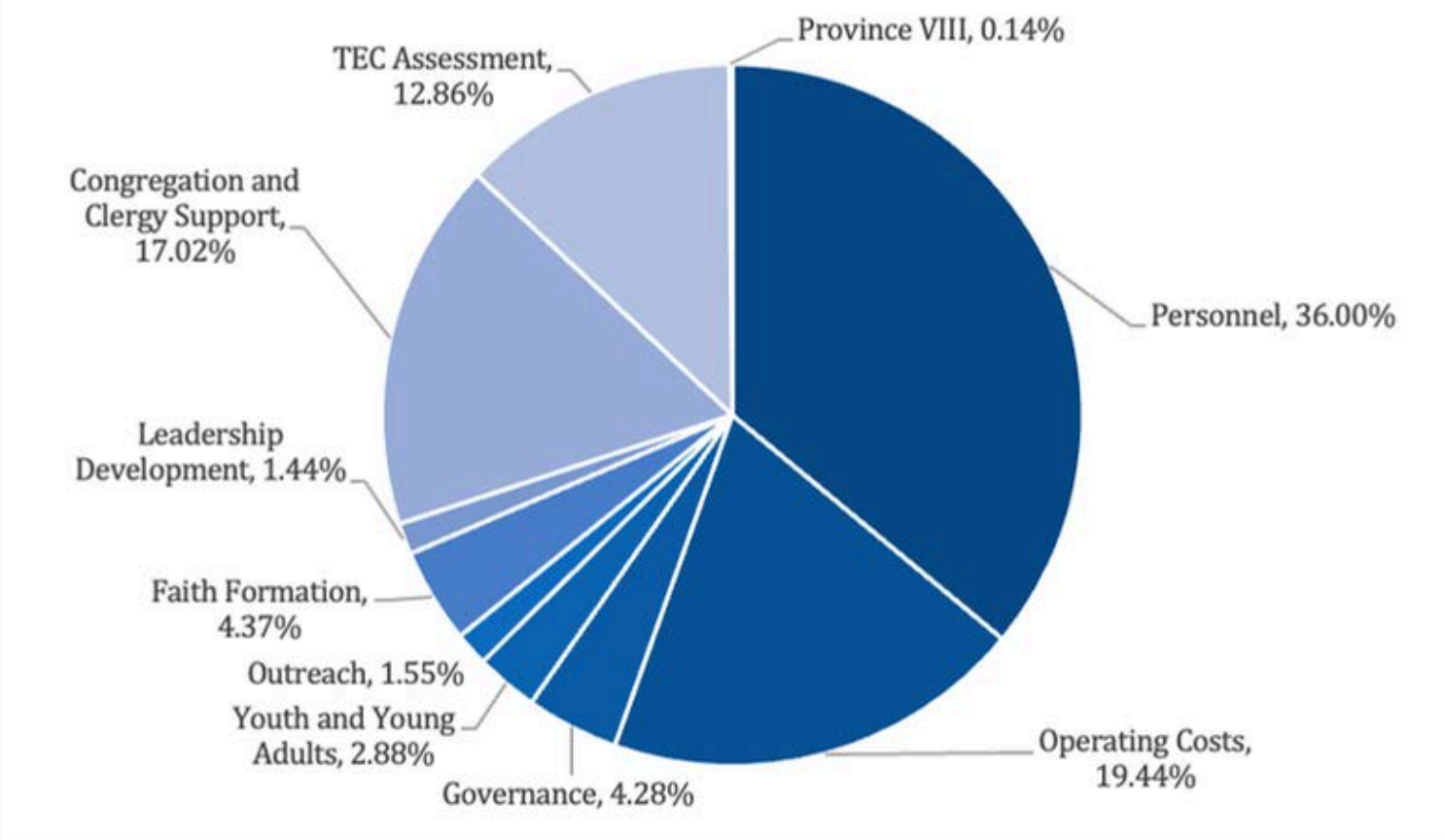
Diocesan Operating Costs

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	$1,162,903
Operating Costs	$628,010
Governance	$138,159
Program Expenses	
Youth and Young Adults	$93,180
Outreach	$50,156
Faith Formation	$141,299
Leadership Development	$46,600
Congregational and Clergy Support	$549,781
TEC Assessment	$415,344
Province VIII	$4,500
Subtotal	$3,229,932
Reserve Allocations	$67,596
Total	**$3,297,528**
Net Operating Surplus (Deficit)	$0



Diocesan Operating Costs

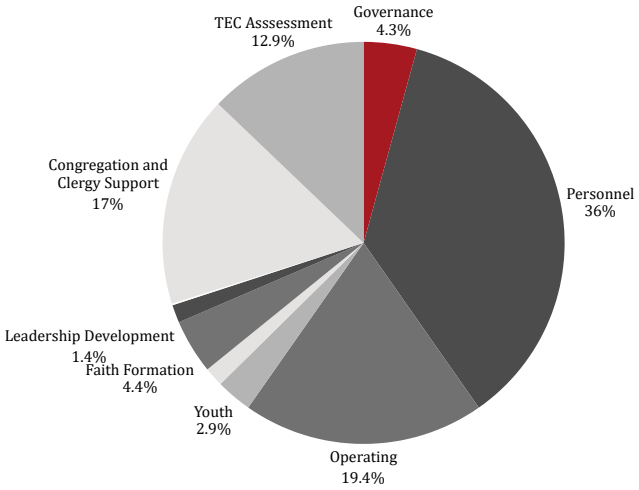




Governance

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.

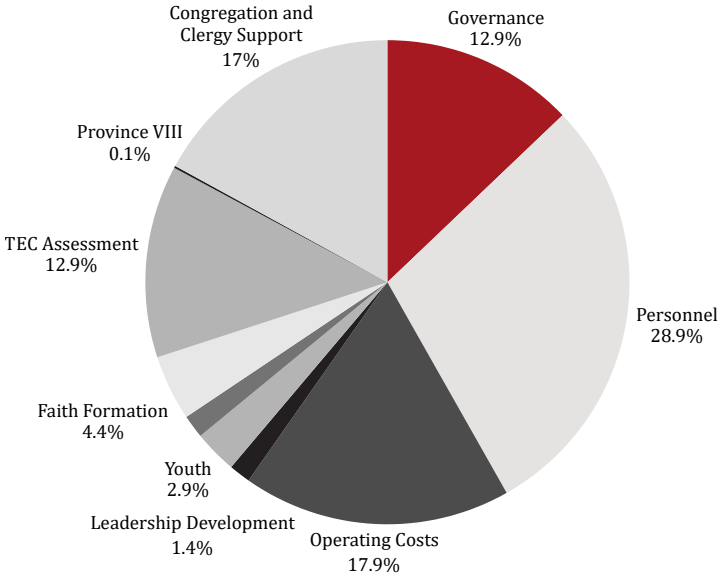
Governance represents **4.3%** of our Diocesan expenses.



When adding Personnel and Operating Expenses, Governance becomes **12.9%** of the diocesan budget.

Office of the Bishop Personnel Expenses for Governance	$228,756
Operating Expenses that Support Governance	$49,020
Governance Budgeted	$138,159
Total	$415,935

Governance Costs (Budgeted + Personnel + Operating)





Governance

Board of Trustees **$18,000**

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 **$62,159**

This annual business meeting of lay and clergy representatives from across the diocese now alternates between in-person and online. For 2027, Convention will be in person.

General Convention **$54,000**

We send a deputation to this triennial national gathering where legislation, governance and rules and elections occur.

Other Committees **$500**

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

Strategic Planning **-**

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

Ecclesiastical Support **$2,500**

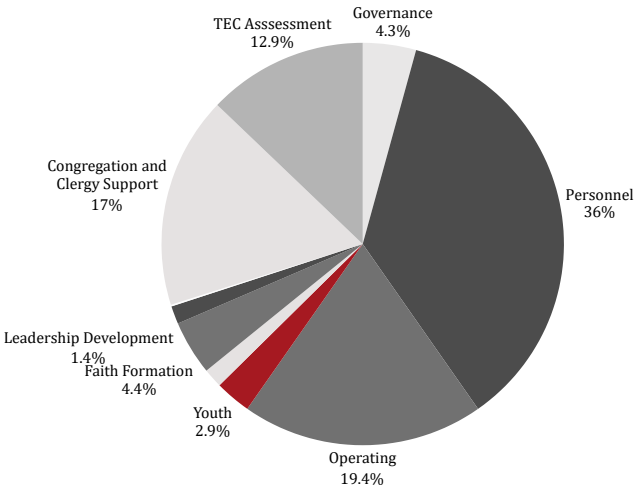
We support to our volunteer attorneys (chancellor and vice chancellors) through this line item, providing mileage reimbursement for meetings, professional dues, and funds to attend annual conferences.

Youth & young Adults



Giving to our youth to ensure they can enjoy summer camps filled with learning about neighboring cultures, traditions and time in nature. This year, we continue to support Sierra Service Project.

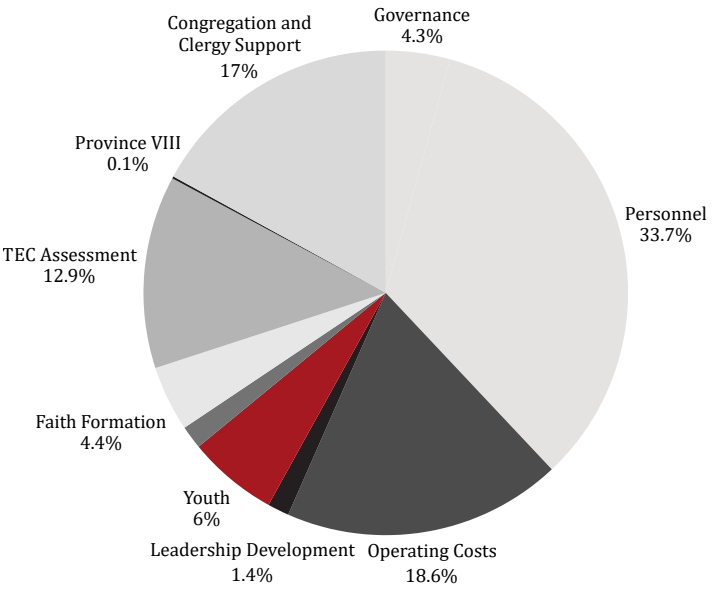
Youth and Young Adults represent **2.9%** of the Diocesan expenses.



When adding Personnel and Operating Expenses, Youth and Young Adults programs becomes **6%** of the diocesan budget.

Personnel Expenses for Youth	$74,220
Operating Expenses for Youth	$26,730
Budgeted Youth	$93,180
Total	$194,130

Youth Costs (Budgeted + Personnel + Operating)





Campus Ministries and Chaplians **$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 **$21,480**

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 grown, and demonstrating the profound impact this camp has on our diocese.

Pathways **$25,200**

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, we learned about tribal life in Navajo Land and Del Norte County as part of their work with the Sierra Service Project. The amount budgeted for 2027 includes Board funding to ensure no teen pays no more than $500 registration for the week.

Youth Discipleship & Camperships **$6,500**

The Board of Trustees is committed to ensure that all children in the diocese can afford summer camp. These fund are designated for camp scholarships, with the hope that more and more children across the diocese will have access to the life-giving experience.





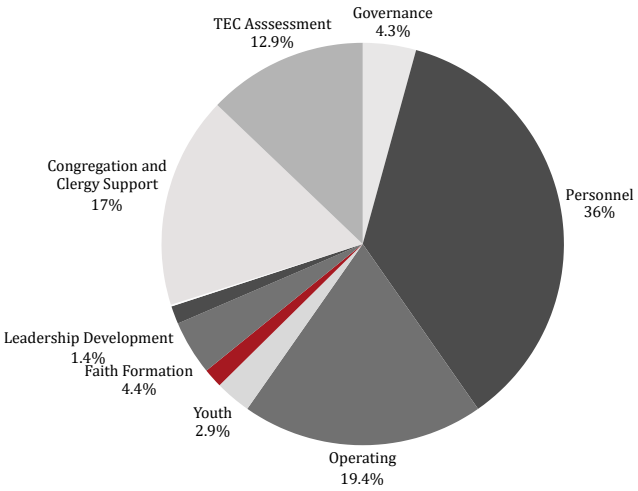


Outreach



Outreach ministries span locally and globally - funds are allocated for maintenance of our Regional Hub, Episcopal Community services, CIM, Indigenous Ministries, ERD Disaster Preparedness, Ecumencial Ministries well as our Sister Diocese in Honduras.

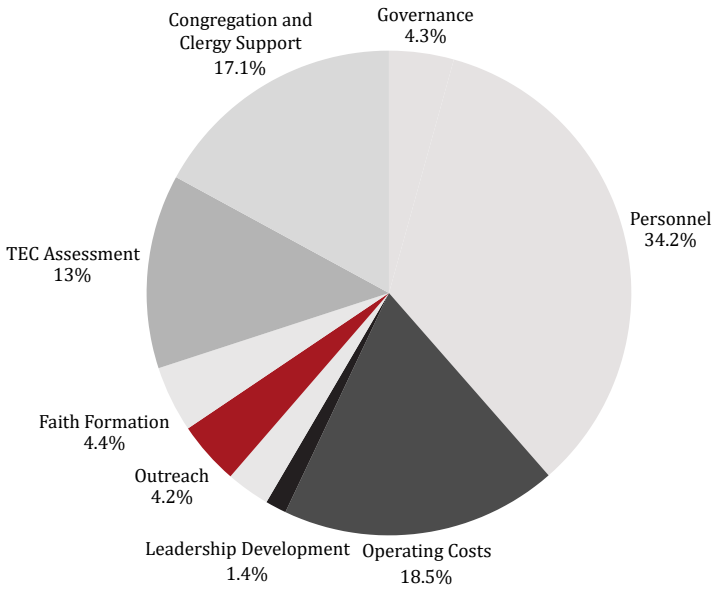
Outreach comprises **1.55%** of our expenses.



When adding Personnel and Operating Expenses, Outreach becomes **4.15%** of the diocesan budget.

Personnel Expenses for Outreach	$49,657
Operating Expenses for Outreach	$34,100
Budgeted Outreach	$50,156
Total	$133,913

Outreach Costs (Budgeted + Personnel + Operating)





Companion Diocese **$3,240**

We're grateful to be renewing our partnership with the Diocese of Honduras. In 2026, these funds will go to grants to support important ministries in Honduras. In 2027, we hope to have another group from the diocese visit.

Commission for Intercultural Ministries **$5,410**

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 LGBQIA+ individuals, immigrants, and other marginalized communities throughout the diocese, fostering inclusion, justice, and faithful service.

Ecumenical Ministries **$1,800**

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.

Episcopal Community Services **$12,870**

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.

ERD Disaster Preparedness **$4,050**

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.



Outreach, continued

Indigenous (Native American) Ministries **$2,340**

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.

Sustainable Development Goals (.007% of total revenue) **$15,046**

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.

Outreach, Other **$5,400**

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





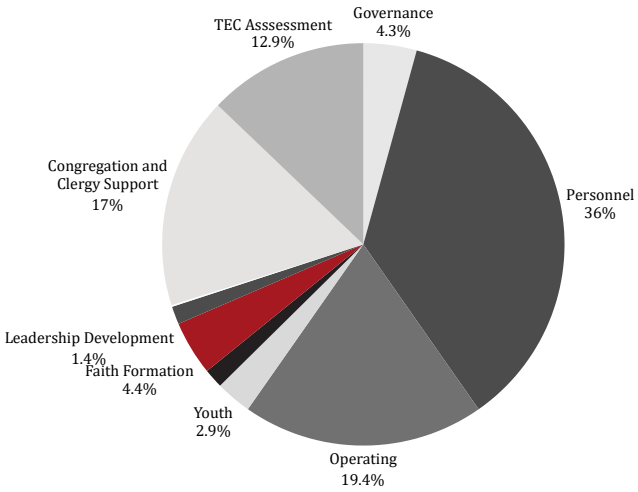
Faith Formation



Faith Formation

Faith Formation supports our baptismal covenant through congregational discipleship, intercultural engagement with our communities, stewardship of the environment, health ministries, racial audit and more.

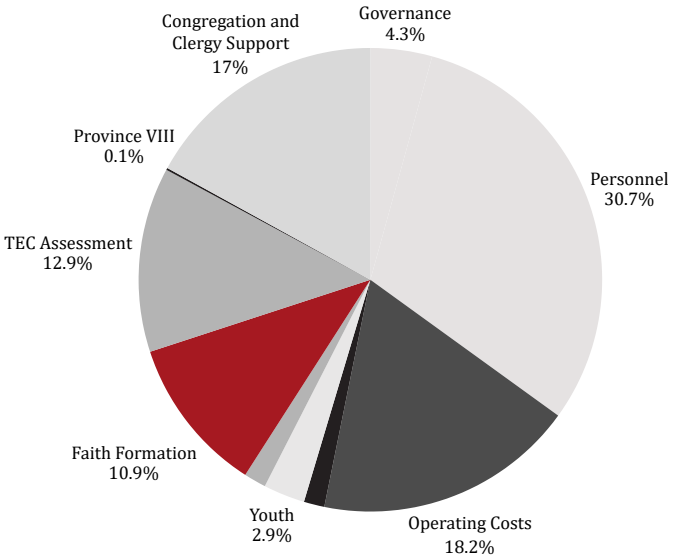
Faith Formation represents **4.4%** of the diocesan expenses.

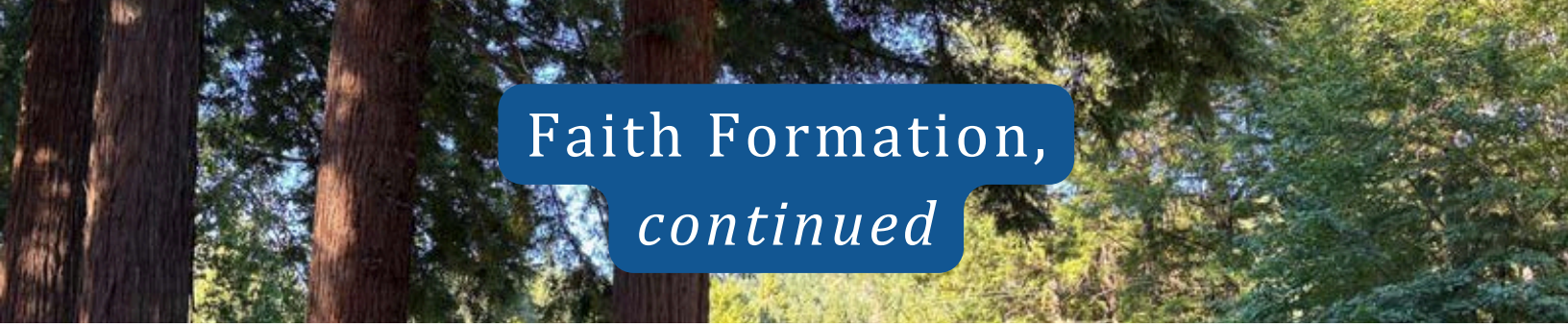


When adding Personnel and Operating Expenses, Faith Formation becomes **10.9%** of the diocesan budget.

Personnel expenses for Faith Formation	$171,873
Operating Expenses for Faith Formation	$39,060
Budgeted Faith Formation	$141,299
Total	$352,232

Faith Formation Costs (Budgeted + Personnel + Operating)





Faith Formation, *continued*



Christian Formation **$4,894**

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.



Clergy Conference **$38,000**

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.

Commission on Ministry **$14,850**

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 **$9,355**

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.



Deacon Formation (West Coast Collaborative) **$44,780**

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.



Faith Formation, *continued*

Health Ministries **$5,400**

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.

Liturgy and Music **$2,250**

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 Reconciliation (trainings) **$13,670**

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.

Stewardship Commission **$2,700**

Supports diocesan membership in The Episcopal Network for Stewardship (TENS) and provides stewardship resources for all congregations. Beginning in 2027, the Commission will develop a diocesan-wide network to share best practices and strengthen year-round stewardship across the diocese.

Theological Education **$5,400**

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.

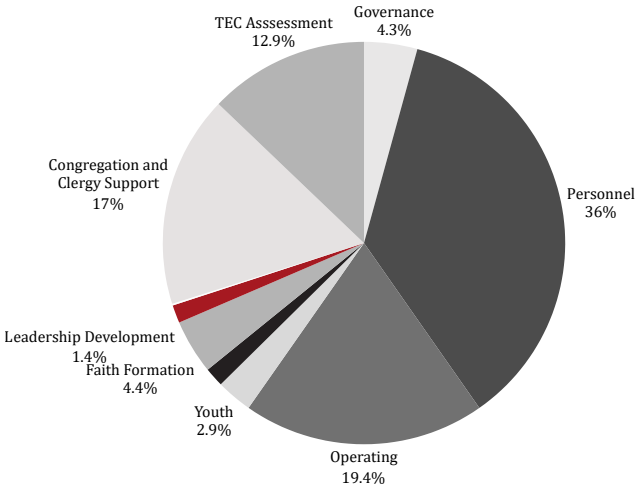
Leadership Development



Leadership Development

These Ministries support our baptismal covenant through strengthening lay and clergy leaders, providing new lenses for viewing how our churches operate, addressing racism and how it impedes the growth of our ministries, and teaching best practices for organizational management.

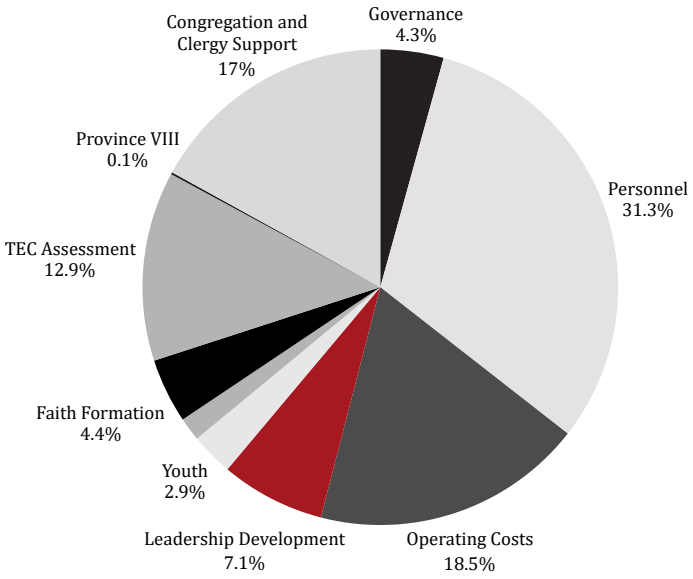
Leadership Development represents **1.4%** of the diocesan expenses.



When adding Personnel and Operating Expenses, Leadership Development becomes **7.13%** of the diocesan budget.

Personnel Expenses for Leadership Development	$152,393
Operating Expenses for Leadership Development	$31,240
Budgeted Congregational Leadership Development	$46,600
Total	$230,233

Leadership Development Costs (Budgeted + Personnel + Operating)





Leadership Development

Best Skills (now held every other year) **$39,000**

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) **$3,600**

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.

Congregational Leadership Conferences **$2,000**

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.

Racial Justice Audit **$2,000**

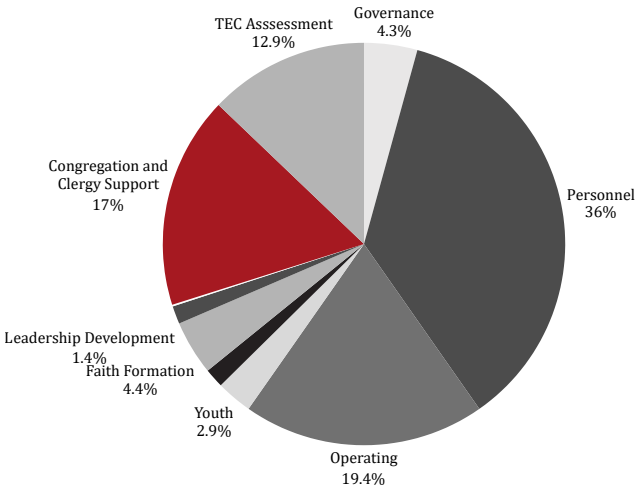
Funds support the ongoing implementation of recommendations from the 2023–2024 Diocesan Racial Audit, advancing the Church's commitment to racial justice, equity, and inclusion across all ministries.

Congregation and Clergy Support

Congregation and Clergy Support

This category spans many important programs, including: direct support via grants to congregations and clergy, deanery activities, our archdeacons deacons, transition support for churches and clergy, Clergy Conference, the new diocesan curacy program, and Latino ministry, among others.

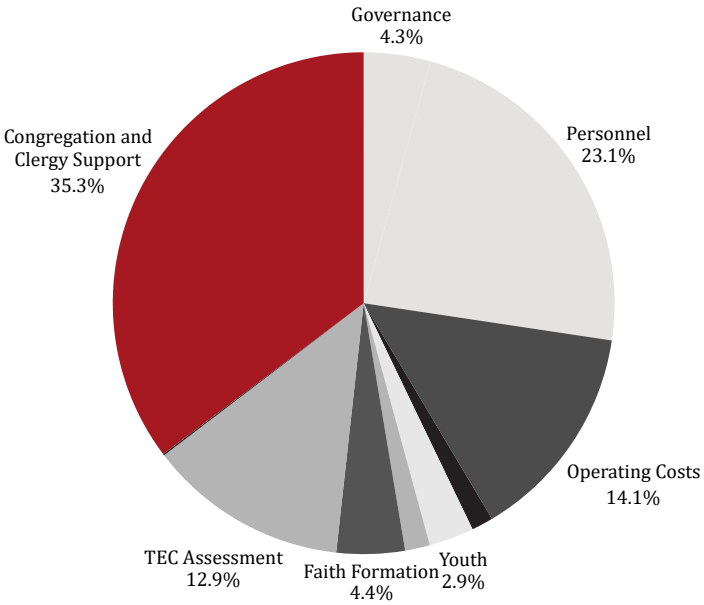
Congregational and Clergy Support represent **17%** of the diocesan expenses.



When adding Personnel and Operating Expenses, Congregation and Clergy Support becomes **35.3%** of the diocesan budget.

Personnel Expenses for CCS	$417,564
Operating Expenses for CCS	$172,730
Budgeted CCS	$549,781
Total	$1,140,075

CCS Costs (Budgeted + Personnel + Operating)





Congregation and Clergy Support

Archdeacons **$6,500**

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.

Clergy Support and Development **$31,500**

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 Assistance **$64,800**

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 **$16,200**

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.

Curacy Program **$190,695**

This innovative new program is funded fifty percent by undesignated diocesan funds, as directed by the Board of Trustees. Two teams of two churches each are each sharing a newly ordained priest over the course of three years. A third two-church team is also seeking amatch. The program provides excellent mentoring, additional clergy help for the larger congregations, and a 3-year priest-in-charge for the smaller congregations participating.

Deaneries **$27,900**

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,e ncourage 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.

Congregation and Clergy Support, con't

Diocesan Congregation Bookkeeper **$95,036**

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 cohort.

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. Funding in this area is currently supporting 50% of the cost (matching funds) for the diocese's first full-time bilingual priest over three years). The Rev Dr Alvaro Pizon was hired as priest-in-charge for St Timothy's, Gridley earlier this year. services in Spanish begin this fall.

Safe Church Training **$6,750**

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.

Transition Ministry/Deployment **$13,900**

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. In 2027, the diocese will also host the Province VIII transition officers conference.

TEC Assessment

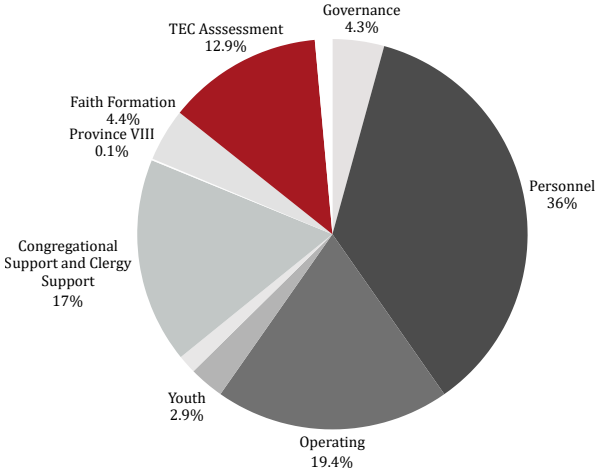


TEC Assessment

TEC Assessment **$415,344**

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.

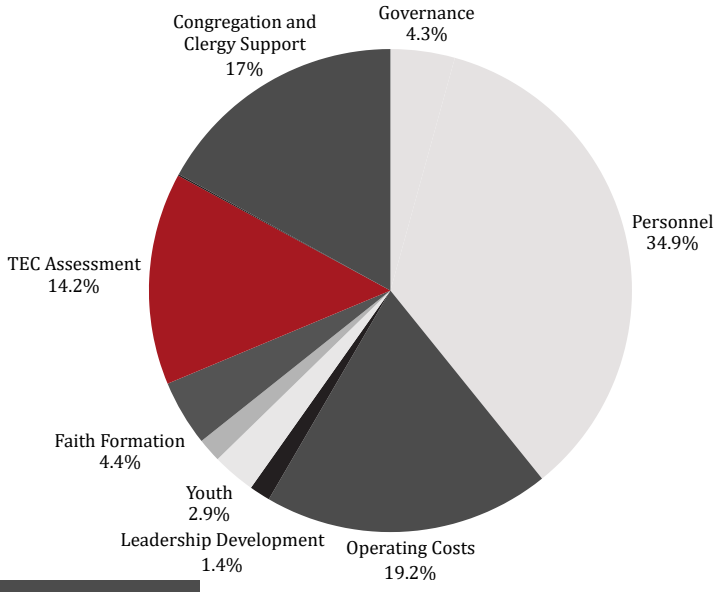
TEC Assessment represent **12.9%** of the diocesan expenses.



When adding Personnel and Operating Expenses, TEC assessment becomes **14.21%** of the diocesan budget.

Personnel Expenses for TEC Assessment	$35,681
Operating Expenses for TEC Assessment	$7,940
Budgeted TEC Assessment	$415,344
Total	$458,965

TEC Assessment Costs (Budgeted + Personnel + Operating)



Province VIII Assessment

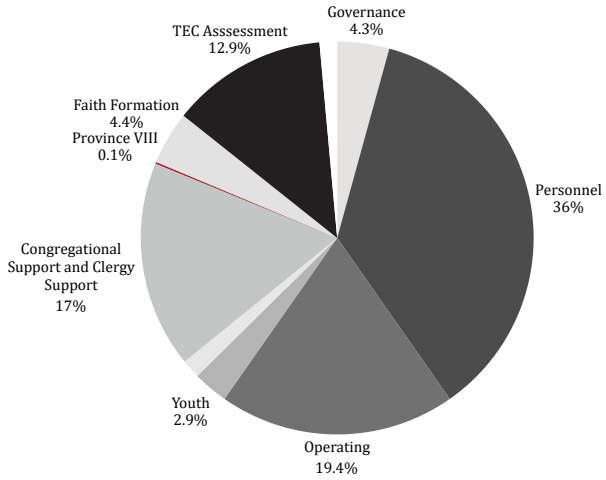


Province VIII Assessment

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.

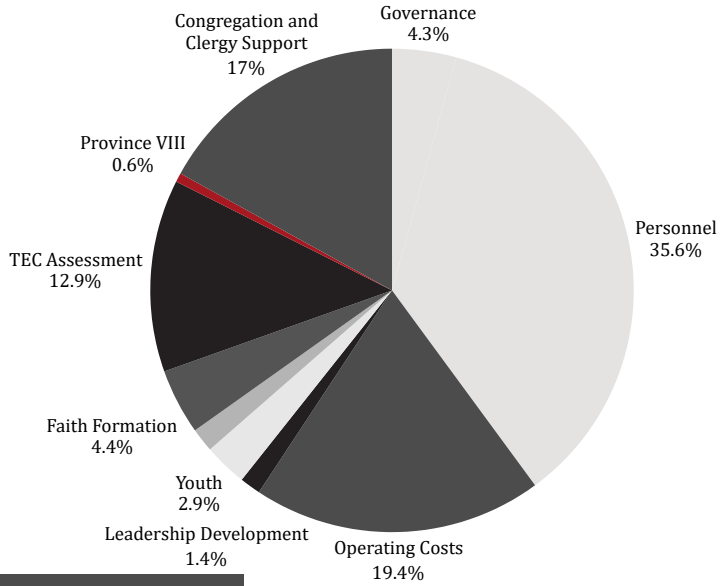
The Province VIII Assessment represents **0.1%** of the diocesan expenses.



When adding Operating Expenses, Province VIII assessment becomes **.06%** of the diocesan budget. There are no personnel expenses for the Province VIII assessment.

Personnel Expenses for Province VIII Assessment	$10,852
Operating Expenses for Province VIII Assessment	$2,255
Budgeted Province VIII Assessment	$4,500
Total	$17,607

TEC Assessment Costs (Budgeted + Personnel + Operating)





Reserve Allocations & Board Approved Draws

The Diocese maintains reserves to plan for future needs and to provide resources for approved current-year expenses and ministry priorities.

Funds Set Aside for Future Years
The Board of Trustees has designated funds for specific future needs and ministry opportunities:

- **Best Skills, Best Churches** – congregational development and leadership.
- **Bishop Search** – future episcopal search expenses.
- **Bishop/CTO Autos** – future vehicle needs.
- **Center at St. Matthew's Fund** – surplus rental income from the Center is set aside to support the ongoing needs of the rental property and its continued use as a missional resource.
- **Church Planting** – future church-planting initiatives.
- **General Convention** – future General Convention expenses.
- **Pilgrimage Fund** – future pilgrimage opportunities.

These set-asides allow the Diocese to prepare for significant future expenses without relying entirely on a single year's operating budget.

Board-Approved Draws
The Board of Trustees also approves draws from reserves for specific current-year ministry priorities.

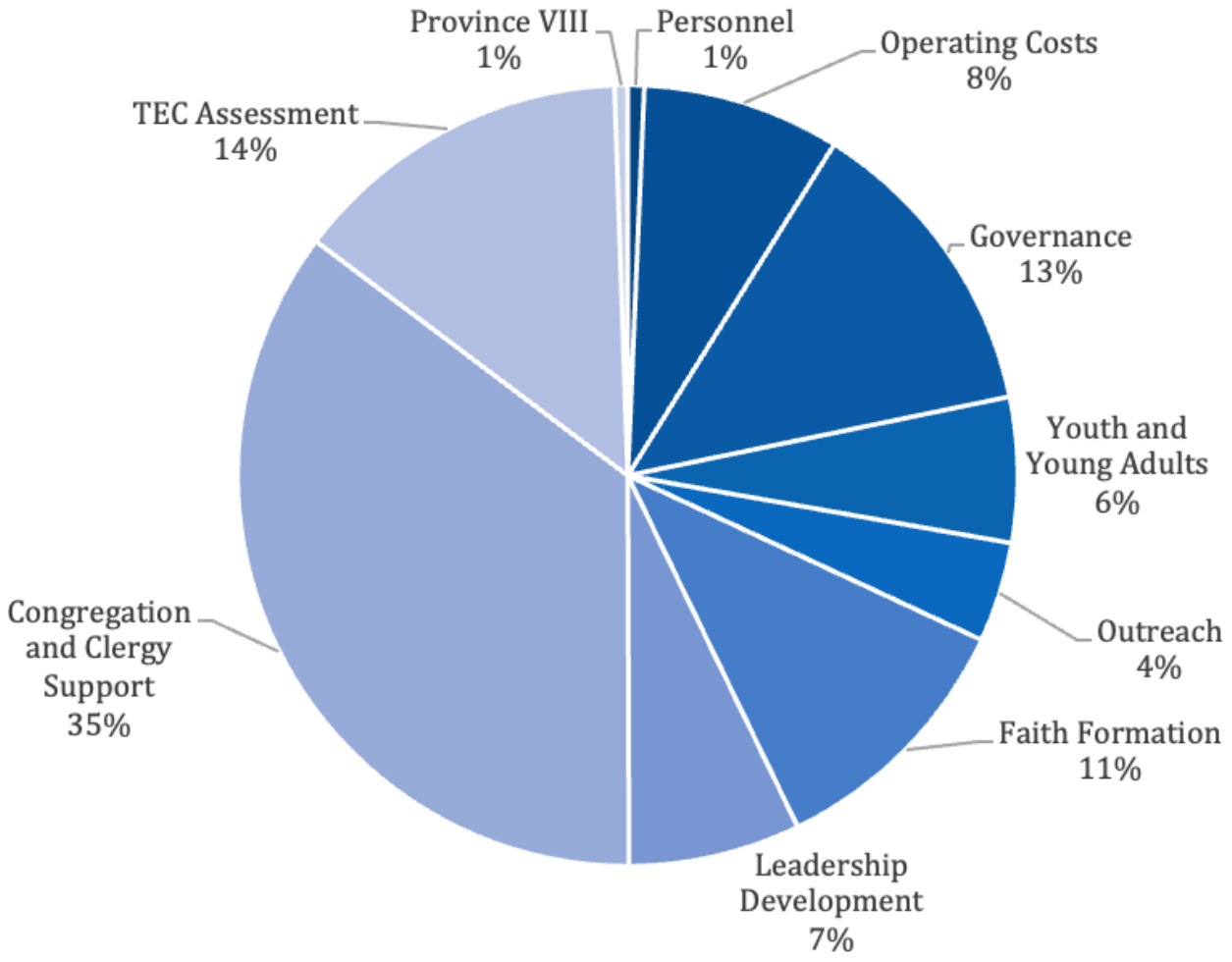
Curacy Program: The Board voted to fund a three-year Curacy Program, supporting three curates in participating churches. A curate is a clergy person serving in a parish as part of their formation and early ministry. The cost is shared 50% by the Diocese and 50% by participating churches. The Diocese's portion is funded through a Board-approved draw from Unrestricted/Undesignated Funds.

L**atino Ministries:** The Board voted to fund the Latino Ministries line item from the Board Designated Missional Fund, directing designated resources toward this ministry priority.

Together, these reserves and approved draws reflect the Diocese's approach to both long-term financial planning and current ministry needs.



Diocesan Operating Costs Missional Budget



2027 DIOCESAN BUDGET | SUMMARY

	2027 BUDGET	2026 BUDGET	CHANGE IN BUDGET	2025 ACTUAL	Line #
REVENUES:					
Mission Apportionment, net	1,864,540	1,719,664	144,876	1,989,459	1
Contributions	7,200	7,200	-	7,600	2
Rental Income - Center at St Matthews	121,896	143,748	(21,852)	126,683	3
Bookkeeper Fees	25,000	19,650	5,350	-	4
Other revenues	151,525	153,025	(1,500)	159,941	5
Revenue from Investments	867,440	547,820	319,620	608,690	6
Total revenues	3,037,601	2,591,107	446,494	2,892,373	7
EXPENSES:					
Diocesan Operating:					
Personnel	1,162,903	1,154,683	(8,220)	1,165,727	8
Operating Costs	628,010	636,792	8,782	642,746	9
Governance	138,159	45,000	(93,159)	128,413	10
Total diocesan operating expenses	1,929,072	1,836,475	(92,597)	1,936,886	11
Program expenses:					
Youth and Young Adults	93,180	153,340	60,160	77,667	12
Outreach	50,156	57,397	7,241	53,502	13
Faith Formation	141,299	156,142	-	132,952	14
Leadership Development	46,600	11,000	1,106	40,774	15
Congregation and Clergy Support	549,781	551,303	(4,000)	301,554	16
Total program expenses	881,016	929,182	48,166	606,449	17
TEC Assessment (The Episcopal Church)	415,344	401,353	(13,991)	381,536	18
PROVINCE 8 Assessment	4,500	4,500	-	4,500	19
Total Expenses	3,229,932	3,171,510	(58,422)	2,929,372	20
NET OPERATING SURPLUS (DEFICIT)	**(192,331)**	**(580,403)**	**388,072**	**(36,999)**	**21**
Reserves Allocations for Future Use					
Best Skills Best Churches	-	(19,500)	19,500	-	22
Bishop Search	(20,000)	(20,000)	-	(20,000)	23
Bishop/CTO Autos	(10,000)	(10,000)	-	(10,000)	24
Center at St. Matthew's Fund	(34,096)	(60,948)	26,852	(38,586)	25
Church Planting	(1,000)	(1,000)	-	(1,000)	26
General Convention	-	(17,500)	17,500	(17,500)	27
Pilgrimage Fund	(2,500)	(2,500)	-	(2,500)	28
Sabbaticals	-	(2,500)	2,500	-	29
Total Reserve Allocations for Future Use	(67,596)	(133,948)	66,352	(89,586)	30
Draws from Designated and Restricted Funds					
Archdeacon Fund for Education	-	-	-	-	31
Best Skills Best Churches	19,500	-	19,500	-	32
Communication Hubs	3,051	3,051	-	-	33
Disaster Relief Fund	27,800	27,800	-	72,575	34
Diaster Resilience and Recovery Fund	-	-	-	49,370	35
General Convention	40,500	-	40,500	-	36
Sabbaticals	3,000	3,000	-	320	37
Total Draws from Designated and Restricted Funds	93,851	33,851	60,000	122,265	38
Board Approved Draw from Unrestricted/Undesignated Reserves					
Bookkeeper Position	-	65,733	(65,733)	23,600	39
Curacy Program	83,076	184,920	(101,844)	-	40
Missional Fund (Latino Ministries)	83,000	83,000	-	89,250	41
Noel Porter Fund (Youth and Young Adults)	-	89,340	(89,340)	77,667	42
Total Board Approved Draw from Unrestricted/Undesignated Reserves	166,076	422,993	-	190,517	43
NET OPERATING SURPLUS (DEFICIT) AFTER RESERVE ALLOCATIONS	**0**	**(257,507)**	**257,507**	**186,197**	**44**

2027 DIOCESAN BUDGET | OPERATING BUDGET

	2027 Budget	2026 Budget	CHANGE IN BUDGET	2025 Actual	*Comments*	*Line #*
REVENUES						
Mission Apportionment, net	1,864,540	1,719,664	144,876	1,989,459		1
Contributions, Bequests, etc.						
Contributions for Center at St Matthews	7,200	7,200	-	7,600		2
Other Contributions						3
Total Contributions, Bequests, etc.	7,200	7,200	-	7,600		4
Rental Income	121,896	143,748	(21,852)	126,683		5
Bookkeeping Fees	25,000	19,650	5,350	-	*Congregations share of cost of position*	6
Other Revenue			-			
Event Revenue	107,525	102,025	5,500	101,328	*See Program Summary for Schedule Net Cost*	7
Interest Revenue (Non Investment Funds)	12,000	16,000	(4,000)	1,136		8
Other Revenue	32,000	35,000	(3,000)	57,477		9
Total Other Revenue	151,525	153,025	(1,500)	159,941		10
Revenue from Investments	867,440	547,820	319,620	608,690		11
	3,037,601	**2,591,107**	**446,494**	**2,892,373**		12
OPERATING EXPENSES						
PERSONNEL (includes salary, pension, and benefits)					*Includes 2.9% COLA (3-year SSA average) and 10% benefits increase*	
Bishop	254,805	252,260	(2,545)	248,637		13
Canon to the Ordinary	168,218	162,927	(5,291)	161,195		14
Director of Operations	166,433	165,936	(497)	154,681		15
Executive Assistant to the Bishop	131,259	145,041	13,782	137,653		16
Executive Staff Support	102,835	99,039	(3,796)	99,468	*3/4 time position + 1/4 reimbursement EFNC*	17
Executive Staff Support II	78,427	72,432	(5,995)	66,835		18
Missioner for Church Vitality	30,505	33,257	2,752	41,941	*1/4 time position*	19
Director of Faith Formation	81,754	69,432	(12,322)	83,882	*3/4 time position*	20
Communications Director	58,514	56,871	(1,643)	38,934	*1/2 time position*	21
Receptionist and Administrative Assistant	68,246	79,931	11,685	70,836		22
Other Benefits	11,906	7,556	(4,350)	38,548	*Includes early retirees, clergy on EAP*	23
Merit Increase	10,000	10,000	-	-		24
Vacation Buyouts and Termination Pay-Outs	-	-	-	23,115		25
Total Personnel	1,162,903	1,154,683	(8,220)	1,165,727		26
OPERATING COSTS						
Accounting/Auditing Fees	112,000	110,000	(2,000)	105,709		27
Autos - Bishop & Canon	16,000	16,000	-	12,127		28
Communications	21,000	19,000	(2,000)	21,394		29
Communications Consultant	40,400	46,400	6,000	36,166		30
Communication Hub	6,800	8,500	1,700	6,016		31
Continuing Education	10,000	10,000	-	7,001		32
Equipment, Furniture, Software	59,500	51,100	(8,400)	65,839		33
Hospitality & Travel	38,000	40,000	2,000	30,984		34
Insurance	25,000	15,000	(10,000)	36,561		35
Legal Fees	5,000	5,000	-	518		36
Miscellaneous Office	44,700	44,700	-	49,409	*Bank,Dues,Supplies,Payroll,Postage,Print.,etc.*	37
Disaster Resilience and Response	90,000	124,222	34,222	112,604		
Office Occupancy Cost & Storage	61,610	53,870	(7,740)	62,401		38
Rental Expense - Center at St Matthews	95,000	90,000	(5,000)	95,697	*St. Matthew's Center*	39
Sabbaticals	3,000	3,000	-	320		39
Total Operating Costs	628,010	636,792	8,782	642,746		40
GOVERNANCE						
Board of Trustees	18,000	20,000	2,000	19,974		41
Standing Committee	1,000	1,000	-	88		42
Diocesan Convention	62,159	20,000	(42,159)	105,043	*See Program Summary for Schedule Net Cost*	43
General Convention	54,000	-	(54,000)	-		44
Other Committees	500	500	-	-		45
Strategic Planning	-	1,500	1,500	-		46
Ecclesiastical Support	2,500	2,000	(500)	3,308		47
Total Governance	138,159	45,000	(93,159)	128,413		48
	1,929,072	1,836,475	(92,597)	1,936,886		49

2027 DIOCESAN BUDGET | OPERATING BUDGET

	2027 Budget	2026 Budget	CHANGE IN BUDGET	2025 Actual	*Comments*	*Line #*
YOUTH AND YOUNG ADULTS						
Campus Ministries & Chaplains	40,000	40,000	-	43,750	*Belfry*	50
Grant to Camp Living Waters	21,480	19,640	(1,840)	17,733		51
Pathways	25,200	87,200	62,000	8,195	*See Program Summary for Schedule Net Cost*	52
Youth Discipleship & Camperships	6,500	6,500	-	7,989		53
Total Youth & Young Adults	93,180	153,340	60,160	77,667		54
OUTREACH						
* Companion Diocese	3,240	3,600	360	3,418		55
Commission on Intercultural Ministries	5,410	10,347	4,937	11,885		56
* Ecumenical Ministries	1,800	2,000	200	1,347		57
* Episcopal Community Services	12,870	14,300	1,430	13,000		56
* ERD Disaster Preparedness	4,050	4,500	450	4,303		57
* Indigenous (Native American) Ministries	2,340	2,600	260	77		58
Sustainable Development Goals (.007 of total revenue)	15,046	14,050	(996)	13,222		58
* Outreach - Other	5,400	6,000	600	6,250		59
Total Outreach	50,156	57,397	7,241	53,502		60
FAITH FORMATION						
Christian Formation	4,894	6,000	1,106	7,712		61
Clergy Conference	38,000	34,000	(4,000)	38,472	*See Program Summary for Schedule Net Cost*	62
* Commission on Ministry	14,850	16,500	1,650	17,295		63
* Commission on the Environment	9,355	10,394	1,039	1,186		64
* Deacon Formation (WCC)	44,780	49,756	4,976	40,037		65
* Health Ministries	5,400	6,000	600	6,597		66
* Liturgy & Music	2,250	2,500	250	2,311		67
Racial Reconciliation	13,670	21,992	8,322	9,246		68
* Stewardship Commission	2,700	3,000	300	2,075		69
* Theological Education	5,400	6,000	600	8,021	*eFm also included here*	70
Total Faith Formation	141,299	156,142	14,843	132,952		71
LEADERSHIP DEVELOPMENT						
Best Skills	39,000	-	(39,000)	36,274	*Half funds were set aside in 2026*	72
* College for Congregational Development	3,600	4,000	400	3,500		73
Congregational Leadership Conferences	2,000	4,000	2,000	-	*See Program Summary for Schedule Net Cost*	74
Racial Justice Audit	2,000	3,000	1,000	1,000		75
Total Leadership Development	46,600	11,000	(35,600)	40,774		76
CONGREGATION AND CLERGY SUPPORT						
Archdeacon	6,500	11,500	5,000	4,521		77
* Clergy Support and Development	31,500	35,000	3,500	35,302		78
* Congregational Assistance	64,800	72,000	7,200	82,207		79
* Congregational Development Group	16,200	18,000	1,800	17,529		80
Curacy Program	190,695	184,920	(5,775)	-		81
* Deaneries	27,900	31,000	3,100	10,457		82
Diocesan Congregation Bookkeeper	95,036	85,383	(9,653)	23,600	*See Program Summary for Schedule Net Cost*	83
Fresh Start	13,500	13,500	-	10,396	*See Program Summary for Schedule Net Cost*	84
Latino Ministries	83,000	83,000	-	103,248		85
* Safe Church Training	6,750	7,500	750	4,087		86
Transition Ministry/Deployment	13,900	9,500	(4,400)	10,207		87
Total Congregation and Clergy Support	549,781	551,303	1,522	301,554		88
TOTAL PROGRAM EXPENSES	881,016	929,182	48,166	606,449		89
TEC Assessment	415,344	401,353	(13,991)	381,536		90
PROVINCE 8 Assessment	4,500	4,500	-	4,500		91
TOTAL OPERATING EXPENSES	**3,229,932**	**3,171,510**	**(58,422)**	**2,929,372**		92
NET OPERATING SURPLUS/ (DEFICIT)	**(192,331)**	**(580,403)**	**388,072**	**(36,999)**		93

*** Indicates that discretionary spending was reduced by 10% to reflected the approximate 10% reduction in income as a result of the deduction in apportionment rates.**

2027 DIOCESAN BUDGET | PROJECT SUMMARY SCHEDULE

Program/Event	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
Best Skills	19,500	-	19,500		-	19,500	-	1
Clergy Conference	24,000	18,000	6,000	38,000	34,000	(14,000)	(16,000)	2
College for Congregational Development	-	-	-	3,600	4,000	(3,600)	(4,000)	3
Congregational Leadership Conferences	625	625	-	2,000	4,000	(1,375)	(3,375)	4
Deacon Formation (WWC)	7,400	11,400	(4,000)	44,780	49,756	(37,380)	(38,356)	5
Diocesan Convention	50,000	8,000	42,000	62,159	20,000	(12,159)	(12,000)	6
Fresh Start	-	-	-	13,500	13,500	(13,500)	(13,500)	7
Pathways	6,000	64,000	(58,000)	25,200	87,200	(19,200)	(23,200)	8
TOTAL PROGRAM / EVENT SUMMARY	**107,525**	**102,025**	**5,500**	**189,239**	**212,456**	**(81,714)**	**(110,431)**	**9**

Rental Income	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
St. Matthew's Center	121,896	143,748	(21,852)	95,000	90,000	26,896	53,748	10
TOTAL ST. MATTHEW'S SUMMARY	**121,896**	**143,748**	**(21,852)**	**95,000**	**90,000**	**26,896**	**53,748**	**11**

Bookkeeper Position	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
Diocesan Congregation Bookkeeper	95,036	19,650	75,386	95,036	85,383	-	65,733	12
TOTAL BOOKKEEPER SUMMARY	**95,036**	**19,650**	**75,386**	**95,036**	**85,383**	**-**	**65,733**	**13**

Curracy Positions	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
Curate 1	99,438	61,640	37,798	127,130	123,280	(27,692)	61,640	14
Curate 2	99,438	61,640	37,798	127,130	123,280	(27,692)	61,640	15
Curate 3	99,438	61,640	37,798	127,130	123,280	(27,692)	61,640	16
TOTAL CURACY SUMMARY	**298,314**	**184,920**	**37,798**	**381,390**	**369,840**	**(83,076)**	**184,920**	**17**

2026 DIOCESAN CONVENTION

GOVERNANCE REPORTS

BISHOP TRAQUAIR'S OFFICIAL ACTS 111

BOARD OF TRUSTEES 115

MAP TEAM 118

CANON TO THE ORDINARY 119

CHANCELLOR 125

DIRECTOR OF OPERATIONS 126

EMPLOYMENT PRACTICES AND BENEFITS COMMITTEE 129

EPISCOPAL FOUNDATION OF NORTHERN CALIFORNIA 131

HISTORIOGRAPHER 134

MISSIONER FOR DISASTER RESILIENCE 135

STANDING COMMITTEE 136

Bishop Traquair's Official Acts

2025 Diocesan Convention to 2026 Diocesan Convention

Visitations	20
Celebrate Holy Communion	38
Sermons Preached	30
Persons Baptized	3
Persons Confirmed	40
Persons Received	27
Persons Reaffirmed	9
Ordinations to the Diaconate	2
Ordinations to the Priesthood	1
Received by Letters Dimissory	4
Transferred by Letters Dimissory	4
Services of Institution	2
Installation of Bishops	2
Consent to Marriage	3
Consecrations	0
Deconsecrations	0
Made Postulant	6
Made Candidate	1
House of Bishops	2
Clergy Conference	1
Funerals	3
Suspensions	0
Consent to Bishop Consecration	12
General Convention	0
Dedications	1
Blessings and other	5

There are in the Episcopal Diocese of Northern California at the present time: 1 Diocesan Bishop, 1 retired Bishop, 140 Priests canonical, 119 Priests canonical and physically resident, 37 licensed Priests, 36 canonically resident Deacons, 2 licensed Deacons.

ORDINATIONS

to the Diaconate

Name	Date
Rosemary MacLaughlin	1/17/2026
Maggie Rutherford	7/18/2026

To the Priesthood

Name	Date	
Rosemary MacLaughlin	7/18/2026	By Bishop Megan Traquair

To Postulancy

Name	Date
Dianne Robbins	12/9/2025

To Candidacy

Name	Date
Maggie Rutherford	1/16/2026
Anthony Amato	3/19/2026
Summer Green	3/19/2026
Tim Knight	3/19/2026

ACCEPTED BY LETTERS DIMISSORY

Name	Diocese	Date
Andrew (Andy) Lobban	California	1/6/2026
Stephen Hassett	California	1/6/2026
Alvaro Pinzon	Texas	4/29/2026
AnnaMarie Hoos	California	9/15/2026

TRANSFERRED BY LETTERS DIMISSORY

Name	Diocese	Date
Emily Hyberg	Central New York	12/17/2025
Kathy Lawler	Western New York	1/13/2026
Lucretia Jevne	New Hampshire	3/12/2026
Sarah Quinney	South Carolina	9/9/2026

LOSSES BY DEATH

Toni Stuart	1/2/2026
Susan Armstrong	1/4/2026
Eric Duff	2/9/2026
Stephen Beal	7/2/2026
Jerry A. Lamb	7/25/2026
James Sigler	9/7/2026
Restituto (Roy) Coloma	9/10/2026
Bettye Reynolds	9/11/2026

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
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
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
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
Stephen Siptroth	Diocese of California	*April 11, 2024
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	Trinity Cathedral, Sacramento	December 4, 2018
Ellen Wondra	Incarnation, Santa Rosa	*October 26, 2020
Ronald Zoesch	St. Mary's, Elk Grove	May 20, 2014

**indicates date licensed by Bishop Traquair*

CONSENTS TO ELECTIONS AND CONSECRATION OF BISHOPS

The Rev. Gregory William Mitamura Kimura, Bishop of San Joaquin

The Rev. Sarah Kathleen Fisher, Bishop of East Carolina

The Rev. Miguelina Howell, Bishop of Western Massachusetts

The Rev. Antonio Gallardo, Bishop of Los Angeles

The Rev. Karin MacPahil, Bishop of Southwestern Virginia

The Rev. Richard T. Lawson, Bishop of Alabama

The Rev. Adam Shoemaker, Bishop of Long Island

The Rev. Elizabeth Bremmer, Bishop of Hawaii

The Rev. Keith Chen-Cheng Lee, Bishop Coadjutor of Taiwan

The Rev. Jenifer Chatfield, Bishop of Northwestern Pennsylvania

The Rev. David Sibley, Bishop of Lexington

Deposition

Mark Dibelka from the Priesthood	4/18/2026

Board of Trustees Report to Convention

Margie Harrison-Smith, Vice President

In 2026, the Board of Trustees of the Episcopal Diocese of Northern California committed to support, empower and lift up our congregations; to find common ground, to ask why as we listen and share our missional stories; and to work together to grow disciples and build up the body of Christ.

The largest topic for the Board of Trustees in 2026 was apportionment reform. Reflecting the Motion to Refer Resolution R2-2025 from last year's convention, the Board created the Missional Apportionment Planning (MAP) committee. Led by The Very Rev. Cliff Haggenjos, members of the MAP Subcommittee include: Kevin Donahue, John Nycamp, the Rev. Diana Deen, Sharon Burke Polana, the Rev. Amy Zuniga and the Rev. Geri Cunningham. The Rev. Anne Pearson serves as the Chaplain to the Subcommittee while Kati Braak serves as the staff resource person. The members represent 5 deaneries as well as laity and clergy. MAP is doing the work of listening to figure out what programs and monies can be reduced. Bishop tasked the group for looking for solutions that are both missional and sustainable. Please look for their report to convention.

The Board of Trustees approved the 2027 diocesan budget. There is no proposed change to apportionment rates in 2027, extending the reduction approved in 2026 for an additional year. In order to reach a balanced budget with the reduction in apportionment revenue, where possible budget line items were reduced by 10%. These cuts combined with our sustainable draw from investments and board authorized draws to fund the Curacy Program and the Diocesan Bookkeeper position allows us to reach the goal of a balanced budget. The budget included a 2.9% COLA increase for staff.

The Board passed a policy for parishes to apply for apportionment relief. Canon 50 codified that is a path for apportionment relief, but did not outline the process. There is now an application on the diocesan website (Mission-Apportionment-Financial-Assistance-Application-Process.pdf). This process was designed to be fair and consistent; it does not forgive or waive apportionment, but serves as a way for a church to create a plan.

The Board approved the Revised Clergy Compensation Policy. After 2 years of work, the Board established that the minimum base salary for all full-time clergy in the Diocese of Northern California is $80,000 per year. The policy offers suggestions for salary enhancements for our clergy (based on years of ordained experience, extraordinary education or bilingual proficiency for multilingual congregations). This new policy means that clergy compensation is no longer tied to the size of the congregation and we have established a simpler and more equitable system. Congregations may pay more than the

minimum but may not pay less which ensures both fairness and flexibility. Compensation for part-time priests will be prorated according to this baseline.

We spent a great deal of time discussing investments this year. The Board invited Sharon Morrison, Chair and Ric Burwell, Vice Chair of the Investment Fund Committee to our June meeting. We reviewed the types of funds that the money is invested in for both diocese and churches who also invest in the fund. If you are interested in learning more, please visit the website. The board created a subcommittee to investigate investing more with the Environment Social Governance Diversified Fund offered in our diocesan investment funds. We formed a working group to study the issue and further define responsible stewardship of our investment resources.

Another Board strategic goal is to take the lessons learned from the two-year Racial Justice Audit and weave them the work of the diocese. Canon Julie and Jo Ann Williams, Racial Justice Audit Co-chair, identified potential Sacred Ground members to invite to form a six-person team in each of the seven deaneries as each deanery faces different challenges. Look for their report in your convention packet.

The Board adopted a new Safe Church policy that is compliance with both the laws of the State of California and the requirements of The Episcopal Church. To find out more about our Safe Church policy, visit the diocesan website.

The Curacy program launched in 2026. This program partners large and small churches. The churches that are partnering in this program are: St Martin's Davis and St. Luke's in Galt; St John's Roseville and St. Matthews Sacramento, and the Cathedral and St Paul's Sacramento. The Curacy program reflects the Board goals of growing vital congregations, empowering regional leadership, and supporting our congregations as they carry out the mission of the church.

There were three stories that shows the Diocese of Northern California is building up the body of Christ:

1. The Episcopal Church conducted a national survey of deacons, and the Diocese of Northern California received high marks for being supportive of our deacons. The Board knows we couldn't reach out into our communities without our hard-working deacons and are grateful that they feel supported.
2. Some of our local churches are participating in he Sacred Journeys pilot program for what will become a national formation program for the Episcopal Church. Sacred Journeys is a 10-session small group series exploring personal stories, videos, books, artwork, and articles about immigration. Of the eight congregations that have elected to participate in the program (from Ohio, Colorado, Georgia, and Arizona)

three are from the Diocese of Northern California (Trinity Cathedral, St. Martin's-Davis; and St. John's-Roseville).

3. The Board was delighted to hear that the West Coast Collaborative, a joint venture of the Dioceses of El Camino Real, San Diego, and Northern California, received a Lily Foundation grant to create a bi-cultural and bi-lingual program to train Spanish speaking deacons. This program would be the first of its kind in the Episcopal Church to reach out to and train our Spanish speaking leaders.

Thank you to the Board members who completed their terms in 2026: Rev. Geri Cunningham, Fernando Dizon, Steve Mershon, Amelia Oliver, Rev. Brian Rebholtz, Don Taylor, and Daphne Vernon.

Missional Apportionment Process (MAP) Team Report to Convention

The Very Rev. Cliff Haggenjos-Convenor

Following last year's convention the MAP Team was formed to study and recommend to the Board of Trustees ways in which the process of determining each congregation's annual apportionment is calculated, explore potential ways in which that process might be simplified, and define a process whereby those congregations unable to pay their full apportionment might seek relief. Our mandate is to thoughtfully assess the impacts of reducing apportionment on mission and sustainability, to explore alternative models, to listen deeply to the experience of congregational leaders, and to bring forward a progress report and clear recommendations to the 2026 and 2027 Diocesan Conventions.

In response to this charge the MAP Team, working under the guidance of Margo Fowkes, President of OnTarget Consulting, designed a survey that invited congregational leaders (clergy, Senior Wardens, Treasurers, and others) to share their thoughts on the health of their respective congregations, their experience of the apportionment process, and their thoughts with regard to diocesan ministries and offerings.

As you will learn from the MAP Team's presentation at our upcoming convention, the response to this survey was robust. The Team received 124 surveys in response to our request, representing 55 congregations, and 213 respondents. We are so very grateful for this amazing response and the wealth of information it has provided to the Team as we continue our work. At convention Ms. Fowkes will present a summary of the survey findings, and we will discuss next steps that will allow further discussion in response to the survey results.

In addition, the MAP Team continues to gather data and information from a number of other dioceses of similar size and/or geographical proximity. This information is being gathered for the purpose of informing us of ways in which other dioceses approach the process of providing diocesan support for their respective congregations. We have discovered that there are a variety of methods by which other dioceses approach these issues. In the year ahead we will be evaluating these approaches and the ways in which each approach might impact the ability of our congregations and diocese to carry out our mission.

There is still much work to be done. In the coming year we will be carefully analyzing the data collected, exploring the ways in which the apportionment process may be simplified, and having deep conversations about how the allocation of resources will best serve our diverse congregations and the diocese as a whole.

We ask for your continued prayers for our efforts and are very grateful for your support.

Canon to the Ordinary Report

The Rev. Cn. Julie Wakelee
julie@norcalepiscopal.org

It is an honor and a pleasure to serve Bishop Megan (and you!) as her Canon. I always tell people it's a true "liberal arts" job because it encompasses so many areas and types of work. By bringing my many reports under one header, I hope that will give folks a fuller sense of this work.

I am blessed to be part of the Office of the Bishop team, where we all pull together to serve you. The folks who report directly to me are Lupita Arim-Law (Director of Formation – ¾ time), Rev. Steve Hassett (Missioner for Church Vitality – ¼ time), Lisa Taylor (Director of Communications – ½ time), and Chloe Craig (Executive Assistant – full-time). Together we work hard to both respond to your needs and provide programs and services to strengthen your church and our network as a diocese.

In addition to the areas listed below, I host bi-monthly zoom calls for all wardens – bringing in OOB staff and other leaders across the diocese to address important topics. Roughly two Sundays per month you will find me at a church somewhere around the diocese. Whenever anyone from our team is at a church on Sunday, we hope to bring a "value-added" activity – a workshop, conversation, or other event related to the needs of the congregation.

EDUCATION AND TRAINING FOR LEADERSHIP (LAY AND ORDAINED)

Aid to Congregations and Clergy Assistance and Support

Probably one of the least-seen pieces of my work with Bishop Megan is attending to issues that spring up during the year at our churches and supporting our clergy. Aid to congregations in 2026 has included providing consulting services: to strengthen lay leadership; to provide training in community organizing as a preparation to property development; and to help churches work through difficult issues. It has also meant helping with staffing costs while a church grows, increasing hours for a part-time cleric, and helping a congregation equip leaders for Godly Play. We have also provided support for lay leaders in difficult situations.

Support for our clergy includes assistance with sabbatical travel and training, general continuing education support, and other needs as they arise.

Although you don't hear much about it, this work is a major focus of our time – it is tender, discreet, and helps us thrive as a greater community of networked churches.

Best Skills/Best Churches

In spring 2026, the most recent cohort graduated from our nonprofit leadership course for churches, Best Skills, Best Churches, thus concluding another season of partnership with the Arizona State University's Lodestar Center for Philanthropy and Nonprofit Innovation.

The most recent cohort included 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 complete the course receive a certificate in nonprofit management from Arizona State. Best Skills, Best Churches will be next offered in the Fall of 2027.

Capacity Discernment Program

In 2025, we began a partnership with staff leaders from the Sierra Pacific Synod of the ELCA to offer a discernment program for churches considering next steps in their congregational life. (You'll see a resolution related to this in the business of convention section.)

We received the 9-month Capacity Discernment curriculum from and worked in partnership with the Diocese of Oregon and the ELCA Synod of Western Oregon. In addition to two Lutheran congregations, the following churches in EDNC participated: St. Paul's, Crescent City; St. Mary's, Elk Grove; St. Luke's, Galt; Trinity, Sutter Creek; and Trinity, Ukiah. Out of the program, some churches made big decisions: Galt is participating in the Diocesan Curacy Program, Trinity, Sutter Creek did a lot of deep discernment and voted to close in 2027. Other churches are still discerning. All reported that one of the highlights was being part of a cohort with other small churches and building community together in a safe place to disc uss challenges and blessings.

The leadership team for the program included Rev. Steve Hassett and Rev. Katherine Frederick. Each church worked with a "companion" who met with them between the monthly meetings. In addition to Steve and Katherine, Rev. Mack Olson and Rev. Ken Erickson from our diocese served in these roles.

Congregational Leadership Conferences

Many of our online training events this year fell more specifically under ministry areas (stewardship, communications, disaster preparedness, etc.) leaving Vestry Day as our primary big event.

This annual event equips clergy and lay leaders to both understand their roles and make the most out of their service together on Vestries or Mission Committees. It features a bible study and opening session for all with Bishop Megan. Breakout sessions allow teams to gather helpful details and update on employment practices, finances, running successful meetings, and our spiritual lives as leaders.

All elected leaders in our congregations are warmly welcomed and strongly encouraged to attend. The 2027 Vestry Day will be held in the first quarter of the new year. Stay tuned for details! Meanwhile, I would love to know what your church wants to learn more about. Please reach out!

Clergy Conference

Our annual Clergy Conference is a work of love from every member of the Office of the Bishop staff.

This year, the Rt. Rev. Robert Wright, Bishop of the Diocese of Atlanta, brought energy and inspiration to the 2026 clergy conference at the Bishop's Ranch in Healdsburg. Bishop Wright, a dynamic leader across The Episcopal Church, led us on a thoughtful and engaging series of conversations centered on the twinned works of preaching and adult Christian formation.

Bishop Megan provided each participant with a copy of *Kindling a Desire for God: Preaching as Spiritual Direction* by Kay Northcutt, which explores the important role of preaching in the spiritual formation of the congregation.

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 and renewal in a beautiful setting.

For the next round, the course has been trimmed to 6 months, with an equally great team spanning Episcopal and Lutheran leadership. The first class will have just met as we gather for convention.

EVANGELISM

Latino Ministry

The wonderful, big news in this ministry for 2026 is the arrival of The Rev. Dr. Alvaro Pinzon as Priest-in-Charge at St. Timothy's, Gridley. Beginning work in March, Rev. Pinzon and the St. Tim's community have already launched a children's soccer program that includes wellness and faith formation, and by the time you read this at Conventions, they will have begun regular weekly services in Spanish — the next step in this faithful congregation's dream of becoming truly bilingual and bicultural.

Funding for Rev. Pinzon's appointment is shared evenly (for three years) between the congregation and generous support from the Board of Trustees (via funds from the Missional Fund, formed by the Board to use monies generated through the sale of diocesan property no longer in use).

This fall, members from St. John's, Chico, and St. Timothy's, Gridley will travel to Camp Allen in Navasota, Texas to attend *Nuevo Amanecer*, the biennial national Episcopal conference for Latino Ministry.

Work continues across the diocese with the Migrant Support Network, providing resources and connections for churches and migrants in need. The team, with representatives from almost every deanery, continues to meet regularly, hearing updates on legislation, regional needs, and opportunities for service.

We were invited guests to a national zoom call on April 21, highlighting our network's structure and accomplishments. Our presentation team included Bishop Megan, Canon Julie, Deacon Cindy Woods (Semper Virens rep), Shireen Miles
(Capital rep), and Bob Wohlson (Russian River rep).
Please visit this ministry's page on the diocesan website for more information: https://www.norcalepiscopal.org/site/migrant_support-network/ I'd love to hear from you if you want more information or would like to get involved.

OUTREACH

Sustainable Development Goal Grants
By action Convention, our annual budget requires that .007% of total annual diocesan revenue go to grants addressing the 2030 United Nations Sustainable Development Goals.

Grant funds available for 2026 total $13,222. Applications for these grants will be available in around the time of Convention. To learn more about the Sustainable Development Goals, visit https://sdgs.un.org/goals.

In 2025, 3 grants totaled $12,750 and went to the following ministries targeting the U.N. goals, as noted below:

Grant One $840 to St. Paul's, Benicia to support Dignity Day.
Goals 1: End Poverty End poverty in all its forms
Goal 3: Good Health & Well-Being (Ensure healthy lives and promote well-being for all at all ages)

Grant Two $500 to St. Patrick's, Kenwood to support the ViVO Youth Orchestra.
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
Goal 10: Reduce inequality within and among countries

Grant Three $11,882 to All Saints, Redding, to support development of a quality affordable childcare center at the church.
Goal 1: End Poverty End poverty in all its forms
Goal 10: Reduce inequality within and among countries
Goal 11: Sustainable Cities – Make cities and human settlements inclusive, safe, resilient and sustainable

ORDAINED SERVICE in CONGREGATIONS

Clergy Transitions

In 2026 we added a diocesan curacy program (see below), hired our first intentionally bilingual/bicultural priest (see Latino Ministry, above), and began conversations with several churches who will be looking at searches in 2027.

Part of this work includes meeting, in person and online, with my colleagues across Province VIII and The Episcopal Church. New for me this year is a recurring Zoom call for all transition officers across the denomination. A highlight was meeting for the winter Province VIII gathering in Fairbanks, Alaska (cold, but beautiful!). We learned not only about how transition work is different when some churches can only be reached by small airplanes and heard from a tribal leader about her experience in the infamous Indian boarding schools. Her story was full of pain, but also great faith. I was reminded, again, how much is entrusted to us when we agree to be leaders of faith communities (lay or ordained).

New calls in 2026
The Rev. Andy Lobbhan, Rector at Petaluma

The Rev. Dr. Steve Hassett, Priest-in-Charge, Ascension, Vallejo (¾ time)
and Missioner for Church Vitality, OOB (¼ time)

The Rev. Dr. Alvaro Pinzon, Priest-in-Charge, St. Timothy's, Gridley

The Rev. AnnaMarie Hoos as Assisting Priest, Trinity Cathedral and
Priest-in-Charge, St. Paul's, Sacramento (Diocesan Curacy Program)

The Rev. Maggie Rutherford, Curate at St. Martin's, Davis and
Cleric-in-Charge, St. Luke's, Galt (Diocesan Curacy Program)
(She anticipates ordination to the priesthood in January)

The Rev. Rosemary McLaughlin, Curate, St. Augustine's, Rocklin
(Two-year position through Church Divinity School of the Pacific)

Continuing interim work:
The Rev. Cindy Beck at Trinity, Sonoma

Curacy Program

The Board of Trustees took a beautiful leap of faith in 2025, voting to fund 50% of a three-year prototype Curacy program. (A curate is a newly ordained clergy person – coming from "the cure of souls" where "cure" means care.) I recruited applicants from across the country. Our first curates began work in August: The Rev. Maggie Rutherford at St. Martin's Davis and St. Luke's Galt (where she will be priest-in-charge following her ordination to the priesthood in January); and The Rev. AnnaMarie Hoos, who comes to us from the Diocese of California. She is serving as assisting priest at Trinity Cathedral and Priest-in-Charge at St. Paul's, Sacramento. A third position shared between St. John's, Roseville and St. Matthew's, Sacramento, is pending.

The program, we believe, is unique across the Episcopal Church, in that it pairs a newly ordained person with a seasoned priest at a church that is big enough to need an additional priest with a smaller church without a settled pastor. While we initially imagined the setup to be ¾ and ¼ time, one church partnership is sharing 50/50.

We hope that this model will be replicable, both here and elsewhere, as we continue to look for good ways to both mentor new clergy and strengthen churches of all sizes.

Chancellor's Report

Kevin Donohue

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 Barbara Jewell and Malcolm Mackenzie have served as Vice Chancellors. The knowledge and skill of our team of chancellors is invaluable. This Report refers to the efforts of the entire Chancellor team.

During 2026, the Chancellor team provided advice on a variety of matters including but not limited to policy formation and implementation, property law, bylaws, employment 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 the diocese can better support church growth and meet the needs of parishes and missions in this time of great social and economic change.

Actively participated on the Missional Apportionment Process Team (MAP) that was created following the passage of last year's Motion to Refer "2025 Resolution – R2" to study, analyze and recommend appropriate modifications to the diocese apportionment process. The MAP team successfully solicited diocese-wide feedback in its ongoing study of diocesan apportionment and assessment methodology issues and will make a presentation at this year's diocesan convention.

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.

Continued to advise a parish on sale of its unused land to a developer to build an affordable rental housing project which recently received City approval. Reviewed proposed leases of certain parish and mission property and service contracts. Participated in approving property improvement agreements for requesting missions.

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

A 2026 Chancellors Conference was not scheduled this year, but we continue to regularly engage with our fellow Chancellors nationally through an email exchange where we can discuss and share new ideas on addressing evolving legal challenges facing all of our Episcopal dioceses.

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

Director of Operations Report

Kati Braak
kati@norcalepiscopal.org

The Work Behind the Work

It is impossible to capture everything that falls under Operations in an annual report. The work changes constantly, and often the most important work is the work that no one sees.

When a financial process is working smoothly, a congregational leader gets the answer they need, a grant application moves forward, an employee receives the support they need, an insurance issue is resolved, a property problem is addressed, a policy provides needed clarity, or a security measure prevents a problem before it happens; that is Operations at work.

I see my role as helping create the **operational foundation that allows the Diocese to focus on its mission**. That means being a resource to our congregations, a partner to diocesan leadership, a steward of our financial and physical resources, and a problem-solver when challenges arise.

What does the Director of Operations do?

That is a question I hear in one form or another, and it is actually a difficult one to answer in a sentence. The Director of Operations is often the person working behind the scenes to make sure the many pieces of the Diocese are functioning, connected, and moving forward.

My role sits at the intersection of **finance, human resources, insurance and risk management, property, technology, governance, grants, congregational support, and diocesan administration**. I work with the Bishop, Canon to the Ordinary, diocesan staff, Board of Trustees, committees and commissions, clergy, lay leaders, congregations, and a wide range of outside professionals and partners.

Over the past year, that has meant everything from developing financial policies and supporting diocesan budgeting and financial planning, to managing insurance and property issues, supporting grants, strengthening cybersecurity, helping congregations with their accounting, and working with diocesan leadership on significant decisions.

Some projects are planned months in advance. Others begin with a phone call that starts with, *"We have a situation…"*

The common thread is finding a way forward; providing the information, coordination, resources, policies, and practical support needed to help the Diocese and its congregations do their work well.

The following highlights some of the work that has taken place since last year's Convention.

Finance, Accounting & Stewardship

I work closely with the Bishop, Treasurer, Board of Trustees, Budget & Finance Committee, MAP, staff, and our accounting partners on diocesan finances, budgeting, financial reporting, and accounting processes.

This year, I continued oversight of diocesan accounting and the annual audit, supported the transition to QuickBooks Online, and expanded the Congregational Bookkeeping Support Program. I also provided ongoing financial guidance to congregational leaders.

I supported the Mission Apportionment Process Team (MAP) and worked with the Board on the new Mission Apportionment Financial Assistance Application Process Policy, establishing a clearer process for congregations experiencing financial difficulty while maintaining appropriate financial accountability.

Human Resources & Clergy Compensation

In addition to overseeing human resources for the Office of the Bishop, including benefits, compensation, personnel policies, hiring, employee relations, and compliance, I worked with the Employee Practices & Benefits Committee and Board of Trustees on the development and implementation of the 2026 Clergy Compensation Guidelines.

I also continued diocesan-wide benefits coordination and provided HR guidance and support to congregations as employment practices and requirements continue to become more complex.

Insurance, Risk Management & Property

Insurance and risk management remain significant areas of responsibility. I serve as the diocesan contact with our insurance providers, manage claims and risk issues, and provide congregations with guidance on property insurance and risk management.

The Antelope property required substantial attention this year following multiple break-ins and acts of vandalism. I coordinated repairs, security concerns, service providers, and other property issues while also working with the Bishop, Standing Committee, and Board of Trustees on the sale of the property.

Congregational Support, Grants & Training

Supporting congregations is one of the most important parts of my work. Throughout the year, I have provided guidance on finance, audits, HR, compensation, insurance, risk management, property, apportionment, grants, and administration.

I also provide significant support for grants throughout the Diocese, including working with the Canon to the Ordinary on the Lilly Foundation grant application and assisting congregations with grant opportunities, applications, and administration.

Training and resources are also provided to congregational leaders, including treasurers, wardens, and administrators.

Governance & Diocesan Leadership

I provide direct operational support to the Board of Trustees, Budget & Finance Committee, Employee Practices & Benefits Committee, Standing Committee, Investment Fund Committee, MAP, Center at St. Matthew's, deaneries, and other diocesan groups.

Much of this work involves research, policy development, preparing information for decision-making, coordinating projects, and helping turn decisions into implementation.

Technology & Security

I continue to oversee the Diocese's technology infrastructure and work closely with our IT partners to protect diocesan systems and information.

This year included increased checks and balances, strengthened security practices, and additional staff training around cybersecurity and safe technology practices. The goal is not only to protect our systems through technology, but also to ensure that our staff understand their role in protecting diocesan information.

The People Behind the Work

I am grateful for the opportunity to serve the Episcopal Diocese of Northern California in this role. While much of Operations happens behind the scenes, none of this work happens alone.

I am especially grateful to **Michelle Karimi and Asuncion Ferrer, who serve on our Administrative and Finance Team.** Their knowledge, dedication, partnership, and day-to-day work help make everything I do possible. They are an essential part of the operational foundation that supports our Diocese, and I deeply value all that they contribute.

I am also grateful for the clergy, lay leaders, diocesan staff, volunteers, board and committee members, and outside partners who work alongside me throughout the year. The work of Operations touches nearly every part of diocesan life, and it takes the commitment and collaboration of many people to keep things moving forward.

There are a lot of hats in the Director of Operations office. I am grateful to wear them in service to the Diocese, alongside so many dedicated people, and in support of the mission we share.

Employment Practices and Benefits Committee

Anne Seed

Our Purpose:
The Employment Practices and Benefits Committee (EP&B) for the Episcopal Diocese of Northern California is one of several committees and commissions within the organizational structure of the Office of the Bishop (OOB). Working with OOB staff, the purpose of the EP&B is to provide guidance related to employment practices and benefits to the Bishop and to the Board of Trustees (BOT), that impact all paid Diocesan staff; some employment practices and benefits may also apply to church volunteers.

Who We Are:
Members of the EP&B are appointed by the Bishop and currently include both lay and clergy members. Work of the committee is assisted and supported by various staff from the Office of the Bishop. Current members of EP&B include Rev. Bill Glenn, Incarnation, Santa Rosa; Margie Harrison-Smith, All Saints', Redding; Steve Mershon, St. Augustine, Rocklin; Anne Seed, St. Paul's, Benicia; and JoAnn Williams, St. John's, Roseville.

What We Do:
Convened by the Bishop, the committee meets on a regular basis throughout the year. Since pandemic, all meetings have been conducted virtually. Recent meetings have included work and discussions about updates to the Employee Handbook for the OOB, COLA adjustments and the Diocesan Health Benefits and Health Plan Options, Clergy compensation (including updated supply priest compensation), and review of Safe Church practices and policies.

2026 Projects and Assignments:

Review of the Safe Church Policies
Established in 2010 by The Episcopal Church, the policies were for Children and for the Prevention of Exploitation and Harassment. In review, EP&B found that the existing diocesan policies do not adequately address vulnerable adults (defined as mentally vulnerable individuals and anyone over 65), resulting in a critical gap. The committee discussed and agreed to adopt the national Episcopal Church's Safe Church proposed policies directly and simply apply the diocese's own labels/branding to them. This change will bring our diocese into compliance with the national church, addressing policies for both Children as well as Vulnerable Adults. This update will also ensure our policies are aligned with the requirements of the State of California. All paid church staff, as well as volunteers, will need to comply with the required trainings. To do otherwise puts congregations and the diocese at risk.

Review of Diocesan Health Benefits and Health Plan Options
The following recommendations were made to the Board of Trustees:

1. The EP&B Committee recommends that the Board of Trustees make no changes to the current medical/dental plans offered by the Episcopal Diocese of Northern California.

2. The EP&B Committee further recommends that the Board of Trustees discuss and discern whether to proceed with its 2025 decision, effective January 1, 2027, to transition Office of the Bishop staff coverage to 100% of the PPO70 plan at the "Single" tier, plus 50% of the difference in cost for employees enrolled in an Employee +1 or Family plan, or delay implementation for one year.

Additionally, a recommendation regarding the EDNC Denominational Health Plan (DHP) included:
Amendment of Section I, of the existing DHP under Disability Insurance, to read: "Clergy who are active members in the Church Pension Fund, Clergy Pension Plan, have disability benefits, both short-term and long-term, through the Church Pension Fund."

Gratitude to the OOB staff, Kati Braak, Director of Operations, and Michelle Karimi, Executive Staff Support, for their countless hours of research and guidance to EP&B.

Episcopal Foundation of Northern California

Tony K. Yang, MPA, PhD

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 c urrent and future needs. These funds, built through c
ontributions from individuals, families, and organizations, are invested with care and stewardship, with earnings distributed routinely in accordance with donor instru ctions. Endowed funds not only provide stability for parish ministries and outreac h programs but also encourage a culture of long-term philanthropy and legac y giving within the diocesan community. Through strategi
c 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.

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 c
oordination with Episcopal Community Services to award the Anita Weaver grants, whic h 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.

Beginning in 2021, the Foundation expanded its grant-giving program as a direct expression of its commitment to support diocesan parishes, ministries, and community-serving organizations. Through Foundation Grants, Mustard Seed Grants, and additional targeted support for ministries such as Camp Living Waters, Michael Ross Music at Christ Church Eureka, and Pathways, the Foundation has distributed $399,143 in grant funding. These grants relÆect the Foundation's ongoing effort to use entrusted resources responsibly and generously in support of mission, ministry, and community impact across the Diocese.

Foundation Grants

Year	Total	# of Grants
2021	$100,000	14
2022	$100,000	21
2023	$102,958	16
2024	$32,642	6
2025	$20,000	7
2026	$25,100	9
Total	**$380,700**	**73**

Mustard Seed Grants

Year	Total	# of Grants
2020	$1,500	3
2021	$2,000	4
2022	$500	1
2023	$950	2
2024	$819	2
2025	$2,730	6
2026	$1000	2
Total	**$9,499**	**20**

Camp Living Waters

Year	Total
2022	$1,500
2023	$1,500
2024	$1,500
Total	**$4,500**

Michael Ross Music – Christ Church Eureka

Year	Total
2026	$2,500

Pathways

Year	Total
2025	$2,444

Grand Total	**$399,643**

Like any other board of directors of a nonproitĀ we are always hoping to do more. And we have been doing more because of the generous financial support of individuals in ourDiocese. 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

Historiographer report 2026

The Rev. Jim Richardson
Diocesan Historiographer

Appointed by Bishop Megan a year ago, I've been exploring our diocesan archives and understanding my responsibilities as the historiographer.

Under the canons, "It shall be the duty of the Historiographer of the Diocese to collect and preserve as property of the Diocese such materials as can be obtained relative to the History of the Diocese… to make their content accessible for reference and research."

Candidly, the archive has only limited accessibility. Diocesan records are contained a storage locker off-site from the Office of the Bishop. There are more than 1,000 boxes of materials dating from the nineteenth century to the present. The index of this material is very general and rarely specific, but does provide clues where to look.

We have had various requests from researchers this past year, particularly around whatever church records we hold involving the incarceration of Japanese Americans in the Second World War. There are a handful of references in our archive.

In the year ahead, my goals are:

- To have the Board of Trustees adopt a mission statement for the archive and a policy for the types of records we retain, and those that can be repurposed or discarded.

- Organize a group of volunteers to re-organize and catalog the archive so that it can be readily accessible.

- Assist congregations with digitizing their official records of baptisms, confirmations, marriages and burials.

On the fun side, as a historian myself, I've enjoyed learning more about our past. With the Rev. Seth Kellerman, rector of Emmanuel Episcopal Church in Grass Valley, we are sponsoring a resolution to put Josiah Royce (1855-1966), on The Episcopal Church Year Calendar. Royce was a native of Grass Valley and the author of the seminal work developing the concept of "the Beloved Community."

As the year unfolds, I hope to write a few short articles about our history for the diocesan newsletter. Thank you for trusting me with this responsibility.

Missioner for Disaster Resilience

Submitted by Sherry Wallmark

I am grateful to the Office of the Bishop for their confidence in my role leading the Disaster Assistance Response Team, consisting of Tim Tribble -communications, Catherine Mahoney -(Re)Start Specialist and liaison to Episcopal Relief and Development, and myself as Missioner for Disaster Resilience. The diligence of the team in monitoring situations throughout our vast diocese and providing supplies to those in need after a traumatic event is a testament to our commitment to one another.

This year was an expected high risk for fires, and we were fortunate to avoid any catastrophic events. However, with the threat of a super El Nino, we continue working to stay abreast of any possible natural disasters that could affect our churches and communities. We have also been training for other types of negative impacts, including aggressive threats to houses of worship. Both Catherine Mahoney and I have attended seminars and do our best to communicate those events with our congregations. We were excited to see Trinity Cathedral and Emmanuel, Grass Valley at a Central Intelligence Agency training in Yuba City in September. Every church should now have an emergency plan in place and submitted to Kati Braak at the OOB. If you have not, please reach out and I can send you information.

Our (Re)Start program continues, and I want to thank all the churches and their parishioners who have made it such a success. We estimate that approximately 75 bins have been given out this year, with two-thirds of them going to other needs besides natural disasters. We have made roadways with local agencies to help supply recently unhoused families and individuals when they are finally placed in a secure housing situation.

The bins have been a blessing to those who suddenly have a roof over their head but nothing else. Supplying the basic needs of a kitchen, bedroom, cleaning supplies, and bathroom is immeasurably helpful to folks, and our local non-profits and county agencies are so thankful for the assistance provided. This has really been a great year to turn a smaller project into a greater ministry for our churches. The one thing I would stress to all our churches is to look for donors to build the bins. Don't depend on the congregants to build the whole program. Please talk to me about how some of our other churches have initiated conversations to get assistance in their communities.

We understand that each church, each community is unique, and we appreciate everyone's commitment that then allows us to be supportive of you. You know what you n eed, let us be the liaisons in accomplishing your goals. Together we are stronger and through Christ's love and guidance we can help our brothers and sisters through diffcult times.

STANDING COMMITTEE OF THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA

During the year since the 2025 Diocesan Convention, the Standing Committee met monthly by Zoom and convened additional meetings when time-sensitive business required action. The Committee continued to serve as the Bishop's Council of Advice and to exercise its canonical responsibilities in matters concerning ordination, episcopal elections, diocesan property, and the governance of congregations.

At the beginning of the year, the Committee clarified responsibilities among its members by appointing liaisons for the Commission on Ministry and for property and finance, a secretary for episcopal election consents, and chaplains. These roles have strengthened communication with the Commission on Ministry, the Board of Trustees, and the Office of the Bishop, while helping the Committee prepare more consistently for its work.

CONSENTS TO THE ELECTION AND ORDINATION OF BISHOPS

The Standing Committee consented to the election and ordination of the following bishops: The Rev. Gregory Kimura, Diocese of San Joaquin. The Rev. Shay Craig, Diocese of North Dakota. The Rev. Miguelina Howell, Diocese of Western Massachusetts. The Rev. Antonio Gallardo, Diocese of Los Angeles. The Rev. Sarah Kathleen Fisher, Diocese of East Carolina. The Rev. Karin MacPhail, Diocese of Southwestern Virginia. The Rev. Richard Lawson, Diocese of Alabama. The Rev. Adam J. Shoemaker, Diocese of Long Island. The Rev. Elizabeth Berman, Diocese of Hawai'i. The Rev. Keith Chen-Cheng Lee, Diocese of Taiwan. The Rev. Jenifer Chatfield, Diocese of Northwestern Pennsylvania. The Rev. David Sibley, Diocese of Lexington. The Rev. J. Randolph (Randy) Alexander Jr., Bishop of Florida

ORDINATION PROCESS

In partnership with the Bishop and the Commission on Ministry, the Standing Committee interviewed persons in the ordination process and acted on requests for candidacy and ordination. The Committee approved the following for candidacy: Anthony Amato, priesthood. Summer Green, priesthood. Timothy Knight, priesthood. Doreen Orme, vocational diaconate. The Committee approved the following for ordination: Maggie Rutherford, transitional diaconate. Rosemary MacLaughlin, priesthood. Anthony Amato, transitional diaconate. Summer Green, transitional diaconate. Timothy Knight, transitional diaconate.

Members of the Standing Committee participated in discernment and formation work and were invited to attend diocesan ordinations in support of those whose vocations the Church has been discerning. The Committee also worked with the Commission on Ministry and the Office of the Bishop to strengthen communication and canonical documentation throughout the ordination process.

PROPERTY AND CONGREGATIONAL GOVERNANCE

The Standing Committee acted upon or advised the Bishop concerning the following matters. Approved an encumbrance connected with the solar and battery-storage project at Christ Church, Eureka. Approved bylaws for Grace Church, Wheatland. Approved an expanded lease agreement for Holy Trinity, Ukiah. Approved St. Luke's, Auburn, placing its former rectory on the market for removal from the property. Approved St. Luke's, Auburn, proceeding with a solar project. Advised the Bishop concerning revised bylaws for Trinity Cathedral, Sacramento. Authorized the sale of the former St. Andrew's property in Antelope. The proceeds were directed to the diocesan Missional Fund to support future mission. Authorized Trinity, Sutter Creek, to place its property on the market as the congregation discerned closure, with any eventual offer remaining subject to the required further approvals.

The Committee also clarified its practice regarding congregational bylaws. Diocesan canons do not require the Standing Committee to review every revision of parish bylaws. The Committee reviews governing documents when exercising its canonical responsibilities concerning the establishment of missions and parishes or transitions in congregational status, and it advises the Bishop on other matters when requested.

OTHER WORK

The Standing Committee reviewed and offered feedback on proposed amendments to the diocesan Constitution and Canons, including provisions concerning clergy voting eligibility, Special Focus congregations, and a possible "Vestry of the Whole" model for smaller congregations. Confirmed two appointments to the regional Title IV Disciplinary Board. Reviewed the Committee's election history and clarified the rotation of clergy and lay terms. Received regular reports from the Bishop and maintained communication with the Board of Trustees, the Commission on Ministry, and diocesan staff. Continued to accompany the diocese in its work toward sustainable and vital forms of ministry for congregations of differing sizes and contexts.

The Standing Committee gives thanks for Bishop Megan's ministry and for the wisdom, prayer, and faithful service of its members and diocesan partners.

Respectfully submitted,
The Very Rev. Matthew Woodward, President

2025–2026 MEMBERS OF THE STANDING COMMITTEE

Clergy: The Very Rev. Matthew Woodward, President, The Rev. Anne Pierson, Chaplain, The Rev. William Glenn, Chaplain, The Rev. Nancy Streufert, Bishop Election Secretary
Lay: Mark McMillen, Vice President, Bismarck Maddy, Property Liaison, John Torres, Commission on Ministry Liaison, Donnie Wallace, Secretary

2026 DIOCESAN CONVENTION

PROGRAM REPORTS

YOUTH AND YOUNG ADULTS 140

OUTREACH 145

FAITH FORMATION 156

LEADERSHIP DEVELOPMENT 166

CONGREGATION AND CLERGY SUPPORT 171

The Belfry Lutheran Episcopal Campus Ministry to U.C. Davis
2025-6 Academic Year
The Rev. Dr. Portia Hopkins, Chaplain



The Belfry is a safe space
Where everyone is welcome
The Belfry is a brave space
Where everyone has a voice
The Belfry is a peaceful space
Where everyone can find their center
The Belfry is a sacred space
Where everyone is invited to encounter God

Our year at the Belfry was full of our usual activities, from the ongoing Queer Theory Bible Study (using post-colonial, feminist, and queer theory to explore the Bible) and Pub Theology to our regular Thursday gatherings for worship and dinner. We also try to have one big creative event per quarter. For Winter, we continued our longstanding tradition of making prayer beads during Lent. In both Fall and Spring we tried something new—a Queer Icon painting workshop in October, where students created an icon after someone who is meaningful to them, and tie-dying Belfry T-shirts in the Spring, using shirts donated by the Episcopal Diocese of Northern California.

Our work with the Interfaith Campus Council also continued and even deepened. The ICC has a couple of student participants who are interested in intense and respectful interfaith dialogue. So, while we continued our large social events—the Movable Feast progressive dinner, Interfaith Shabbat, community service projects—we also added on occasional student-led small dinners and activity times. The students who have attended reported robust and meaningful conversations across difference—something we all need more of in these times!

Another new endeavor for us was running a float in the Davis Picnic Day parade.
We decorated my ancient Miata—including “eyelashes”!—and marched in the parade wearing our tie-die shirts. The blinking “eyes” on the Miata brought cheers from the crowds. And handing out candy and stickers didn’t hurt either. New also at the Belfry as of last summer is Belfry Dog # 2. Rescued Golden Retriever Aria joins Scout the Heeler in providing comfort and joy—and a little occasional mayhem—at the Belfry.





The capstone to the year was the celebration of two student baptisms at the Belfry. Neither of the students came from a faith background, and both entered the Belfry with an interest in finding community rather than in exploring spirituality. But over time they found themselves drawn into a growing faith relationship, culminating in their decisions to become members of God's church family through baptism. With family, friends, and community members attending in addition to the Belfry regulars, our little chapel was overloaded with all those who gathered to celebrate. The community agreed to support the spiritual lives of those being baptized as the cries of "We do!" and "We will!" echoed throughout the chapel. Several people told me afterwards that they had never before experienced so much love in a single space.

Besides current students, we now have a number of Belfry students who have graduated and are finding their own ways of carrying the Good News out into the world. We have a Belfry grad who has finished his first year of seminary, another who is serving with Young Adults in Global Mission (and a second who served last year), and several who have taken their places on vestries or served as convention delegates. Recently I heard from a Belfry grad who is living and working in a college town. He found so much encouragement and love in the final exam goody bags prepared and gifted to Belfry students by a local supporting congregation (homemade cookies, snacks, tea bags, a personal note, and always some chocolate!) that he prepared similar bags for the students in the campus ministry he supports. All this reminds me that the work we do with students not only does not end when they graduate; it is shared out into the world in new ways as young people continue in loving God and serving their neighbors.

I remain deeply grateful to be able to care for young adults in a way that offers them an invitation to the sacred. Thanks to ongoing support from the Episcopal Diocese of Northern California, LuMin, and the Sierra Pacific Synod, along with our many supporting churches and individual partners, the lives of young people in Davis are supported in a plethora of ways. Thank you for all you do to make this mission possible.





Camp Living Waters 2026
Julian Hardage-Vergeer, Camp Co-Coordinator

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 2026 was *One Body, Many Parts: Building Community in Christ*. A real strength of our ministry is the diversity of the community that Camp serves in terms of race, gender, and ability. We learned about the marvelous things we can accomplish acting as a community, and what it looks like to build a community out of people who are different from one another. Throughout the week we came together with many voices to make beautiful noise, during both morning worship services and evening campfire songs. With seven musicians joining us during the week, and several drum and music circles throughout, the sound of rejoicing was never far away.

Following last year's trend, our Camp population continues to rise! Camp welcomed a number of new young campers and counselors this year, for a total of 34 youth. While it is very exciting to grow our camp family, our number of new campers is beginning to outpace that of our teen counselors, requiring several of our young adult staff to valiantly serve on our counselor team to help us make up the difference.

We are immensely intensely grateful to the Episcopal Diocese of Northern California for supporting funding Camp Living Waters both financially and with staff, with Bishop Megan Traquair and Lupita Arim-Law joining us for part of the week. We are looking forward to the annual CLW Reunion at St. Alban's February 20-21, 2027. Put us in your calendar for Camp Living Waters 2027 July 25 to 30, 2027! We look forward to another week of fun and exploring faith next summer.

Sierra Service Project (Pathways)
Lupita Arim-Law, Diocesan Director of Faith Formation

This year we were pleased to partner with Sierra Service Project (SSP) involving 43 high school students across the diocese in ministry experiences. Through generous support from the Board of Trustees, we helped organize and provide financial support for both the high school students and 13 adult chaperones. Our participants served at both sites offered by SSP: one in Crescent City, Del Norte County, California, and the other on the Navajo Nation in Arizona.

The week-long programs are *service-learning* experiences. Participants *serve* the community and the SSP team, and they *learn* the safe operation of power tools, as well as exploring their relationship with God, the natural world and their place within it. The theme for summer 2026 was *Wonderfully Made and Wildly Connected*.

SSP's purpose is to build strong connections and resilience among communities by equipping volunteers with home repair skills and involving them in conservation projects. By providing the home repairs to historically underserved residents, SSP helps strengthen communities and enables individuals to safely age in place. SSP's mission is to: *"Build faith and strengthen communities through service to others."* [1]

To broaden the reach of this youth formation opportunity and increase participation from smaller churches throughout our diocese, the Office of The Bishop (under the leadership of the Director of Formation) now serves as the centralized diocesan coordinator for the Sierra Service Project experience. **Scholarships** are available to help offset costs for both youth and adult participants.

The following participated in 2026, providing youth and/or chaperones: St. Alban's, Arcata; St. Paul's, Benecia; Faith, Cameron Park; St. John's, Chico; St. Martin's, Davis; St. Mary's, Napa; Grace, St. Helena; Trinity Cathedral, Sacramento; and the Office of the Bishop.

The theme for summer 2026 was *Wonderfully Made and Wildly Connected*. The young people who work and lead SSP are all well-trained and extremely impressive. They ensure safety and that everyone participates in the experience. The days are packed with opportunities to serve (chores), fun, music, good food and a tight schedule. Upon arrival, work teams are created and the youth are mixed with other kids from various churches and faiths. Each day begins and ends with devotion; the evening devotion is led by a selected youth team. Lunch includes a "spiritual sandwich" reflection time.

EDNC is excited to continue its partnership with SSP. Dates for 2027 will be announced later this year. If you are a high school student or an adult interested in serving as chaperone, please consider joining us! For questions: lupita@norcalepiscopal.org

[1] Sierra Service Project – Building strong connections & resilience among communities since 1975

Youth Discipleship & Camperships

Lupita Arim-Law, Director of Faith Formation

Youth Discipleship is the intentional process of guiding young people to grow in their faith as Christians. It is one of the most important functions of our churches. The focus of Youth Discipleship is to support and walk alongside young people as they grow as disciples of Christ and leaders within their communities and the broader Episcopalian family. We participate in this journey by equipping, encouraging, and assisting our congregations identify and select the resources and tools that meet young people where they are in their faith journey.

We have a wide range of curriculum and activity resources, including an extensive selection found in the **VTS Forma library[1].** Our goal is to provide a vibrant team approach across the diocese as we develop and strengthen a shared ministry.

Our Diocesan Youth Discipleship program continues to invite young people to participate in the well-established **Episcopal youth summer experiences** including Sierra Service Project where high-school kids develop practical skills to provide home repairs for historically underserved residents all while participating in activities to grow in their own personal faith journey. Our diocese sent 43 youth and 13 chaperones to Sierra Service Project Summer 2026. The theme for Summer 2026 was *Wonderfully Made and Wildly Connected* (see Pathways Report). There were two locations offered to serve, one in Crescent City, Del Norte County and the second was at Navajo Nation in the state of Arizona.

We also invite and offer various camps found on our diocesan website[2], including our own diocesan managed Camp Living Waters in Redwood Valley (ages 9 -15). Camp Living Waters continues to be a great success, and we encourage our congregations to support and participate in this enriching and delightful experience for our youth. We also offer Camp Galilee in Lake Tahoe managed by the Diocese of Nevada (ages 8-16), St. Dorothy's Rest in Sonoma, and The Bishop's Ranch in Healdsburg (ages 3 - Adult) both managed by the Diocese of California.

Camperships

Our campership program provides **financial aid** to a child or teenager to help cover a portion of camps costs, regardless of which mentioned camp is selected. We have funds available and strongly encourage more children and teens to experience the joy, wonder and lifelong memories that camp so generously provides.

[1] https://www.vtsplus.org/spaces/23091589/page
[2] https://www.norcalepiscopal.org/site/camps/

Companion Diocese

The Rev. Mack Olson

After our diocese sent a team to attend the Diocese of Honduras' annual convention in 2024, we were blessed to host both Bishop Lloyd Allen and Canon Connie Sanchez at our own diocesan convention in 2025. In their address to our convention, Bishop Allen and Canon Sanchez both shared a great deal about the challenges the church faces in Honduras, and detailed their many successes in a wide array ministries of their diocese, including their schools, orphanages, microfinancing, and HIV/AIDS ministries, to name just a few. Their address to convention strengthened our commitment to our companion diocese relationship, and we look forward to a possible return to Honduras in 2027 to continue to strengthen these bonds and grow in supporting each diocese's ministries.

Commission for Intercultural Ministries

Miriam Casey & Jo Ann Williams, 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.

Racial reconciliation training–workshops and Sacred Ground

Five workshops were scheduled for 2026, two hybrid and three virtual. The last workshop will be October 10th. To date, there were 84 participants, including 11 from the Diocese of California. Their feedback was very positive. Of the participants who completed feedback forms, 94% rated the workshop 4 or 5 out of 5. This year we added a focus on parishes throughout our diocese that are working to overcome systemic racism in our communities. This is one of the aspects of the program that participants liked most. The Commission for Intercultural Ministries received a $5,000 grant from Episcopal Community Services to develop a pre-recorded workshop to give greater flexibility to parishes who wish to present the workshop on their own time. Work will begin on this project in 2027.

Sacred Ground

Participation in Sacred Ground Dialogue Circles has diminished in recent years in our Diocese. The national Sacred Ground team has gone through an extensive two-year process of curriculum update to make it more current and to add contextualization so that communities can relate the materials to their own communities. This updated curriculum was released this summer. Diane Williamson, the Diocesan Sacred Ground Coordinator, offered a webinar for diocesan facilitators giving an overview of the updated curriculum. St. John's, Roseville, is currently holding 4 online circles with 32 participants from throughout the Diocese using the new curriculum. The hope is that other churches in the Diocese will check out this revitalized curriculum and that there will be renewed interest in Sacred Ground in 2027 and beyond. For more information contact Diane Williamson at dianewilliamson864@gmail.com.

Indigenous Ministry

The purpose of Indigenous Ministries is to encourage and support local congregations in recognizing and forming meaningful relationships with their Indigenous neighbors, including the development of land acknowledgements. An interest group has been formed to further the effort. For more information, contact Miriam Casey at EDNCBBC@gmail.com.

African American Ministries

CIM continues its ongoing relationship with the CA Commission of Racial Equity which continues to provide vital connections for us relating to community contacts as well as current issues impacting the African American community. During Black History Month, Incarnation Church, Santa Rosa, hosted a hybrid event throughout the Diocese featuring the local Santa Rosa NAACP chapter president on racial justice experience in Sonoma County. Also speaking was Jennifer Snow, author of *Mission Race and Empire: The Episcopal Church in a Global Context,* through the perspectives of activists, priests and churches. St. John's, Roseville, continues its partnership with the Neighborhood Wellness Foundation in Del Paso Heights and its related impacts on communities of color.

Beloved Community Resource Newsletter

The newsletter has 642 subscribers with an overall 70% open email rate which is 38% higher than the industry average of 32% for faith-based non-profit organizations. Beginning in June 2026, the monthly newsletter began to publish quarterly due to CIM workload volume.

Advocacy

Parishioners attend the weekly Episcopal Public Policy Network legislative briefings, distribute the information in their congregations, and write their legislators in Congress. Several churches are engaged in the church's Vote Faithfully Voter Engagement Program. Parishioners have attended advocacy days in Sacramento and voiced their opinions as people of faith to their legislators. For more information, contact Bob.Wohlsen@gmail.com.

Immigration Ministries

Church and community teams in the diocese are working to assist immigrants and refugees in meeting the extreme challenges of the current difficult season. Immigration ministry leaders connect national and Provincial resources with the work in the diocese. More participants and funding are needed to effectively continue this vital work.

Rainbow Ministry

The Rainbow Ministry began in the summer of 2022 and exists to "celebrate and embrace the fabulous gender and sexual diversity of all God's people, fostering education, invitation, and connection throughout the diocese." Parishioners from a number of churches meet online monthly for planning, sharing, and coordination.

An ongoing project is the monthly online Oasis Support Group for 2S/LGBTQIA+ Episcopalians in the diocese.

We held the "Sacramental Welcome" Rainbow Spiritual Retreat at St. Patrick's Kenwood on Saturday, September 26, 2026, with 23 attendees, both queer and allies, including two persons from the Rainbow Covenant Commission in the Diocese of San Joaquin.

Our Leadership Team will now focus on planning a refined "Safe Zone Training" format, to enable local churches to be safe zones for 2S/LGBTQIA+ persons (adapting the materials from the General Convention recommended http://www.thesafezoneproject.com/).

We are grateful to Bishop Megan, the Board of Trustees, and our parent Commission for Intercultural Ministries for their continuing support. Our email address is RainbowMinistriesEDNC@gmail.com.

Ecumenical and Interreligious Report (Sept 2025 – Sept 2026)

The Rev. Dr. Daniel DeForest London

As the Ecumenical and Interreligious Officer for the diocese, my purpose is to encourage the search for the wider visible UNITY of Christ's Church and to support collegial relationships with members of other religions. I serve as the Province 8 Coordinator for the EDEIO (Episcopal Diocesan Ecumenical & Interreligious Officers), with Province 8 comprising all the dioceses west of the Rockies, including Hawaii, Taiwan, Navajoland and Micronesia. In this report, I offer an illustrative, not exhaustive, list of ecumenical & interreligious ministries by focusing on those in the diocese with which I have been personally involved or made aware as well as those in the wider Episcopal Church and Anglican Communion, between September 2025 and September 2026. Please feel free to contact me at eureka.rector@gmail.com to share with me any ecumenical and interreligious ministries you would like me to highlight in future reports.

Ecumenical and Interreligious Highlights (Regional)

- In October 2025, I spoke on "The Zen of St. Francis" at Ensō Village, a Zen-inspired Retirement Community in Healdsburg CA. I also celebrated Eucharist in the community's Zendo. My presentation was later published in the Appendix of the book *Francis of Assisi and Related Writings* by Hermann Hesse (2026).
- In January 2026, in celebration of the Week of Prayer for Christian Unity, the North State Ecumenical Conference hosted a panel discussion on Christian unity, followed by an ecumenical worship service at Pioneer Congregational Church in Sacramento. The theme for the week was "One Body, One Spirit, One Hope - Ephesians 4:4."
- In February 2026, Bishop Megan wrote a letter to the Buddhist Church of Sacramento, expressing solidarity with the community after they were the target of an act of hatred and vandalism. "Please know that we hold you in our prayers," she wrote, "and that we are ready to offer whatever support would be most helpful in the days ahead. You are not alone."
- In March 2026, I went on a pilgrimage to Assisi, Italy to visit the remains of St. Francis, to spend time with Catholic priest Francis V. Tiso and Fr. Richard of St. James Episcopal Church in Florence Italy (where I guest preached), and to celebrate the Jubilee Year of St. Francis with thousands of other Christians from around the world.

- In mid-April 2026, I spoke on Spiritual Friendship and Cistercian spirituality at the monthly "What Moves You?" event (hosted by the Rev. Sally Hubbell of St. Paul's Healdsburg) in the 222's Moss Sculpture Garden, with Episcopalians, Lutherans, Roman Catholics, agnostics, Jews, etc.
- In mid-to-late April, my parish teamed up with the local United Methodist Church to co-sponsor a professor from BIOLA to speak at The Town Church on addiction and recovery, followed by ecumenical discussions on the subject at a local restaurant.
- In late April 2026, I participated and spoke in a gathering of local Muslims with Imam Abubakr Elgarguri. I spoke about St. Francis and his friendship with the sultan of Egypt, Al-Malik al-Kamil.
- In May 2026, faith leaders from Episcopal, Lutheran, Methodist, Nazarene, Pentecostal, Roman Catholic and Unitarian Universalist congregations completed a training program sponsored by the Clinton Foundation to address addiction and recovery in Humboldt County, which experiences overdose rates alarmingly higher than California state and national averages. The participants of the "Empowering Faith Leaders" program (part of the Foundation's Overdose Response Network) formed a new cohort called HOPEFUL (Humboldt Overdose Prevention & Education Faith United Leaders).
- In June 2026, I participated in Humboldt Redwood Cursillo, which is especially ecumenical in Humboldt County, comprised of Roman Catholics and several other denominations (Episcopal, Lutheran, Nazarene, Pentecostal, Methodist, etc.). This was my first time making Cursillo and becoming an official cursillista.
- In August 2026, while serving as the chaplain at Fallen Leaf Lake, I ministered to Baptists, Methodists, Presbyterians, and, of course, several Episcopalians.
- In September 2026, I participated in a Symposium on Theology and AI at the Jesuit Retreat Center in Los Altos with representatives from the Unitarian Universalist Church, United Church of Christ, Waldensian Church, the United Methodist Church, Zen Buddhism, and Judaism.
- In September 2026, the Thomas Merton Redwoods Chapter reading group met at the Chapel of Our Merciful Saviour at Christ Church Eureka, drawing in Roman Catholics, Lutherans, and Franciscans from the county.

Ecumenical & Interreligious Highlights in Episcopal Church & Anglican Communion

- In October 2025, the Rev. Kirsten Guidero was named the Ecumenicaland Interreligious Officer for the Episcopal Church. She began an Ecumenical and Interreligious Monthly Call Series, held virtually on thethird Thursday of every month (12 PM to 1 PM Pacific) to discusstheology, best practices, and resource sharing.
- In April 2026, Archbishop of Canterbury Sarah Mullally and Pope LeoXIV met, prayed together, and commemorated 60 years of Catholic-Anglican relations, tracing back to the 1966 meeting between Pope PaulVI and Archbishop Michael Ramsey.
- In June 2026, the Presbyterian Church (USA) authorized the fourth round of bilateral dialogue with the Episcopal Church running from 2026 to 2032.
- In June 2026, the World Council of Churches convened its second "E-cumenical Youth Gathering" online for young ecumenists from aroundthe world to meet, share experiences, and strengthen relationshipsacross regions.
- In September 2026, the House of Bishops highlighted ongoing work and discussion during their gathering at Camp Allen TX toward achieving afull-communion part nership with the United Methodist Church
- As we look forward to General Convention 82 in July 2027, we prepareto take up the vote for full communion with the United Methodist Church, who adopted the full -communion agreement ("A Gift to theWorld: Co-Laborers in the Healing of Broken ness") at their GeneralConference in Spring 2024. We also prepare to move forward withchanging the church Constitution to include the possibility of LEPs (Local Ecumenical Partnerships), which are shared ecumenicalministries with de nominations with whom we are not in fullcommunion. This change will be pursued along with a canon that willlay out the nuts and bolts of how such ministries are formed andgoverned.

Read this report online with images and videos here: https://deforest.london/2026/10/01/ecumenical-and-interreligious-report-sept-2025-sept-2026/

EPISCOPAL COMMUNITY SERVICES

Betty Harrison-Smith, President

Episcopal Community Services (ECS) 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 current grant cycle (2026-27) is referred to as our "Year of Abundance." We distributed $55,250 to support congregations and community partners working to meet pressing needs across the Diocese! This year our funding supported food ministries, ministries that will focus on the well-being of vulnerable neighors, ministries shaping leaders and ministries advancing social justice.

We supported congregations that were reaching out to other ministries in new and creative ways. And, for the first time, we financially supported other diocesan ministries in their work(Cursillo, Health Ministries and the Diocesan Commission on Intercultural Ministries). For a full report on the details of this year's grants, we invite you to visit our website: norcalecs.org. ECS Board members have continued to deliver grant checks in person, when possible. The checks are presented to the congregations on a Sunday morning. We utilize this time to learn about our congregations and to talk about ECS and the work that we do.

Board members are also meeting with Diocesan partners to learn about the work that they do within the Diocese. This past year we have met with representatives from Social Justice, Health, Rainbow, and Refugees and Immigrants. These meetings include an invitation to apply for funding from the next ECS funding cycle. This upcoming year we hope to meet with representatives of The Foundation, Youth and the Disaster Resilience.

In 2021 we developed The Rt. Reverend Megan H. Traquir "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. This year we decided to focus our Transformer Awards on a different segment within the Diocese: OUR YOUTH!

- The first recipient of the Transformer Award is the congregation of St. Mary's, Napa. Since 2008, St. Mary's has been taking its youth on Sierra Service Project Mission trips. In 2026 St. Mary's partnered with other churches and took a otal of 13 youth and 4 adults to Arizona. They worked repairing roofs and building ramps f or residents of a reservation. About 50 members of St. Mary's and their families showed up to see the team off, a testament to the value the congregation placeson this project. A check of $500 accompanies this award, to be used to support the project in the future!

- The second Transformer recipient is St. Paul's, Benecia. St. Paul's participates in Dignity Day, a biannual community event serving people experiencing homelessness in Solano County. St. Paul's provides shelf-stable meals, hygiene supplies and pet food t o the guests at Dignity Day. The children of St. Paul's are central to this project. They engage in fundraising throughout the year, they package the food, and distribute the food at the event. St. Paul's also hosts two large events to benefit the older youth in their community. They host s St. Patrick's Corned Beef and Cabbage Dinner and a chili dinner on the night of the Benecia Christmas Tree Lighting. These funds help send teens from Benecia High School to the Sierra Service Project Program, which helps to fulfill their school's volunteer hours commitment. A check of $500 also goes to St. Paul's, Benecia to help continue fundraising activities for their youth.

Lastly, the Episcopal Services Board of Directors want to say a big thank you to everyone who donates to ECS. Be on the lookout for information about our Fall Annual Appeal. We can assure you that every donation matters, no matter how small. Your support makes it possible for ECS to award grants that strengthen ministries and help communities build bridges with compassion, presence and hope!

Interested in serving on the ECS Board of Directors? Check out our website at norcalecs.org.

Episcopal Relief & Development

Catherine Maloney, Diocesan Ministry Partner

Episcopal Relief and Development continues its three primary areas of focus: women, children, and climate issues. In addition, they continue to provide disaster assistance in the US and globally.

In 2025, Episcopal Relief & Development worked with 80 program partners in 49 countries to reach and impact 3.8 million people. A few examples of that work include:

- 11,000 farmers were trained in climate-smart agriculture globally
- Participants in global savings and loan groups were able to save a collective $2.0 million dollars to increase the financial stability of their families and communities
- Offering safe learning spaces for parents and caregivers across Africa to cultivate nurturing mindsets, creating more healthy homes and communities where children thrive. In Mozambique where programs were in use, they effected a 92% decrease in harsh punishment and treatment of young children through better education for caregivers and parents.

In addition to their development work, Episcopal Relief & Development provides assistance during disasters both in the US and around the world. In 2025, they responded to wildfires in Southern California, Flooding in Kentucky and Texas, and Hurricane Melissa in Cuba, Jamaica, and Haiti. So far in 2026 they have also responded to flooding in Hawai'i, earthquakes in Venezuela, drought in Kenya, wildfires in Eastern Washington, and the efforts to prevent the spread of Ebola in Democratic Republic of the Congo.

Financial gifts from individuals, parishes, and directly from our diocese, help to support these ongoing efforts, as well as coming back to provide assistance for our own communities when needed.

This year they have launched a series of toolkits for congregations for use in learning more about the work that they do and engage parishioners in supporting that work. I had the opportunity to travel to Oklahoma and gather with other ministry partners from around the country to learn about these materials and the exciting and rewarding work that Episcopal Relief & Development is engaged in around the world, and am excited to be able to share those tools and that information with congregations in our diocese who are interested in holding fundraisers or finding other ways to support the work that is being done.

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 United Nations Sustainable Development Goals.

Grant funds available for 2026 total $13,222. Applications for these grants will be available in around the time of Convention. To learn more about the Sustainable Development Goals, visit https://sdgs.un.org/goals.

In 2025, 3 grants totaled $12,750 and went to the following ministries targeting the U.N. goals, as noted below:

Grant One $840 to St. Paul's, Benicia to support Dignity Day.
Goals 1: End Poverty End poverty in all its forms
Goal 3: Good Health & Well-Being (Ensure healthy lives and promote well-being for all at all ages)

Grant Two $500 to St. Patrick's, Kenwood to support the ViVO Youth Orchestra.
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Goal 10: Reduce inequality within and among countries

Grant Three. $11,882 to All Saints, Redding, to support development of a quality affordable childcare center at the church.

Goal 1: End Poverty End poverty in all its forms

Goal 10: Reduce inequality within and among countries

Goal 11: Sustainable Cities – Make cities and human settlements inclusive, safe, resilient and sustainable

Christian Formation

Lupita Arim-Law, Director of Faith Formation

Lupita Arim-Law joined the Office of the Bishop team as Director of Faith Formation in May 2026. As part of her introduction to the diocese, Lupita attended the **Clergy Conference** in Healdsburg, where Bishop Megan introduced her to the attending clergy.

Lupita brings decades of faithful lay ministry in the United Methodist Church, especially in youth ministry. She's been an active member at St. John's, Chico for several years, and to round out her knowledge of resources in the Episcopal Church, Lupita is enrolled in the one-year online program at the Virginia Theological Seminary, pursuing a **Certificate in Lifelong Christian Faith Formation**. She will also attend a regional **Forma Annual Conference** at St. Paul's Commons, Diocese of Los Angeles in January 2027. The 2027 and 2028 Forma Conferences will be virtual. Plans for the **2028 Forma Conference** are to offer Diocese of Northern California as a regional gathering opportunity.

We offer a wide range of faith formation curriculum and activity resources, including an extensive selection found in the **VTS Forma library.** Our goal is to provide a vibrant team approach across the diocese. We will be creating a comprehensive list of resources that will include various categories sensitive to the various parish needs.

As mentioned in the Stewardship report, she launched a monthly **Formation and Stewardship Newsletter** earlier this year**.** The vision is to bring together both Formation and Stewardship leadership from across the diocese to connect, share ideas and experiences and explore new opportunities that nurture spiritual growth and strengthen our congregations in Christ.

Are you a formation leader in your church? Please let us know by filling out this form so we can share resources and celebrate what's going well:
https://form.jotform.com/norcalepiscopal/faith-formation-leaders

Deacons and lay preachers continue to be formed through the **West Coast Collaborative** (our bilingual, three-way partnership with the dioceses of El Camino Real and San Diego). We are grateful to have more graduates serving across the diocese!

You can find out more about her adventures with Sierra Service Project/Pathways and Camp Living Waters in her other reports.

Questions? Want to get more involved? Please contact Lupita: lupita@norcalepiscopal.org.

CLERGY CONFERENCE

The Rev. Cn. Julie Wakelee

The Rt. Rev. Robert Wright, Bishop of the Diocese of Atlanta, brought energy and inspiration to the 2026 clergy conference at the Bishop's Ranch in Healdsburg. Bishop Wright, a dynamic leader across The Episcopal Church, led us on a thoughtful and engaging series of conversations centered on the twinned works of preaching and adult Christian formation.

Bishop Megan provided each participant with a copy of *Kindling a Desire for God: Preaching as Spiritual Direction* by Kay Northcutt, which explores the important role of preaching in the spiritual formation of the congregation.

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

Commission on Ministry

Rhonda Canby, Co-chair & Rev. Patty Park, Co-chair

The Commission on Ministry (CoM) in the Diocese of Northern California is pleased to provide this summary of our work over the past year.

The CoM is actively recruiting new members. We are canonically required to have 8 lay members and 6 clergy but presently have seven lay members and three clergy members. We encourage you to reach out to one of us or to the bishop's office if you know of any potential candidates. Our commission is now composed of the following individuals: Rt. Rev. Megan Traquair, Rhonda Canby (co-chair), Patty Park (co-chair), Earl Cunningham, Fernando Dizon, Rev. Katherine Frederick, Rev. Dr. Anny Genato, Malcolm McKenzie, Kate Muris, Leta Parks, and Don Taylor. With seat and voice are also The Rev. Canon Julie Wakelee, Ven. Pam Gossard, Ven. Margaret Grayden and Jacqi Seppi.

We schedule two Inquiry Days each year to aid in discerning calls to ordained ministry; they were held in February and August this year. We schedule as many Regional Discernment Groups (RDGs) as there are individuals wanting to move forward from Inquiry Day, and one or two Discernment Weekends for those who have completed RDGs and have been invited by the Bishop to move forward. From the most recent Inquiry Day, we have started one RDG and anticipate as many as six more. We needed only one Discernment Weekend this year and it is scheduled for mid-October. There are presently nine postulants, including two in the West Coast Collaborative preparing for the vocational diaconate, six at various seminaries preparing for the priesthood and one set to start seminary in 2027. We anticipate one ordination to the priesthood, three ordinations to the transitional diaconate, and one ordination to the vocational diaconate in January 2027; we anticipate one ordination to the transitional diaconate and three ordinations to the priesthood in July. Regional Discernment Groups continue under the direction of Rev. Dr. Anny Genato. Their work has refined and shortened the discernment weekend process and has also helped individuals who are unprepared or unsuited to make a graceful and early exit from the process. We have not had a Discernment Weekend in 2026.
Please do call on us if we can provide you with additional details.

Commission on the Environment (COE)

Miriam Casey & The Rev. Dr. Pamela Dolan Co-Chairs



Commission on the Environment members and leaders continue to be very engaged in many aspects of caring for our creation at the local, diocesan, and provincial levels. Here are highlights of this work.

Carbon Neutral 2030 Program

Forty (40) churches are participating in the program. Twenty-eight (28) churches, large ones and small ones, throughout the diocese are implementing energy efficiency and renewable energy projects. These include changing lights to LED, installing SMART thermostats, strengthening their building envelope, removing gas fired HVAC equipment and replacing them with heat pumps, replacing gas fired hot water heaters with electric powered, replacing gas kitchen ranges with electric commercial ranges, installing solar and battery systems and switching to green power. COE is continuing to provide resources to the congregations. For more information contact Bob.Wohlsen@gmail.com.

Province VIII Creation Care Network and Conference

COE Co-chair, Miriam Casey, is a co-convener of the Province VIII Creation Care Network. This regional network brings together creation care activists across the province to share their work, ideas, and resources.

Ms. Casey and Province VIII co-convener, Bill Shreve, Diocese of El Camino, are co-chairs of the major action oriented Province VIII Creation Care Conference that was held on September 25 - 27 in Salt Lake City at the Diocese of Utah's Conference Center. COE members, Daniel Moyer and Bob Wohlsen, were presenters during the Air Session at the conference. Daniel shared Saint Alban's story of achieving electrification. Bob shared the EDNC Carbon Neutral 2030 program. Their presentations provided models for other churches and dioceses to follow. Perry Gray-Reneberg staffed an exhibit highlighting the EDNC Creation Care Network, an on-line tool for sharing resources between the churches within the diocese.

Pacific Coastal Eco Region

COE co-chairs The Rev. Dr. Pamela Dolan and Miriam Casey are co-leaders of the newly formed Pacific Coastal Eco-Region. The Eco-Region is a collaboration in Creation Care work between our diocese and the dioceses of California and El Camino Real. (Other co-leaders are Bill Shreve from the Diocese of El Camino Real and The Very Rev. Eric Metoyer from the Diocese of California.) Work of the Eco-Region will focus on environmental issues that directly affect our three dioceses–carbon reduction, nature-based approaches to carbon sequestration and eco justice. The Pacific Coast al Eco-Region is supported by the respective Bishops and part of a church wide program sponsored by the Episcopal Church Center's Creation Care ministry.

WEST COAST COLLABORATIVE EPISCOPAL SCHOOL FOR MINISTRY
The Rev. Katherine Frederick, Northern California Dean

The West Coast Collaborative Episcopal School for Ministry's mission is 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

2026 marks the West Coast Collaborative's (WCC's) fifth year and the first time I have reported to you as Dean on our year's work and challenges on behalf of your school for ministry. I would like to take a longer view of what we set out to do by building a local school of formation for this diocese and then consider how we have lived into this dream in our first five years.

As I have been reflecting on the theme of this convention, "Formed to Flourish: Beyond Sunday Faith" I realize that our program lives into that theme by forming people for everyday ministry centered around a life of deep faith and action in our communities. This theme evokes my own understanding of what WCC was envisioned as its calling. The gifts of the people in this and our partner dioceses of El Camino Real and San Diego, all perched on the western edge of a continent, come in as many and varied richness as the worldwide places we hail from. God has given us gifts for this particular place and time to feed the people of this diocese. What if some of our laity have the gift of preaching? What if the emerging leaders in our non-english congregations had access to formation in their own language? What if we had more deacons to lead us to better serve the needs of the communities around us? The West Coast Collaborative was intended to fill the gaps, to give us a way to raise up and form people to lead and serve in all these spaces.

So where are we five years in? I hope you know that the WCC has been able to answer "yes we can do that!" to big pieces of this dream. Over 75 lay people, including 13 in Spanish, have been formed to bring their unique voices as interpreters of scripture and proclaimers of God's Good News and prepared for licensing as Lay Preachers–at least five of them have found or affirmed, in this journey, a call to enter discernment for ordination as a deacon or priest. 17 people in process to be ordained as deacons have been shaped, equipped and found a cohort for their journey–7 are ordained and serving, with a potential for five more ordinations in 2027, and one has just been named Archdeacon in one of our partner dioceses.

After five years, our WCC dream is alive and well and our hope is to do more to fill the gaps between the giftedness of the people in our three dioceses and the formation they seek to answer God's call. The latest question we are asking is: What if there were deacon formation that meets the unique educational, language and cultural needs of our Spanish speakers? To this too we say, "yes we can do this! We are part of a Lily grant to fund the work of developing apprenticeship based Spanish language deacon formation for the WCC and in January 2027 our team will gather to begin shaping this innovative curriculum. Are there more gaps the WCC may be called to fill? Absolutely. Our structure–expertise in local formation, support and curriculum from the Iona Collaborative at the Seminary of the Southwest; funding and a Dean from each partner diocese; a faculty of mentors to lead this formation and guests to bring particular expertise raised up from clergy and lay professionals in our three dioceses–makes us nimble and well resourced to answer the emerging needs and challenges we face. Together we have done much, together we are positioned to do more going forward. God is indeed good!

I want to express my gratitude on behalf of the faculty, students and alumni of the WCC to Bishop Megan and the people and leaders of Northern California. You saw the gifts in our midst and dared to ask what if? You found and dedicated the resources to make this dream a reality. Your faithful stewardship in your home congregations, in this diocese and through the Bishop's appeal has allowed us to help form all these leaders, lay and ordained we see today in our midst. Thank you!

https://www.norcalepiscopal.org/site/wcc/ | www.wccollaborative.org

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, Katherine Frederick, at SFMDean@norcalepiscopal.org.



Diocesan Partners in Ministries of Health

Promoting Hope, Healing & Health to
Our Congregations & Communities We Serve

Susan Wahlstrom RN, Coordinator

I. Continue support/resources/consult, for 31 congregations throughout the Diocese, with healing and health ministries.

II. Nine hundred Living Compass Lenten Meditation booklets distributed throughout The Diocese. Six congregations provided Lenten studies using the resource. Grace-Fairfield distributed English & Spanish version at their community Ashes To Go.

Plans are in the works for providing 2026 Living Compass Advent Meditation booklets to Diocesan congregations.

III. In partnership with Trinity Cathedral provided leadership and resources for a Women's Retreat at Faith-Cameron Park in May. There were 62 in attendance from 9 churches in the Diocese. In May of 2027, a Women's Retreat is being planned at Mercy Center-Auburn.

IV. Continue collaboration with Episcopal Community Services. Mentoring Grant Project developed for Our Saviour-Placerville for Winter Emergency Shelter.

Mini-Grants available for Healing & Health Ministries projects in the Diocese. Go to www.norcalecs for request for grant proposal.

V. Support of Healing Prayer Ministries/Stations in the Diocese; provided resources to Faith-Cameron Park.

VI. Worked in collaboration with Rev. Anny Genato, of St. Augustine's-Rocklin, as part of Diocesan Spiritual Direction to develop a Lenten Quiet Day Liturgy. It was tilized all or in part in Deaneries throughout the Diocese.

VII. Created All Parish Book Study as part of Rev. Tom's Sabbatical for Faith-Cameron Park. We utilized the book "What Grows in Weary Lands:On Christian Resilience" by Tish Harrison Warren.

VIII. Raising up Recovery Ministries in the Diocese, Rev. Anne Dreyden McKeever, a Retreat Day was held on 9/26 and a 12-Step Eucharists provided at all Sunday Services at Trinity Cathedral. The Retreat Leader & Celebrant will be a national leader in Recovery Ministries, Rev. Coleen Tully.

Liturgy and Music

The Rev. Christy Laborda Harris and The Very Rev. Tammy Smith

In the fall of 2025, the Liturgy and Music Committee was responsible for the planning of t he worship services for our Diocesan Convention in Redding. These li turgies included morning prayer, noonday prayer, and a service of Holy Eucharis t. Resources used to plan these liturgies included our Book of Common Prayer; Enrich ing our Worship; Daily Prayer for All Seasons; a Eucharistic prayer originally from Sal al + Cedar included in the Season of Creation liturgical resources which invites us to include local geography, flora and fauna; Songs for the Holy Other; Wonder, Love, and Praise; Singing in Communi ty- Paperless Music for Worship, 1982 Hymnal, My Heart Sings Out, and Hear the Prayers th at Rise- A music Resource for Contemplative Prayer.

Our final day of convention marked the 7th anniversary of the Camp Fire. As such, we designed a morning prayer liturgy of remembrance and blessing of our wildfires. From the beginning of our convention gathering, we were invited to write memories and stories from all the fires in our diocese on paper sh aped like leaves and hang them on an atlas cedar tree. During this service we heard snippe ts of a variety of stories from our fires, we joined in a litany of healing adap ted from "A Service of Public Healing" in our Book of Occasional Services, and, finally, Bish op Traquair blessed the atlas cedar, representing th e Tree of Life from our reading from Revelation 22 and acknowledging and blessing our experiences of the fires. The atlas cedar has been pl anted at St. John's, Chico.

In May of 2026, we were responsible for the planning and execution of the worship at Clergy Conference at The Bishop's Ranch. This included two services of Evening Prayer/Compline and a service of Holy Eucharist with the renewal of ordination vows and the blessing of chrism and unction oil. A big thank you to Randy and Robin Knutson for leading us in a service of Holden Evening Prayer!

Stewardship

Lupita Arim-Law, Director of Faith Formation

Stewardship is an intrinsic part and reflection of how we are formed by our faith. That's why when Lupita Arim-Law joined the Office of the Bishop team in May, her work on faith formation also included getting acquainted with resources and theology related to how we hold and share what we have for the good of our church (stewardship).

This summer, Lupita led a well-attended three-part book series on *A Native Way of Giving,* featuring the book's co-author Rev. Michael Carney (a priest of our diocese, who is both talented and gracious). This book **is both a book on faith formation and stewardship**. Twenty-five complimentary copies of the book were mailed out to all registered participants. The three-part recorded series will be available for parish small -group studies.

To develop and strengthen a shared ministry, she launched a **Formation and Stewardship Newsletter** earlier this year. The vision is to bring together both Formation and Stewardship leadership from across the diocese to connect, share ideas and experiences and explore new opportunities that nurture spiritual growth and strengthen our congregations in Christ. To subscribe, please

Another book we are offering (free!) is *A Spirituality of Fundraising,* by Henri Nouwen. Nouwen reminds us that fundraising and financial stewardship are forms of **true ministry**. The book is highly recommended for stewardship committees and church leaders. His reflections reframe stewardship as inviting people to support what we love.

The diocese continues to support congregations with their stewardship efforts through our diocesan-wide membership with **TENS (The Episcopal Network for Stewardship).** TENS is a vibrant and valuable resource for our congregations, offering consulting services, webinars, a resource library and so much more. We encourage our congregations to explore the TENS website [i] and take advantage of the many resources available. When prompted, enter the 2026 password: Matthew22:4. Lupita is happy to explore the website along with you.

Are you a stewardship leader in your congregation? We'd love it if you'd tell us more, using this link: https://form.jotform.com/norcalepiscopal/congregation-stewardship-contact.

You can always contact Lupita directly here: lupita@norcalepiscopal.org

[i] https://www.tens.org/

Best Skills, Best Churches

The Rev. Cn. Julie Wakelee

In spring 2026, the most recent cohort graduated from our nonprofit leadership course for churches, Best Skills, Best Churches, thus concluding another season of partnership with the Arizona State University's Lodestar Center for Philanthropy and Nonprofit Innovation.

The year's cohort included 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 ConlĀct
- 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.

College for Congregational Development

The Rev. Stephen Hassett, Missioner for Church Vitality

The College for Congregational Development (CCD) is a consortium of leaders from across the Episcopal Church offering training and resources for teams of clergy and lay people serving their congregations. CCD was developed about twenty years ago in the Diocese of Olympia through the work of the Rt. Rev. Melissa Skelton and with the support of then-bishop of Olympia the Rt. Rev. Greg Rickel. Since then, the College has expanded to over a dozen dioceses across the Episcopal Church, and every summer they collectively offer week-long conferences in multiple locations. A two-year program produces "graduates" of the College, who remain connected to an ongoing community of practitioners and professionals supporting one another in cultivating healthy leadership for congregational vitality.

In 2026 the diocese sponsored the Rev. Mack Olson (St Patrick's, Kenwood) and The Very Rev. Tammy Smith (St John's, Chico) for a week of CCD training. The Rev. Stephen Hassett, Missioner for Congregational Vitality, also completed the process of becoming a Trainer in the College, and joined a team leading a week of the College in the Diocese of Southern Ohio. Rev. Steve is also in fruitful conversation with his counterpart in the Diocese of California, the Rev. Dcn. Laura Eberly (Canon for Congregations), as she develops plans to establish the College there. We look forward to opportunities for collaboration and partnership in service to the expansion of CCD's territory in California.

CONGREGATIONAL LEADERSHIP CONFERENCES

The Rev. Cn. Julie Wakelee

Many of our online training events this year fell more specifically under ministry areas (stewardship, communications, disaster preparedness, etc.) leaving Vestry Day as our primary big event.

This annual event equips clergy and lay leaders to both understand their roles and make the most out of their service together on Vestries or Mission Committees. It features a bible study and opening session for all with Bishop Megan. Breakout sessions allow teams to gather helpful details and update on employment practices, finances, running successful meetings, and our spiritual lives as leaders.

All elected leaders in our congregations are warmly welcomed and strongly encouraged to attend. The 2027 Vestry Day will be held in the first quarter of the new year. Stay tuned for details!

I would love to know what your church wants to learn more about. Our team wants to be equipping you in meaningful ways for ministry – to do that, we need to know, well, what you need to know!

I welcome your thoughts: julie@norcalepiscopal.org

Racial Justice Audit
Jo Ann Williams

Board of Trustees Racial Justice Audit Team Report 2026 - Cliff Hagenjos, Barbara Jewell, Jo Ann Williams, Miriam Casey, Canon Julie Wakelee, Daphne Vernon

The team met monthly for 6 months. Our task was to recommend next steps to the board based on the RJA recommendations report. We submitted our recommendation to the BOT at the September 2026 meeting. The recommendation was as follows and passed unanimously to be fulfilled in 2027.

"The **Board of Trustees Racial Justice Audit (RJA) team** recommends that the Board and Standing Committee participate in a **one-day racial reconciliation training**, followed by dedicated time for a collective debrief.

We believe this aligns directly with the RJA Implementation team's recommendations. Undertaking this training as a full Board will achieve several key objectives:

- **Fulfill Safe Church requirements** for all participating members.
- **Gather valuable feedback** on the training experience from a diverse representation of the Diocese.
- **Signal a strong commitment** to our missional goals through active, visible leadership from the Board."

Deanery Racial Justice Audit Reports

Capital Deanery – Tim Knight, Janet Salsman, Rev. Rik Rasmussen, Tynan Brooks
The Capital Deanery team met in July to begin the process of gathering information and contacts from the churches in this deanery. We are working on reaching out to these churches to see what racial justice work is being done and to recruit additional members to our group. Once that is completed, we will meet again. We have received confirmation that Trinity Folsom is in the process of planning for a Sacred Ground Circle to begin in January. Trinity Cathedral members are attending the Sacred Circle at St. John's, Roseville.

Central Deanery - David Brill, Maree Gauper, Diane Williamson

Our first step was to review the results of the survey by the Mission Institute (MI) and the quotes from survey takers. We took notice of the following three concerns:

(1) Over 90% of the survey takers self-identified as Caucasian which shows a true lack of diversity. (2) Lack of generational representation among survey takers. (3) Lack of survey takers (clergy, staff, and lay leaders) who have completed Sacred Ground; and even among those who have, the lack of remembrance of effect on them.

We feel that to make some of the suggested MI recommendations, further education on racial reconciliation is necessary. Fortunately, The Episcopal Church has Sacred Ground, which just went through a two-year review process and released their revitalized curriculum this summer. For those who do not wish to commit the time for an 11-week program, CIM offers a one-day workshop called "I Will With God's Help."
First, clergy and lay leaders need to complete the programs. How can parishioners be expected to participate if all leaders have not participated in them?
Increasing participation by further recruitment of new people is first and foremost. Every parish, who is able should offer Sacred Ground regularly; and those that are smaller should be made aware that they can join any Sacred Ground discussion circle offered by another parish in the deanery. Information on Sacred Ground and the one-day workshop are readily accessible on the Diocesan website.

Promoting new Sacred Ground sessions should be active, not passive. For example, St. John's, Roseville, implemented a very active recruiting process. Parishioners who had previously completed Sacred Ground were asked to wear lanyards that said, "Ask me about Sacred Ground," and had QR codes to a link to the website. Also, prior attendees were asked to speak at every service during one month to share what Sacred Ground meant to them. Their rector, Fr. Cliff Haggenjos, Dean of the Central Deanery, sent emails to clergy in the Deanery asking them to promote their Sacred Ground circles. This is something that could be easily implemented at every parish in the deanery. As a result of all of these efforts, St. John's now has four online circles scheduled with participants from around the Diocese.

Wingfield Deanery – Carole Hom
The Wingfield Deanery consists of nine parishes which are predominantly white. In July-August 2026, representatives of five parishes in the deanery responded to a survey about how their parish has engaged in activities to enhance racial justice. Based on their responses, all five parishes currently (or recently) participate in community service and outreach activities, host substance recovery groups, engage in interfaith or cultural activities, host or promote activities for children and youth, participate in the diocesan one-day racial reconciliation workshop or Sacred Ground, work to increase environmental stewardship, and offer programs in faith development. Several deanery-wide education programs are underway: in Fall 2026, two clergy from the deanery will offer an online confirmation and enquirer's class with participants from four parishes, and a deanery-level in-person Sacred Ground Circle is in the planning stages.

Addressing the findings of the Racial Justice Audit is challenging. But it is important work to do, to live into our Baptismal promise to "seek and serve Christ in all persons, loving

Archdeacon Report

The Venerable Pam Gossard and the Venerable Margaret Grayden, Archdeacon

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.

*A highlight of this year was an in-person retreat with the diocesan deacons, the Archdeacons, and Bishop Megan at the beautiful Mercy Center in Auburn on August 21-23. Fifteen deacons from around the diocese gathered with Bishop Megan for fellowship, prayer, worship, and to share words of wisdom and ideas with one another. Feedback from the post retreat survey was very positive and we hope to do this again in the future.



*The Archdeacons have served at the January and July diocesan ordinations. We currently have one postulant and one candidate for the diaconate attending the West Coast Collaborative's two-year diaconal formation program.

*The Archdeacons facilitated the Transitional Deacon Experience program in 2026 engaging with two 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-five Deacons licensed and/or canonically resident. Of the thirty-i.ve, twenty-two 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 also took part in both Diocesan Inquiry Days.

*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.

*In the last two years we have lost two beloved deacons, Bettye Reynolds and Richard von Grabow. May they rest in peace and rise in glory.

Congregational Development Team

Rev Stephen Hassett

The Congregational Development Team (CDT) of the Diocese of Northern California meets monthly to support clergy and lay leadership in healthy practices for effectiveness in ministry. Currently we pursue that agenda in three ways: offering grants directly to congregations that are engaging in fruitful ministry initiatives, coordinating regional teams of leaders to support one another in facilitating Mutual Ministry Reviews, and exploring longer-term and more comprehensive resources for equipping clergy and lay leadership with tools and strategies that support healthy community.

Congregational Development Grants focus on four key areas of congregational activity: liturgy, formation, outreach, and fellowship. These four expressions of Christian community are derived from the Greek terms that describe the church in the Book of Acts: *leitourgia (liturgy), didaskalia (teaching), diakonia (service),* and *koinonia (fellowship)*; so, we know that they authentically represent the Spirit-led purposes of Christian life in community.

Mutual Ministry Reviews are facilitated discussions among clergy and lay leadership which focus attention on the shared nature of ministry, and provide an appreciative framework for evaluating effectiveness. (Appreciative frameworks focus on what is working well rather than what is going poorly and have been shown to better support leadership processes that make good changes in an organization.) Cultivating regionally proximate clusters of leaders who are equipped to conduct these exercises means we provide congregations with a regular source of informed self-reflection and strengthen bonds of collegiality among church leaders working near one another.

This year, the Congregational Development Team's monthly meetings have included reading and discussing chapters of "Vital Christian Community: 12 Characteristics of Healthy Congregations." This book, written by two Episcopal priests who are part of the College for Congregational Development, provides resources and case studies that support good leadership and effective ministry. The CDT is exploring partnering with the College as a means of providing comprehensive access to those tools and resources for the whole diocese.

The current membership of the CDT is: Rev Stephen Hassett (chair), Jim Evans, Rev John Day, Rev Rik Rasmussen, Rev Cynthia Woods, Fernando Dizon (Board of Trustees liaison), Rev Annie Mertz, Rev Mack Olson. We are supported by Canon Julie Wakelee, Chloe Craig, and Lupita Arim-Law from the Office of the Bishop.

CURACY PROGRAM

The Rev. Cn. Julie Wakelee

In 2025, the Board of Trustees took a bold and faithful step, agreeing to fund at 50% for three years an initial cohort of curates (newly ordained clergy), each serving in a unique shared-call configuration.

Following an application and screening process, three teams of churches (St. Martins, Davis and St. Luke's, Galt; Trinity Cathedral and St. Paul's, Sacramento; and St. John's, Roseville and St. Matthew's, Sacramento) were selected.

Clergy applications were sought from those with five or fewer years of ordained experience.

The Rev. Maggie Rutherford, who graduated from Yale Divinity School in May, answered the call to serve ¾ time as curate at St. Martin's and, upon her priestly ordination in January, she will be the priest-in-charge ¼ time at St. Luke's, Galt.

The Rev. AnnaMarie Hoos, who had served an initial curacy in the Diocese of California, was called to a 50/50 shared call as associate priest at Trinity Cathedral and priest-in-charge at St. Paul's, Sacramento.

As with any new program, sometimes things take longer than expected, so we are still looking for the right fit for the third team of churches, but we know God is faithful and we look forward to welcoming the curate for St. John's and St. Matthew's soon.

Note: The Rev. Rosemary McLaughlin, ordained to the priesthood in June, is serving a two-year curacy at St. Augustine of Canterbury in Rocklin. This is via a program funded by her seminary, not the diocesan pilot program (and we're glad to have her!).

2026 Report | Alta Deanery

The Very Reverend Tammy Smith

Alta California is a predominantly rural deanery made up of eight congregations in the five counties of Siskiyou, Shasta, Tehama, Butte, and Glenn, running along the I-5 corridor from Mt. Shasta to Willows and a branch of Highway 99 into Chico and Paradise. Our congregations have committed lay leadership, strong parish fellowship, and serve their communities with love. Two of the eight congregations have rectors; one, a quarter-time vicar, and the rest are led by supply clergy and lay leaders. The strengths and challenges of our congregations are described below:

St. Barnabas, Mt. Shasta is served by the Rev. William Stomski as quarter-time vicar, alongside lay worship leaders and preachers.
All Saints', Redding, served by the Rev. Aidan Rontani as rector. For late summer and fall supply clergy from the deanery have been celebrating and preaching while Rev. Aidan is on sabbatical.
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 served by the Rev. Maryly Adair celebrating Eucharist twice a month and providing pastoral care alongside a lay-leadership team.
St. Andrew's, Corning offers morning prayer Sunday mornings and continues to open its doors weekly to community 12-step groups.
St. John's, Chico is served by the Rev. Tammy Smith-Firestone as rector, with the Rev. Annie Ryder as Associate Priest.
St. Nicholas', Paradise is in hiatus for Sunday worship and is in the search process for a church planter. The building continues serve the community during the week.
Holy Trinity, Willows is served by the Rev. Delia Faye as regular supply clergy alongside vestry leadership.

The Alta Deanery has reinstated quarterly clericus meetings to provide support, and we will meet together as a hub for convention at All Saints', Redding. We are considering deanery events for Advent and Lent to support the fellowship, training, and growth of our congregations. I ask that all of our congregations faithfully pray for the search for a Church Planter for St. Nicholas', Paradise that the good work God has started and that our Diocese has supported through the Camp Fire and recovery would continue.

I would like to give my thanks to Bishop Megan, Canon Julie, Kati, Jacqi and the rest of the Office of the Bishop staff for their support to the vestries, ministries, and lay leadership of our congregations. I thank God for our capable, dedicated lay preachers, lay worship leaders, study leaders, and those who provide lay pastoral care with calls and visits to parishioners. And I would like to express my deepest gratitude to the "retired" clergy who celebrate and provide pastoral support throughout the Alta California deanery.

2026 Report | Capital Deanery

The Very Reverend Jana M Branson

The Capital Deanery consists of 13 churches in the Sacramento area, as well as Rancho Cordova, Folsom, Cameron Park, Placerville and Sutter Creek. Here are some highlights from a few of these churches about their work in 2026.

St. Luke's in Galt recently welcomed The Rev. Maggie Rutherford, who is a transitional deacon into a leadership role. She is serving at St. Luke's parttime.

Faith Episcopal Church in Cameron Park has established a regular outreach ministries to support their local community. These include a pet food drive and a Jazz Concert to support SHARE food cupboard. They have also conducted a churchwide Bible Study during their rector's sabbatical.

St. George's in Carmichael celebrated 60 years of ministry. They started a new community outreach committee for charitable outreach.

All Saints Memorial in Sacramento is completing a major remodel of the Parish Hall and electrical updates. All Saints continues to offer sack lunches to those experiencing food instability, and a community garden space to members of the greater Sacramento community. All Saints offers a weekly Morning Prayer and Bible Study group with several dedicated participants. A weekly Soup Supper and Study Group was offered during Lent.

St. Michael's in Carmichael installed a new Rector. The Rev. Megan Anderson-Gartin is completing her first year there. St. Michael's has an Episcopal Day School associated with it. There was a transition in leadership at the school this year. They are ending the year in a healthy financial situation.

St. Clement's in Rancho Cordova participates in the local food pantry, providing volunteers and food supplies. They provide a weekly adult formation and Sunday School for children. St. Clement's also partners with 4 Paws 2 Freedom, who train service dogs.

Trinity in Sutter Creek's Vestry has voted to close the church, after completing the Capacity Discernment program.

Trinity Cathedral raised funds toward the Cathedral renovation project, enabling them to move the project forward in design and implementation. They also expanded their youth and family ministries, which is flourishing in numbers and formation. They also expanded their advocacy work in Sacramento in the area of immigrant justice and LGBTQ+ outreach.

It is a pleasure to serve as Dean for the Capital Deanery.

2026 Report | Central Deanery

The Very Rev. Cliff Haggenjos

2026 has been a fruitful year for the congregations that comprise the Central Deanery.

St. Stephen's (Colusa) has worked this year to keep the doors open as they look to recruit a part-time priest. They have worked with Stephen Hassett to recognize their stories of hunger and deep gladness and delve into sources of transformation to develop their mission statement. They continue to serve a local nonproitĀto provide lunches for those who are food insecure. The Chocolate Festival, our annual fundraiser, will be held in December.

St. Timothy's (Gridley) welcomed The Rev. Dr. Alvaro Pinzon as their new Priest in Charge. He has quickly worked to establish a new website, www.sttimothysgridley.org, a new Soccer school, bible studies in English and Spanish, and Open Holy Eucharist at 12:00 pm, and a Golden microphone for our Digital Radio "Aliento de Dios Radio Plus" in Medellin Colombia. www.alientodediosradioplus.org.

St. James' (Lincoln) reports that their Outreach Ministries are thriving. The Pantry has served more than 6,000 meals. The Pantry and Senior Living Center also serve seniors living at home. The Community Garden rents garden boxes by season or year for families to grow produce, including corn, tomatoes, squash, and native herbs. Special Needs Welcome Ministry has enjoyed a season of joy, fellowship, and connection. Weekly worship is held Sundays at noon, with Bible lessons for children who often bring Food Pantry donations. "Free Clothing Give-Away" provides gently used adult and children's clothing for free quarterly distributions. A free coats, jackets, and sweaters give-away is planned for November 6th. Fall Bible Study**:** "Four or Thirty-Four? How Many Gospels?" meets Sundays at 9:00, with in-depth discussion Wednesdays at 10:00. Grace Lutheran Lincoln members join us on Wednesdays.

St. Augustine of Canterbury (Rocklin) has seen a year of mission, growth, and discernment. They have continued living into their identity as "A Safe Place for People Seeking God" while asking a new question: How do we become a people sent to share God's welcome with our neighbors?

A major milestone was the Rocklin City Council's approval of Sierra Wilds, a 120-unit affordable workforce housing community on a portion of our property. They have also welcomed the Rev. Rosemary MacLaughlin for a two-year curacy, with particular focus on pastoral care, young adult formation, and community engagement. Rev. Rosemary, with the support of the Dean and others, is exploring the creation of a new young adult community in the Central Deanery. This community is designed for young adults ages 18–35 — people

looking for connection, whether they are actively involved in a church, exploring spirituality, or simply carrying questions about faith. Early responses point to a clear shared desire for genuine friendship, honest conversation without pretense, mentorship, and a community that is explicitly welcoming — paired with a realistic, low-pressure rhythm of gathering, most often once a month, in a mix of formats from shared meals to faith and theology discussion. We are also exploring an ecumenical partnership with the Lutheran church through its Gather young adult network, to widen the community beyond a single congregation or denomination and connect with others already doing this work.

Formation at St. Augustine's remains central through Journey to Jesus, Bible studies, retreats, and other opportunities for spiritual growth. The parishioners have continued to serve the community through The Gathering Inn, St. James Food Pantry, Acres of Hope, Days for Girls, and other local organizations.

St. Paul's (Oroville) has continued to share the love of God through worship and outreach activities. As members of the Cooperating Christian Churches of Oroville, they work to feed and house the homeless in collaboration with the Rescue Mission, Salvation Army and Kingdom Table. St. Paul's is also grateful to the Rev. Bill Rontani, who has retired after many years of faithful service.

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) stepped up to continue the FoodShare Program established by St. John's Marysville. FoodShare currently provides groceries for over 500 people per month in partnership with the regional Foodbank and Habitat for Humanity. Grace Church also provided 100 gallons of milk to the local winter holiday food program and repurposed the ReStart boxes to Bedroom Bins. The congregation is currently working with EDNC to initiate the search for a quarter-time priest, and after 152 years finally completed their By-laws!

St James (Yuba City) continued its collaboration with neighboring churches by organizing the Fifth Sunday services that bring together three Episcopal churches and one Lutheran congregation. Worship is followed by a wonderful potluck featuring goodies from each church. The congregation also converted a playground from days past to an area with five raised beds adding to the harvest from the garden supplying fresh produce to local foodbanks. They also began a monthly Game Day gathering church members from other Episcopal churches as well as neighbors of St James congregants. Bingo Day was a rousing success.

2026 Report | Russian River

The Very Reverend Bob Scott

Good Shepherd, Cloverdale: The Reverend Tim McDonald continues to serve as the priest-in-charge and Bob Scott as deacon. Good Shepherd has been experiencing steady, slow growth with attendance ranging from 30 to 45 each Sunday. The parish embarked on a substantial restoration (particularly, the sacristy) and repainting of the church. The three signature crosses that adorn the roof of the church were also replaced. New ministries include a new 24/7 food pantry for those in immediate need and a food delivery service for those afraid or unable to go to local food banks. 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'. The congregations worship together about 6-8 times a year. One shared ministry includes a Shared Sack Lunch. The parish also hosts a Free Community Meal once a month. https://www.stmichaelb.com/Ā

Shepherd by the Sea, Gualala: This Episcopal/Lutheran mission continues to be supported by the Advising Ministers Episcopal Rev. Dr. 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. The Make A Difference fund supports Coastal Seniors and various community groups. In April, SBTS participated in the worldwide Holden Evening Prayer Service celebration. Two other ministries continue 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 and Assistant Priest Ken Erickson supporting two services on Sundays, a midweek service held at a local art gallery as well as a monthly Lectio Divina in partnership with a local arts non-proĀt. 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. The parish also offers Sunday school for preschool and school-age children, Wednesday Bible study, a book club, ECW group, and a Men's Group. https://www.stpauls-healdsburg.org/

St. Patrick's, Kenwood: The Rev. Mack Olson continues to serve as Priest in Charge with Paul Mallatt serving as Deacon. Bible study takes after Wednesday worship, Compline on Thursday afternoons, and there is also a Friday morning Zoom Men's Bible Study. St.

Patrick's outreach ministries include food bank distributions, hosting a winter nomadic shelter, and assembling "blessing bags" for those in need. https://stpatrickskenwood.org/

St. John's, Lakeport: St. John's, Lakeport is served by three long-term supply priests: The Rev. Dr. L.A. King on the first Sunday, the Rev. Wendy Watson on third Sunday, and the Rev. Ed Howell on fourth Sunday. Sr. Warden Leila Haddad leads Morning Prayer on the second Sunday. When a fifth Sunday happens (only four times per year), the parishioners choose other churches to visit. So far this year we have attended Holy Trinity in Ukiah and Galilee Lutheran in Kelseyville. The thrift store sustains the parish inĀancially and, along with the food pantry, provides community outreach. http://www.saintjohnslakeport.org/

St. John's, Petaluma: The Rev. Andy Lobban began his tenure as Rector on January 1 of this year and was formally installed by Bishop Megan Traquair on June 20. The parish has ministries that touch local Afghan families resettled in the region, the local food pantry, local elementary schools, and emergency shelter and supportive housing for seniors. The parish also offers a Taizé service, Sacred Circle Dances, weekly Centering Prayer, and a monthly Labyrinth walk. https://www.saintjohnsepiscopalpetaluma.org/

Incarnation, Santa Rosa: This past summer Incarnation completed a $4.2 million capital campaign which will allow energy-eficientĀrenovations of Farlander Hall (the parish's 1963 fellowship hall) and outdoor spaces throughout the campus. In November the parish will welcome Dr. Andrew Chislett as new director of music. Incarnation continues to offer Sunday Open Table Breakfast and to operate the Heavenly Treasures Gift and Thrift. The Rev. Stephen Shaver serves as rector, with the Rev. Bill Glenn as associate pastor. Phina Borgeson and Pamela Moore serve as deacons and Gail Cafferata, Jamie Knutsen, and Ellen Wondra (priests) serve as assisting clergy. https://www.incarnationsantarosa.org/

St. Stephen's, Sebastopol: The congregation continues to enjoy the fruits of the property revitalization efforts which were completed about a year ago. The Playground Café, Outdoor Sacred Space, Labyrinth, and Food Forest, among other ministry and beautification efforts have drawn in congregants and nearby neighbors alike. St. Stephen's ministries include a free hot meal program, Godly Play, Aging with Grace group, Sacred Song Circle, Centering Prayer, Friends of the Garden, and the Inter-Church Food Pantry. The Rev. Christy Laborda Harris continues to serve as rector and Kate Sefton as deacon.
https://www.ststephenssebastopol.org/

Trinity, Sonoma: Trinity is being served by an Interim ELCA Pastor during their time of transition. They continue in examining how God is calling them to serve in their community and to discern their future mission. This year they have sponsored a series of free movie

nights for the community. 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 and the other Sundays morning prayer led by lay leaders. New ministries include bag lunches for the unsheltered, a monthly potluck, and a new Sunday school program. Fundraisers are held at Christmas time; proceeds go to the Ukiah Senior Center. https://www.holytrinityukiah.com/

St. Francis in the Redwoods, Willits: The parish is led by the Rev. Betsy Bruneau and a strong lay ministry team. One of their Lay Ministers, Doreen Orme, is scheduled to be ordained a Deacon in January, God willing and the people consenting! 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, and they continue to work toward a shelter in town; a Navigation Center in the local Methodist Church is opening soon. A shower ministry is continuing with a mobile unit being brought from the Redwood Gospel Mission two afternoons a week. https://saintfrancisintheredwoods.org/

2026 Report | Semper Virens Deanery

The Very Rev. K. Lesley McCloghrie

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: This year saw many different activities within the parish. Work with the Clinton Initiative Overdose Response Network continued, including instruction on the use of nasal Narcan. in March Deacon Cindy participated in the organizing of the Cal Poly Social Justice Summit - Destigmatizing Addiction. Saturday May 23, was the funeral of The Rev. Dr. Susan Armstrong, former priest associate at both St. Alban's and Christ Church, Eureka, also Priest in Charge of Christ Church. In July, our young people from the Pathways Group and others, headed to join the Sierra Service Project in Crescent City, 'Adventures in Del Norte - the Sierra Service Project'. September saw the celebration of Deacon Cindy Woods' ministry at St. Alban's. With permission from Bishop Megan, Cindy is entering a period of discernment.

Christ Church, Eureka: is also working with the Clinton Initiative Overdose Response Network, and on May 3, held 'Recovery Sunday', Katie Jo Slaughter from the Humboldt County Department of Health and Human Services was our Forum speaker. In March, the Rev. Dr. Daniel London, Rector, traveled to Italy, visiting Assisi on the 800th Anniversary of the death of St. Francis. He also preached at St. James Episcopal Church in Florence. May saw the beginning of the installation of solar panels with accompanying battery backups, this also involved replacing the roof on the education building. The project is now complete. Ceiling fans were installed in the nave to help with ventilation. Over the summer work also began on the construction of an outdoor labyrinth. The labyrinth is now ready for use and will be blessed by The Rt. Rev. Magn Traquair on Saturday, October 3. During the year there have been many memorable concerts at Christ Church, including from Concert Organist, Damin Spritzer, 'American Folk Hymnody', from Grey Brothers, Paul Gossard, and Nan Voss-Herlihy, and a performance of the Opera, 'Echoes of Eureka', composed by Eric Tuan. This tells the story of the 1885 expulsion of the Chinese residents of Eureka. The opera was performed by the Vox Aurea Choir (Golden Voice) from Jyväskylä, Finland. Choir members and chaperones were hosted by parishioners, and given tours of Eureka, including the Sequoia Zoo, where the choir sang from the Skywalk.

St. Francis, Fortuna: using questions for the congregation drawn from our study of 'The Agile Church' by Dwight J. Zscheile. We rewrote our Mission and Vision Statements. Deacon Cindy Woods facilitated a working session to help us craft a new mission statement: *Rooted in Christ, Welcoming with Love, Fed to Feed Others.* Further work was done by Mission Committee to develop a Vision statement on these three points. In January, we adopted Bishop Megan's suggestion to study the Bible using 'The Path' published by Forward

Movement. New members and commitments have bloomed as we have journeyed through the Old Testament. One new member was baptized and confirmed when the Bishop Megan visited in October; another was confirmed and now serves on Mission Committee. In Spring of 2027 we are planning an Education for Ministry (EfM) online group. Our outreach to immigrant neighbors continues with weekly ESL classes, taught by English Express and Towards Citizenship class. Significant deferred maintenance projects at the Vicarage were completed: painting, installation of tankless hot water heater and energy eficientĀfurnace. In February, we bid farewell to Deacon Nan Slavin as she moved to Indiana to be with family.

St. Paul's, Crescent City: has continued their support of those suffering from addictions by providing a space for various AA, NA, OA, and Al-Anon meetings. Meetings are held seven days a week. Our bicycle ministry, serving cyclists from all over the world, continues. We provide a place to sleep indoors, to take a warm shower and to use our kitchen for making hot meals. Our parish supported the LGBTQ + plus community in Crescent City, providing the majority of funds for the Pride Day event held in June. We hosted all the community, for our third annual Trans Day of Remembrance, mourning together and paying tribute to those trans brothers and sisters, who have lost their life in the past year due to violence. We hosted the Methodist Church Safe Space group when their facilities have not been available. One of our major ministries is feeding the homeless community. We have continued to prepare 35 lunches twice a month for the unhoused. These lunches are served on Tuesdays, at the same location where shower facilities are available. In addition, we provide other goods and services that are needed by this same group through our collaborations with Mission Possible.

2026 Report | Wingield Dean ery

The Very Rev. Dr. Pamela Dolan

It has been a busy year in Wingfield! I couldn't fit in all the wonderful things that were shared with me, so these are highlights grouped around some prominent themes. I'm honored to serve as the dean of Wingfield and hope to have more regular clericus meetings and more all-deanery in-person meetings in the coming year.

Engaging the wider community

St. Paul's, Benicia: Community meals, Dia de los Muertos, "pop up" social events that are also fundraisers, e.g., bingo night, World Cup watch party, outdoor movie night
St. Martin's, Davis: Community meals and food pantry, hosts the local Trans Day of Remembrance service, offers hospitality and parking for students moving into dorms
Grace, Fairfield: Participated with the Fairfield Clergy Action Network to provide Thanksgiving meals to low income and homeless persons *
St. Mary's, Napa: Partnership with our local elementary school, including a school supply drive, raising money for field trips, and a class presentation; work with our local shelter to provide support such as filling backpacks and a free pop-up coat shop
Grace, St. Helena: The Common Table connects Grace with the wider St. Helena community through thirteen free meals a year that gather 120 to 180 people at each meal, and at least 40% of the use of the building goes to community groups
Epiphany, Vacaville: Weekly community meal program to feed and care for our neighbors. Local events like the Halloween Stroll and Merriment on Main (served more than 350 cups of hot chocolate!)
Ascension, Vallejo: Initiated a process to enter into partnership with three organizations that serve the community; secured grants to provide for renovation of our classroom and meeting spaces in preparation for occupancy by our community partners

Collaborating with another faith community

St. Paul's, Benicia: Annual Interfaith service with the local Jewish congregation
***Grace, Fairfield:** Collaboration with Epiphany in Vacaville and other churches to provide lunches to the needy
St. Martin's, Davis: Entered into curacy program with St. Lukes, Galt; co-hosting a class on AI with participants from other Davis congregations and the Belfry; co-hosting an online Confirmation class with other churches in the deanery, plus St. Luke's, Galt
***St. Mary's, Napa:** Partner with the Methodist church, sharing a children's ministry staff person, doing fellowship events, outreach events, special worship, monthly Taizé services, and a robust refugee support ministry together.
Epiphany, Vacaville: Joined with Unity Church of Vacaville for an ecumenical Thanksgiving service
Ascension, Vallejo: Partnered with **St Paul's in Benicia** to conduct joint Holy Week services (Maundy Thursday and the Easter Vigil); joined other Solano County churches in a shared booth at the Solano Pride festival in Suisun City

Churchwide programs and events

St. Paul's, Benicia: Rector Annie Mertz elected as a deputy to General Convention
St. Martin's, Davis: Rector Pamela Dolan elected as deputy to General Convention; parishioner Carole Hom helped with revisions to the Sacred Ground curriculum; collaborated with Trinity Cathedral on offering Sacred Journeys course

St. Mary's, Napa: Lay deputy and lay alternate elected for General Convention 2027; raised over 9K for a school in the diocese of Jerusalem, in a fundraiser organized by a youth member of the parish; Rector Robin Denney serves on the Standing Commission for World Mission and the Mexico Bilateral Committee for TEC
Epiphany, Vacaville: Chartered a Brotherhood of St. Andrew chapter, which now meets monthly; Daughters of the King chapter is sending a member to its national convention; parish leaders studied "Invite. Welcome. Connect." this summer.

Social justice and creation care
St. Paul's, Benicia: Sent parishioner Anne Seed to the national LGBTQ+ conference
St. Martin's, Davis: Rector Pamela Dolan serves on the Green Caucus, participant in the Creators for Creation pilot program; underwent a comprehensive energy audit; restarted a parish Green Team; held its 7th Sacred Ground circle & hosted a racial reconciliation training for the Diocese
Grace, Fairfield: made great strides towards our Carbon neutral goals by installing mini-splits for heating and A/C, plus solar panels on the roof!
Grace, St. Helena: Kept the Season of Creation with a liturgy drawn from the Episcopal Church's new celebration guide; established a Good News Garden with native plants; Grace Outreach supports partners near and far, including a ten-year relationship with Cristosal, whose executive director, Noah Bullock, visited Grace in person this year
Epiphany, Vacaville: The vestry named two top priorities: expanding our feeding ministry and putting a new roof with solar panels on the church
Ascension, Vallejo: Incorporated the Season of Creation materials in our worship from Sept 1 to Oct 4

Something meaningful we celebrated
St. Paul's, Benicia: New projects include the restoration of our sanctuary space: refinished floors, new carpet, refinished pews, new cushions (those are a favorite!), and updated lighting, with a surprise bishop's signature thrown in for fun!
St. Martin's, Davis: Welcomed Curate Maggie Rutherford and celebrated her ordination to the transitional diaconate; expanded our Sunday offerings by adding a Taizé service monthly and a Pizza Church service, also monthly. Lots of baptisms and confirmations.
Grace, St. Helena: Celebrated 150th anniversary on November 1, 2025; entered a season of worship discernment, using Indaba conversations to listen across the congregation; combined summer services brought real renewal
Epiphany, Vacaville: In early 2026, the Vestry voted and Bishop Megan approved The Rev. John Heidel as Rector after two years as Priest-in-Charge; our "Wings Like Eagles" vestry retreat set priorities, including feeding program, music, youth & family ministries
Ascension, Vallejo: Welcomed Bishop Megan for a visitation, and to confirm, receive, and reaffirm 13 people in the Episcopal Church; renewed commitment to the Vestry of the Whole model of governance; celebrated the Feast of the Ascension with a community dinner and Celebration of New Ministry as the congregation selected to call Rev Steve as Priest in Charge; major renovation project and fundraising strategy
St. Luke's, Woodland: Started a Dinner Church which is being featured during Diocesan Convention (keep an eye out for the video!)

Fresh Start

The Rev. Stephen Hassett, The Rev. Sally Hubbell, The Rev. Cn. Julie Wakelee

In the liturgy of ordination for a priest, the Examination includes the question "Will you be diligent in the reading and study of the Holy Scriptures, and in seeking the knowledge of such things as may make you a stronger and more able minister of Christ?" The ordinand responds "I will."

Fresh Start is the name given to a two-year program of support for new clergy, both deacons and priests, as well as clergy in a new call, no matter how long they have been ordained. The ministry is overseen by Canon Julie Wakelee, Rev Sally Hubbell, and Rev Stephen Hassett.

Several times a year, clergy participating in Fresh Start gather for fellowship, prayer, and to fulfill the promise to "seek the knowledge of such things as may make you a stronger and more able minister of Christ." In 2026, Fresh Start offered four gatherings for participants: one by Zoom, and three in-person, including an overnight at The Bishop's Ranch in Healdsburg (attached to the beginning of diocesan clergy conference), and a two-night retreat at St Columba's in Inverness (coming up in early November).

The overnight retreats allow leaders and participants to offer a richer and more expanded program of support for clergy in their ministry, and more time for clergy to get to know one another as colleagues: over meals, during free time, or in shared activity. The leadership of Fresh Start seeks to offer material for reflection, study, and learning for the sake of strengthening clergy leadership in their vocation and ministry. This might take the form of more practical matters like administration and governance, or it might be an invitation to deeper prayer and contemplation on the teachings of Jesus.

Pray for the leaders and participants of Fresh Start as they work together to support the practical and spiritual health and well-being of our clergy leadership. The 2026 cohort included the following people:

Newly called The Rev. Bret Hays (rector, Trinity Folsom); The Rev. Krista Heuett (rector, St. Luke's, Woodland); The Rev. Dr. Alvaro Pinzon (priest-in-charge, St. Timothy's, Gridley)

Newly ordained The Rev. Diana Deen (deacon, Grace, St. Helena); The Rev. Bill Glenn (assisting priest, Incarnation, Santa Rosa); The Rev. Karen Hoida (deacon, Emmanuel, Grass Valley); The Rev. Rosemary McLoughlin (curate, St. Augustine, Rocklin); The Rev. Maggie Rutherford (curate, St. Martin's, Davis and St. Luke's, Galt); The Rev. AnnaMarie Hoos (assistant priest, Trinity Cathedral and priest-in-charge, St. Paul's, Sacramento).

Latino Ministry

The Rev. Cn. Julie Wakelee

The wonderful, big news in this ministry for 2026 is the arrival of The Rev. Dr. Alvaro Pinzon as Priest-in-Charge at St. Timothy's, Gridley. Beginning work in March, Rev. Pinzon and the St. Tim's community have already launched a children's soccer program that includes wellness and faith formation, and by the time you read this at Conventions, they will have begun regular weekly services in Spanish — the next step in this faithful congregation's dream of becoming truly bilingual and bicultural.

Funding for Rev. Pinzon's appointment is shared evenly (for three years) between the congregation and generous support from the Board of Trustees (via funds from the Missional Fund, formed by the Board to use monies generated through the sale of diocesan property no longer in use).

This fall, members from St. John's, Chico, and St. Timothy's, Gridley will travel to Camp Allen in Texas to attend *Nuevo Amanecer*, the biennial national conference for Latino Ministry.

Work has continued across the diocese with the Migrant Support Network, providing resources and connections for churches and migrants in need. The team, with representatives from almost every deanery, continues to meet regularly, hearing updates on legislation, regional needs, and opportunities for service.

We were honored to be invited guests to a national zoom call on April 21, highlighting our network's structure and accomplishments. Our presentation team included Bishop Megan, Canon Julie, Deacon Cindy Woods (Semper Virens rep), Shireen Miles (Capital rep), and Bob Wohlson (Russian River rep).

Please visit this ministry's page on the diocesan website for more information: https://www.norcalepiscopal.org/site/migrant_support-network/

If you'd like to get involved, please email Canon Julie: julie@norcalepiscopal.org.

2026 Convention Report | Safe Church

Michelle Karimi, Diocesan Safe Church Coordinator

Safe Church Training Update

Participants from the Episcopal Diocese of Northern California completed 300 required Safe Church trainings in 2026 to date:

- LiveScan Fingerprinting: 190
- CANRA Mandated Reporter Training: 167
- Sexual Harassment Training:
  - Supervisors – 31
  - Employees – 102

The existing policies for Children and for the Prevention of Exploitation and Harassment were established by The Episcopal church in 2010. In reviewing these policies, the Employee Practices & Benefits Committee (EP&B) found the existing diocesan policies did not adequately address vulnerable adults (*defined as mentally vulnerable individuals and anyone over 65*), resulting in a critical gap. The committee discussed and recommended to the Board of Trustees, who agreed to adopt the current national Episcopal Church's Safe Church proposed policies directly and simply apply the diocese's own labels/branding to them. This change will bring our diocese into compliance with the national church, addressing policies for both Children as well as Vulnerable Adults. This update will also ensure our policies are aligned with the requirements of the State of California. All paid church staff, as well as volunteers, will need to comply with the required trainings. To do otherwise puts congregations and the diocese at risk.

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/

Clergy Transitions

The Rev. Cn. Julie Wakelee

It is my privilege to serve as the diocesan officer for transitions, and I continue to enjoy my work with both churches and clergy as they go through the process of discernment. In 2026 we added a diocesan curacy program (see separate report), hired our first intentionally bilingual/bicultural priest (for St. Timothy's, Gridley), and began conversations with several churches who will be looking at searches in 2027.

Part of this work includes meeting, in person and online, with my colleagues across Province VIII and The Episcopal Church. New for me this year is a recurring Zoom call for all transition officers across the denomination. A highlight was meeting for the winter Province VIII gathering in Fairbanks, Alaska (cold, but beautiful!). We learned not only about how transition work is different when some churches can only be reached by small airplanes and heard from a tribal leader about her experience in the infamous Indian boarding schools. Her story was full of pain, but also great faith. I was reminded, again, how much is entrusted to us when we agree to be leaders of faith communities (lay or ordained).

New calls in 2026

The Rev. Andy Lobban, Rector at Petaluma

The Rev. Dr. Steve Hassett, from interim to Priest-in-Charge, Ascension, Vallejo (¾ time) and Missioner for Church Vitality, OOB (¼ time)

The Rev. Dr. Alvaro Pinzon, Priest-in-Charge, St. Timothy's, Gridley

The Rev. AnnaMarie Hoos as Assisting Priest, Trinity Cathedral and Priest-in-Charge, St. Paul's, Sacramento (Diocesan Curacy Program)

The Rev. Maggie Rutherford, Curate at St. Martin's, Davis and Cleric-in-Charge, St. Luke's, Galt (Diocesan Curacy Program) (She anticipates be ordained to the priesthood in January)

The Rev. Rosemary McLaughlin, Curate, St. Augustine's, Rocklin (Two-year position through Church Divinity School of the Pacific)

Continuing interim work:

The Rev. Cindy Beck at Trinity, Sonoma