

**The Episcopal Diocese of El Camino Real
Board of Directors**

Minutes of the Regular Meeting

Saturday, January 21, 2023 – St. Paul's/San Pablo, Salinas

P A Voting Members

- The Rt. Rev. Lucinda Ashby, *President*
 The Rev. Kristine Johnson, *Vice President*

2023

- Mr. Win Fernald
 The Rev. Maly Hughes
 The Rev. Kristine Johnson, *see above*
 The Rev. Dcn. Robin M. Poppoff

2024

- The Rev. Laurel Coote
 The Rev. Tina Heidmann
 The Rev. Julie Nelson
 Mr. Steven Sosnowski

2025

- The Rev. Dcn. Susan Arnold
 Mr. Joe Head
 Mr. Joe McJimsey
 Ms. Jane Wu

P A Non-Voting Members

- Mr. Jeff Diehl, *Secretary*
 Ms. Joanna Shreve, *Treasurer*
 Mr. Steve Kottmeier, Esq., *Chancellor*
 Mr. Art Pasquinelli, *Finance Committee Chair*

Visitors

- The Rev. Canon Martha Korienek, *CTO*
 Ms. Maria Navarette, *Administrator for HR*

AG-1 Call to Order and Develop Norms

The Bishop called the Regular Meeting to order at 2:23 p.m.

The Board reviewed the 2022 Norms and discussed various topics related to the Norms. After reviewing the 2022 Norms, the Board adopted the Norms for 2023 (see Attachment A).

AG-2 Review Structure of Meetings

The meetings will begin with Prayer and Lectio Divina. The Bishop has added an agenda item called Good News. This is an informational item that focuses on new initiatives within the diocese but does not necessarily require an immediate decision by the Board. The other components of a Regular Meeting include reports from the Bishop and Canon, Old Business, New Business, and reports from committees of the Board as well as other agenda items as needed. The Bishop reviewed the special requirements of Executive Session. In addition, for 2023, the Bishop is asking the Board to read *How to Lead When You Don't Know Where You're Going* by Susan Beaumont. At each Regular Meeting, one Board member will lead a discussion on that month's chapter.

AG-3 Refresher on Lectio Divina

The 2023 Lectio Divina has been published on the diocesan website. At each Regular Meeting of the Board, one Board member will be the volunteer leader.

AG-4 Call for Agenda Additions

The Board discussed situations in which an item may be added to the agenda and underscored the need to have time for consideration and reflection.

Resolution RM2023012101	Moved: Head	Seconded: Hughes
Resolved, That the Board of Directors adopt the Minutes of the December 15, 2022, regular meeting.		
Yes: 11	No: 0	Abstain: 0

AG-5 Meeting Summary and Items for Next Meeting

- 5.1 Three items for RealEpiscopal eNewsletter
 - 5.1.1 The Board, along with members of the Standing Committee and Commission on Ministry, gathered in person at St. Paul's/San Pablo, Salinas, for a leadership retreat. The retreat focused on canonical governance structures, roles, and responsibilities.
 - 5.1.2 The Board held its Annual Meeting, adopted Norms, and elected officers. The Rev. Kristine Johnson will serve as Vice President and Jeff Diehl will serve as Secretary.
 - 5.1.3 In preparation for an awesome year, the Board reviewed the way we conduct our meetings and reviewed our operating structures for the benefit of the new Board members.
- 5.2 Items for next meeting; date and time to be determined.
 - 5.2.1 Lectio Leader – Jane Wu
 - 5.2.2 Action Items

AM-6 Adjournment of the Regular Meeting

The Regular Meeting was adjourned at 3:11 p.m.

Respectively Submitted,

Jeff Diehl
Secretary

Attachments:

A – 2023 Norms of the Board of Trustees

Attachment A

2023 Norms of the Board of Trustees

Norms for Board of Trustee Meetings, 2023

We Agree To:

- Start on time and end on time
- Use RESPECT guidelines for discussion
- Make room for grace, mercy and forgiveness
- Speak and wait until others have spoken before asking to speak again
- Keep comments and questions brief and to the point
- Listen in order to hear and learn, not to reply
- Recognize that silence has an important place in our discussions
- Maintain appropriate confidentiality
- Disagree respectfully, and respect the decision of the Board
- Use Highlights (3 points) as talking points outside of BOT meetings
- Refrain from gossip and parking lot conversations
- When asked, transmit accurate, factual information from the BOT
- Use Social media appropriately and professionally
- Pay attention to e-mails regarding Board business
- Submit materials and agenda items in a timely manner
- Prepare by reading materials and seeking information
- Read all communications—e-news, website, etc from our diocese
- Attend all meetings unless excused or due to illness or emergency
- Hold each other in prayer
- Pray for our diocese