2026 DIOCESAN CONVENTION

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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
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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