JOURNAL OF
THE
THIRTY-EIGHTH ANNUAL MEETING OF CONVENTION
OF THE
EPISCOPAL DIOCESE OF EL CAMINO REAL

SHERWOOD HALL
SALINAS, CA
OCTOBER 26 & 27, 2018
SECTION A

BISHOP’S ADDRESS TO

OCTOBER 2018

CONVENTION
Relational Courage

The 38th Convention of the Episcopal Diocese of El Camino Real

Come, elusive yet attending God,
Meet us in the unexpected places of our day,
And stir and disturb us for something daring, something crucial,
Something more than interesting, or entertaining, or thoughtful.
Let something real, something essential, speak and change us within —
Burn, tremble, heal, explode us into tears, or laughter,
Or love that throbs, or screams, or keeps an awe-filled, cleansing silence.
Make us bold -- to hold those in power accountable,
To model generosity to the wealthy,
Humility to the arrogant,
Mercy to the self-righteous,
Compassion to the indifferent.
And make us glad in our tilt towards justice and joy, in our families, our work, our churches, our communities, our nation,
And with this precious earth and human family you love so much
That you press us closer and closer to your kingdom
With love and hope.

Terry Gleeson, paraphrase from Ted Loder, Guerrillas of Grace

This is my 12th diocesan convention in El Camino Real. We have enjoyed a wonderful journey together, and as always, I am honored to be your bishop. You are Beautiful.

Each year at convention, we have launched a theme: Wonder, Churches Without Walls, Thou Mayest, Walking the Way, Cubits: Found in Translation, Living the Questions, Be the Church, Values, Learning Together, and Identity. You may not remember which year we engaged each of these themes, or what the content was (I have had to be reminded myself), but they have created a path of learning
through discovery, urging our practice of the Christian life. It has been a way to focus our attention, our energy, our prayer, our action. Each year we have grown in knowledge, courage and experience in becoming “the church that does not yet exist.”

This year we launch the theme of Relational Courage. Having spent a year pondering Identity, perhaps becoming more articulate about who we are, and at least recognizing the importance of knowing who we are, it is time to step out a little more boldly with our beautiful Episcopal self.

I did not develop this title on my own; I asked permission to borrow it from Jennifer Baskerville-Burroughs, Bishop of Indianapolis. Jennifer preached a sermon at the House of Bishops’ meeting last spring, with relational courage as her theme. She shared her personal story of coming to Christianity through The Episcopal Church. Jennifer grew up in an inner-city, dangerous neighborhood, from a non-religious background. She notes in her sermon that she would love to say she came to The Episcopal Church through her neighborhood church and that people had reached out to her, but she did not. No one from that congregation reached out to her, even though she walked by it every day. Bishop Jennifer came to The Episcopal Church through an 8th grade teacher, Mrs. Horowitz, an Orthodox Jew, who had her class read out loud the book, “Life With Father”, by Clarence Day.

Over the years Jennifer did not forget what I imagine to be rather foreign images she encountered in that story: white, New York City Episcopalians bearing the social elitism, theological elocations and worldview part and parcel of such a location in life. In high school Bishop Jennifer followed her friends to all sorts of churches, and one day remembered the story of “Life With Father”. She found her way to St. John’s Lafayette Square in Washington DC. There she had a conversion experience. Subsequently in college she discovered The Episcopal Church as her place of belonging and was baptized shortly after graduation.

Bishop Jennifer: the first African-American woman to become a diocesan bishop in our church, the first woman bishop to follow a woman bishop. She is bright, talented and wise. We would be less as a church without her. What a loss if she had not found The Episcopal Church, both for the body and for her. What a
beautiful story that we the body of the church and Jennifer found one another and became one.

In what ways are we impoverished by the absence of others? In what ways are they impoverished by not belonging in the body of Christ?

I invite you into conversation with the person next to you. Share your story of how you came to The Episcopal Church, the ways it has made you rich and the ways in which you have enriched the church? Take about five minutes.

The earliest definition of the word “courage” is to speak one’s mind by telling all one’s heart. From the Old French, it includes the notion of sharing one’s innermost feelings.

I have continued to say in recent months as we have welcomed Kelsey Davis, our Curator for Emerging Communities, and launched our Leadership Innovation Fund, that “we are the asset we most need to develop.” Not the institution, but we the body of Christ, followers of Jesus, Christian-Episcopalians in El Camino Real. We can offer programs, make our worship as slick and performative as can be, offer the best and brightest sermons, the most moving of liturgies, and the greatest hospitality practices ever. But ours is an incarnational faith. If WE are not present, then the essence of Christianity is not present.

The Church is first and foremost the Body of Christ but is also a religious institution. It has the capacity to provide structure, flow of information, works of justice and gathering spaces. It can download from the churchwide level and upload from the local level. No matter the location, WE are the church and relationship with Christ is our essence.

Perhaps though, when we are not sure what to do, and in these days of so much change and decline, we might hope, or assume, that the institution will carry us into the future. It will not. It can share in the movement, but we the Body must bear the burden of vulnerability required to share the grace and love of God in the world. And we do not have to invent anything or make stuff up. The answers are in our stories, in the ‘telling of our heart.’

Courage: to speak one’s mind by telling all one’s heart. This is what it will take.
So, here is a question: “What do you really want?” I don’t mean a trip to Hawaii, or a car, or even “world peace.” But what is a deep desire of YOUR heart today? I was in a small group recently and we were invited to share with one another our responses to that question. One of my conversation partners said, “I really want my son to find his purpose in life.” I said, “I want to discover what the second half of my life is going to be.” What do you really want?

I invite you to share with the person on the OTHER side of you (i.e., the one you did not share with last time), a response to this question. “What do you really want?” You have 3 minutes.

That took relational courage, didn’t it? It was vulnerable, wasn’t it? Transforming perhaps, and sort of dangerous, to have those few minutes of focused listening with your neighbor to share something truly meaningful. Did you not share sacred space as you ‘told your heart’?

It was a different way of using your power. It was a non-institutional use of power. There was no program, nothing scripted, no Book of Common Prayer. Nothing dropped from above; rather, something came across, one to another.

It was an act of partnership. I have come to believe that partnerships are the highest form of love. When scripture tells us to “love our neighbor,” I think it is inviting us to be one with another; having an intimacy that might, in fact, feel Eucharistic. To engage as partners in conversation about deep things and to act together on relevant matters is to listen, argue about, confer, and live with intentional, disciplined, relational and sacred love. This is to incarnate the grace of the great commandment.

So today, how do we do we scale the power of relationships, of partnerships?

Here is a TED Talk video by Jeremy Heimans titled, “What New Power Looks Like.” Let’s watch it together and see if there is some food for thought here, as we consider how to use our power to be in partnership with our neighbors in ways that are more effective, efficient and relevant.

Video:

Heimans and his partner Henry Timms wrote the book, “New Power.” As we just heard, it is their framework for how they make sense of today’s world. And, I know they may feel they have discovered something. I would suggest to you, however, that every Biblical story where the Spirit breaks through with a new thing, is a story about power moving in unexpected, un-institutional ways. Nevertheless, these are good and helpful ways of thinking about how power can move in today’s world.

“New power is the deployment of mass participation and peer coordination to create change and shift outcomes.”

“Old Power is held like a currency, new power works like a current.”

“Old power is held by a few. New power is made by many.”

“Old power is all about download and new power about uploads.”

We live in a world where it is unwise to pursue one or the other -- old OR new. We must find our way using both. This will continue to require our learning together. As a church our ecclesiology, our theology is very open to this sort of relational way of growing. We are blessed with a broad tradition.

Currency and current.

Power held by a few and power held by many.

Download and upload.

As we heard last night, the camp program at Episcopal Church of the Almaden figured out it could reach about 300 kids a year in their neighborhood with the good news of the gospel. They let go of the singular paradigm of Sunday School on Sunday morning as the only relevant way to be present to kids and embraced a model that was supportive to families, including their gifts, talent, and presence. This is an example of how power can work for greater effectiveness, efficiency and relevance.

In the profile of the diocese for the last election in 2007 when I became bishop, the line that drew me into the search process was, “we seek a bishop who is..."
willing to learn to be a bishop while we learn to be a diocese.” I heard that as an
invitation to partnership, and an invitation to explore how power could move
between us in ways that would be different than the movement of power with
previous bishops. Indeed, that is what we have had: a partnership of vulnerability
and transformation that has even felt, sometimes, dangerous. A relationship
where we learned together how to be a diocese.

In this partnership we have discovered reconciliation of the brokenness of years
past, we have discerned our relevance as a diocese both locally and globally, and
we know the experience of resurrection. We have learned the rhythm of dying
and rising and followed it into new life. We have loved and argued, laughed and
cried. It has most definitely required relational courage; “to speak one’s mind by
telling all one’s heart.”

The institution alone could not have done what we and God have done together.
The institution gives us theology, ecclesiology, the framework of holy orders, and
a multitude of resources. But it has taken all of us and our courage to explore and
practice new ways of exercising power: power held by many, discovering new
connections of energy, and ‘uploading’ more gifts and talents from more
relationships, locations and sources. We have, in fact, practiced a “stewardship of
episcopate”, oversight, that has been highly communal.

Relational courage will be required again as the diocese and its new bishop come
into relationship, into partnership, together. Here is an image we are playing with
to convey the “stewardship of the episcopate” that we exercise in our diocese.
The ecclesial office of Bishop may be embodied in one person, but the one person
is part of a community that shares in the oversight of a diocese. Taking to heart
that we all matter in this work of sharing good news is the way we will become
the church that does not yet exist.

This phrase, “becoming the church that does not yet exist” has emerged over the
last few months as we discern our commitment (and financial giving!) to the
Leadership Innovation Fund, as we have welcomed Kelsey Davis, our Curator for
Emerging Communities, and as we have welcomed Filemon Diaz, our new church
planter in King City, Soledad and Greenfield. To live into something that is ‘not
yet’ requires our hearts to be open; both giving and receiving.
Note in these photos that Filemon is meeting with people for Bible Study outdoors, where they gather. He is speaking Spanish. He is listening – seeing – their heart, and they are listening and seeing his. They are meeting one another right where they are, physically and spiritually. This is church. And we, the body of Christ in El Camino Real are with them as we support this budding community.

Let us together say ‘yes’ to the invitation to ‘tell our heart’ -- ‘to see with our heart’ -- as Kelsey noted in her sermon yesterday. Let us be in partnership with our neighbors as new currents of opportunity emerge.

I end by saying thank you for these years of dwelling, growing, working and partnering in Christ together. I look forward to our last year together in this shared ministry of episcopate. You are beautiful, and you are a blessing.

As we end this time, I invite you to one more conversation that I hope you will continue when you get back to your church context. From the book “Leading From the Emerging Future” by Otto Scharmer and Katrin Kaufer comes this table outlining ways of being in relationship, or partnership. On your tables is a paper with this same image.

On the screen (and on the other side of that same sheet) are three spectra of old power and new power. These levels of relationship, or partnership, are all found in institutional settings. On the sheet you have, there is a characterization of the emotional depth at which those partnerships function. All of the levels will be present in church, institutionally and relationally.

I invite you to have a conversation about where and how you see the levels in your ministry context. Inherent in this exploration is the question, ‘how is the power working here?’

Currency or current? Power held by a few or made my many? Download or upload?

So, for example, how do your vestry meetings work? 1.0 – 4.0? How about your engagement with the neighborhood, or a given ministry? At which level does worship reside in your congregation? Is the level appropriate to the task? How do old and new power relate or partner together? Is it fruitful? What stories come to mind? Take about 7 minutes.
Thirty-Eighth Annual Meeting of Convention  
Episcopal Diocese of El Camino Real  
Friday, October 25th & Saturday, October 26th 2018

The convention of the diocese gathered at Sherwood Hall in Salinas, California at 3:00 p.m., Friday, October 25th, 2018 for resolution and budget hearings. The opening Evensong led by the Rt. Rev. Mary Gray Reeves began at 4:30 p.m. The preacher was Ms. Kelsey Davis. Music was provided by Mr. John Cribb, St. Benedict’s, Los Osos. Portions of the liturgy were spoken in Spanish, Tagalog and English in recognition of our diverse membership. The convention theme was *Relational Courage*.

Following the opening service hearings were held to discuss the 2019 budget and the resolutions to be presented on Saturday. A time of fellowship was followed by dinner at 6:30 p.m.

On Saturday, October 26th, following Morning Prayer and Necrology, the Rt. Rev. Mary Gray Reeves, Bishop of El Camino, called the Thirty-Eighth Meeting of Convention to order at 9:15 a.m. in Salinas, California.

The secretary welcomed the members of convention and gave announcements.

At 9:25 a.m. the bishop/president declared the convention organized for business.

The secretary reported a majority registered in all three classifications and therefore a quorum existed.

<table>
<thead>
<tr>
<th>Eligible Members</th>
<th>Present</th>
<th>Needed for Quorum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Of Convention</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lay Delegates</td>
<td>149</td>
<td>117</td>
</tr>
<tr>
<td>Clergy</td>
<td>87</td>
<td>67</td>
</tr>
<tr>
<td>Congregations</td>
<td>41</td>
<td>38</td>
</tr>
</tbody>
</table>

**MSC-1 The secretary moved the Order of Business**

**Friday, October 25, 2018**
- 3:00 p.m. Registration opens
- 3:00 p.m. Resolution & Budget Hearings
- 4:30 p.m. Opening Prayers
- 5:30 p.m. Social time
- 6:30 p.m. Dinner & Bishop’s Awards
- 8:00 p.m. Evening concludes

**Saturday, October 26, 2018**
- 7:00 a.m. Registration opens
- 8:30 a.m. Morning Prayer & Necrology
- 9:15 a.m. Adoption of Order of Business, etc.
  - First Ballot
- 12:00 p.m. Noonday Prayers
- 12:15 p.m. Lunch
- 12:30 p.m. Budget Amendments Due
- 1:00 p.m. Continuation of the Business of Convention
2:00 p.m. Budget Debate and Vote
3:30 p.m. Closing Prayer & Adjournment

The President announced the appointments for the 38th Annual Meeting:
Parliamentarians (Rules of Order 3.2 President appoints)
Mr. Steve Kottmeier, Esq., Chair
Ms. Nancy Cohen, Esq.
Dispatch of Business
Ms. Nancy Cohen, Esq., Chair
Mr. Steve Kottmeier, Esq.
The Rev. Maly Hughes

The Secretary announced Secretary appointments:
Assistant Secretary, Sound Coordinator
Mr. Patrick Waddell
Assistant Secretary, Projection System
The Rev. Stephenie Cooper, Mr. John Plocher, Ms. Mary Mackenzie
Assistant Secretary, Archivist of Constitution & Canons
Mr. Patrick Waddell

Rules of Order
Mr. Jeff Diehl (substituting for Ms. Abby O'Connell called for resolutions affecting the Rules of Order. There were none.

MSC-2 Introduction of Consent Agenda
Ms. Nancy Cohen, Esq, Chair of Dispatch of Business, introduced the Consent Agenda for approval.

Thirty-Eighth Annual Meeting of Convention
Episcopal Diocese of El Camino Real
Friday, October 25th & Saturday, October 26th, 2018

Consent Agenda

Resolved, That the following items will be considered together and one vote will be taken covering all such items as listed on the consent agenda: seat and voice issues and resolutions of courtesy.

Seat and Voice to clergy and directors working in El Camino Real not canonically resident:
Mr. Berkeley Johnson – St. Stephen’s Campus Ministry, San Luis Obispo
The Rev. Ann-Lining Smith – Assisting Priest, Calvary, Santa Cruz; Diocese of CA
The Rev. David Starr – Associate Priest, Holy Family, Diocese of LA

Seat to clergy not working in El Camino Real and not canonically resident:
The Rev. Debra Low-Skinner – Diocese of CA
Seat, Voice and Vote to clergy working in El Camino Real not canonically resident:
The Rev. Filemon Diaz – Associate Vicar, Latino Ministry Missioner, ELCA
The Rev. Rob Neville – Priest-in-Charge, St. Andrew’s, Ben Lomond, Diocese of CT
The Rev. Amber Sturgess – Priest-in-Charge, All Saints’, Carmel, Diocese of CA

Resolutions of the Constitution & Canons

Resolution 2

RESOLVED, that Canon 1 be amended as follows.

Canon 1. Membership of the Convention

a. 1.1. The membership of the Convention is defined in Article VI of the Constitution of the Diocese of El Camino Real.

4. 1.2. At least 30 but not more than 90 days before any Annual or Special Meeting of the Convention of this Diocese, the Ecclesiastical Authority shall cause to be prepared a list of all clerics meeting the requirements of Article VI.3.2 or Article VI.3.4, identifying their respective ministries, or who were reinstated per Article VI.3.5. The Secretary shall cause such list to be sent to all clerics canonically resident in the Diocese no less than 25 days prior to the next meeting of the Convention. Such list shall be presented for information to the Convention on the first day of the meeting and be appended to the Journal. Clerics named in such a list shall be entitled to seat, voice and vote in the Convention.

4. 1.3. If such list is challenged and the challenge is not resolved prior to the Convention, a motion shall be in order to amend such list in conformity with the Constitution after consideration of the findings and recommendations of the Committee on Credentials.

1. 1.4. Clergy asserting the right to seat, voice, and vote shall, at such times as the Ecclesiastical Authority may direct, furnish satisfactory evidence of meeting the requirements of Article VI.3.2 or Article VI.3.4, or who were reinstated per Article VI.3.5 of the Constitution. Those who fail to do so shall be removed from the list of those entitled to seat, voice and vote in the Convention.

1. 1.5. The Ecclesiastical Authority shall maintain a list of the clergy as required by Section 2 of this Canon together with their addresses and the identification of their respective ministries. Clergy shall notify the Ecclesiastical Authority of any change in address and/or ministry.

1. 1.6. Each congregation shall file with the Secretary of the Convention a certified list of lay delegates and alternates no later than February 20 of each year.

1.1. Alternates shall be listed in the order of votes received and shall be called upon to replace absent delegates in the order listed.
1.7. If a congregation has failed to meet its fair share obligation then due or the reduced amount set forth in a Restoration Plan or other plan (each to have been approved by the Board of Trustees or predecessor Council pursuant to Canon 14.3) sixty (60) days prior to any meeting of the Convention, that congregation's lay delegates will not be entitled to vote on any matter at that meeting of the Convention and/or any deanery meeting and will not have been entitled to voice at any meeting of the Convention and/or any deanery meeting regarding matters related to finance or the expenditure of diocesan funds until the fair share obligation is met. Should the Secretary receive notice pursuant to Canon 14.5 that a congregation failed to meet its fair share obligation sixty (60) days prior to any meeting of the Convention, the Secretary shall notify the congregation that its lay delegates will be subject to the restrictions in the first sentence of this Section. A congregation's fair share obligation shall be deemed to have been met if the congregation is in compliance with a Restoration Plan or other plan approved by the Board of Trustees or predecessor Council.

1.8. Each congregation shall file its Annual Parochial Report with the Ecclesiastical Authority not later than March 1 of a given year. The Secretary, not later than March 15, shall give written notice to any congregation that has failed to file such Report. If a congregation fails to file its Annual Parochial Report with the Ecclesiastical Authority by 5 PM on April 1 (or if April 1 falls on a Saturday, Sunday, or a State or Federal holiday, on the next business day thereafter), that congregation's lay delegates will not be entitled to vote on any matter at any meeting of the Convention and/or any deanery meeting and will not have been entitled to voice at any meeting of the Convention and/or any deanery meeting regarding matters related to finance or the expenditure of diocesan funds until the March 1 after all of that congregation's Annual Parochial Reports have been filed.

Explanation

This is requested by the Standing Committee to clarify previously ambiguous language concerning which lay delegates will be entitled to vote at any meeting of the Convention of the Diocese.

Resolution 4

RESOLVED, that Canon 20.5 be amended as follows:

Canon 20. Parish Organization

20.5. The Vestry may fill vacancies until the next annual meeting at which time the appointed members, in order to be eligible to remain on the vestry, must stand for re-election to the unexpired term. A member appointed to an unexpired term of less than one year shall be eligible for immediate election to the succeeding full term.

Explanation

This is requested by the Vice Chancellor to resolve questions on this issue.
Resolution 5

RESOLVED, that a new section be added to Canon 24 and that Canon 24 be amended to read as follows.


24.4. If a vacancy occurs in any office or in the membership of any decision-making body, commission, committee, task force, or other similar body, for which neither the Canons nor the Constitution specify a method of replacement, the Bishop with the concurrence of the Standing Committee, shall appoint a replacement to serve until the seating of the successor elected at the next Annual Meeting of the Convention, or until a successor otherwise is elected or appointed, as the case may be.

24.8 Unless provided otherwise in these Canons, whenever the Provincial bylaws do not provide for seating of all elected Deputies (per Article XI.1), the number and the order of deputies to be seated in the Provincial synod shall be determined by the Province VIII bylaws and according to the highest number of votes received.

Explanation

Canon 24.4 is amended to comply with the seating on January 1 of people elected at the fall convention, or deanery meetings or appointed. The addition of Canon 24.8 is requested by the Deputation to clarify the manner in which they comply with Provincial Bylaws.

Resolution 6

RESOLVED, that Rule 1.1 be amended as follows:

Section 1
Concerning Resolutions

b. 1.1 Any resolutions to be considered by any meeting of the Convention, other than those arising out of the business of the Convention or the Bishop's address or the reports of any canonical Diocesan body, must be filed by a member of the Diocese with the Secretary of the Convention at least sixty (60) days prior to the meeting of the Convention at which it is desired to have the resolution considered.

Explanation

This is requested by the Vice Chancellor to make clear what has always been assumed.
Resolution 7

RESOLVED, that the following Rules shall apply to the Special Electing Convention for the election of the fourth bishop of the Diocese of El Camino Real:

1. 1. There shall be no nominations from the floor of the Electing Convention.
2. 2. The following Rules of Order shall apply during the Special Electing Convention for the election of our fourth bishop:

ORDER OF CONVENTION

Section 1
Order of Business

The Convention shall open with Divine Worship. Following the Service, the Bishop shall take the chair and serve as President, after which the Order of Business shall be as follows:

5. 1.1 Report of the Committee on Credentials and acceptances of any credential dispute.
2. 1.2 A quorum being present, the President shall declare the Convention organized for business.

1.1

2. 1.3 The President shall appoint a Parliamentarian.
3. 1.4 Adoption of the Order of Business.

2. 1.5 Recognition of the Special Rules of Order for the Election of a Bishop as approved at the Annual Meeting of the Convention on October 27, 2018.

2. 1.6 Announcement of the procedure for signing the Testimonial of the Election once there has been an Election.

2. 1.7 Nominations for the Fourth Bishop of El Camino Real are then to be made by the Search Committee. Should the Standing Committee have received any petition Nominees, qualified under the standards established by the Standing Committee, the Standing Committee shall then place those names in Nomination. Nominations shall then be closed. There shall be no nominations from the floor.

1. 1.8 The Convention shall then proceed directly to the First Ballot.

1. 1.9 If no Nominee is elected on the first ballot, the Convention shall proceed to a second and, if necessary, succeeding ballots until the President declares that an election has occurred or until the Convention is recessed or adjourned as provided for elsewhere in these Rules.
Section 2

Concerning the Business of the Convention

1. 2.1 While the Convention is in session, every member shall remain seated unless rising to address the President or to cast a ballot. When a member desires to speak on any question or deliver any matter to the Convention, the member shall move to a microphone and address the President.

1. 2.2 Only Delegates and those assigned by the President to have a role in administering the Convention may have access to the Floor. An Alternate Delegate may not vote or have access to the floor of the Convention, unless and until certified by the Committee on Credentials as a substitute for a Delegate.

2.1 Report of the Committee on Constitution and Canons to

The 2018 Annual Meeting of the Convention of the Diocese of El Camino Real

1. 2.3 Provision shall be made for seating alternates, the media, and guests away from the floor.

1. 2.4 The Standing Committee may, in its discretion, arrange for electronic streaming or other broadcasting of the Convention.

1. 2.5 There shall be no speeches in support of any Nominee. No printed material regarding Nominees other than official ballots shall be allowed on the floor.

1. 2.6 A period of silence and listening for the Holy Spirit shall precede each vote. Voting shall be by written or, in the discretion of the Standing Committee, equivalent electronic ballots, in each case distinguishable by order. The order in which the Nominees’ names appear shall be alphabetical by last name. Ballots shall be collected, counted and reported for each order.

1. 2.7 Except as provided in these Rules, all Nominees shall remain on the ballot for each vote. A Nominee may withdraw at any time. A withdrawal must be submitted in writing to the President of the Standing Committee, either by hand delivery, by electronic mail (to an address to be provided to the Nominees) or by text (to a phone number to be provided to the Nominees). The President of the Standing Committee shall then inform the Convention of the withdrawal. Once a Nominee has withdrawn, his or her withdrawal may not be rescinded; provided, however, that in the event that a material error in voting occurs, the Standing Committee may in its discretion permit rescission of a withdrawal.

2.8 If during or immediately prior to the Convention new adverse information is discovered about a nominee, then upon the request of the President of the Standing Committee, the Convention will be in recess while the Standing Committee reviews the information. If the information appears to be material and from a credible source, the
President and Vice-President of the Standing Committee, together with the Chancellor and the candidate’s “shepherd” from the Transition Committee who will discuss the matter with the candidate, who then will have the option to request a further investigation or to withdraw the nominee’s nomination. If the nominee requests a further investigation which cannot be completed within a few hours, then the Standing Committee may in its discretion postpone the Convention for a maximum of twenty-eight (28) days for such investigation to be completed by the Standing Committee. If the accusation is an offense which might fall within Title IV provisions, then the Standing Committee shall comply with Canon 6 of Title IV.

2.9  Ballots marked for persons other than those nominated, or for those who have withdrawn, or for those eliminated pursuant to Rule 2.7 shall be deemed illegal but shall be considered in the number for establishing the majority.

2.10 If there is no election by 5:00 p.m. on the first day of this Convention, and if at the end of five hours after the convening of the resumed Electing Convention a Bishop has not been elected, the Standing Committee shall meet and vote either to proceed with further balloting or to declare that the election is at an end, the nominations vacated, the Special Electing Convention shall be adjourned, and the Search Committee dissolved. If the election is ended, a new search process shall then be instituted by the Standing Committee.

2.11 Should the Standing Committee vote to proceed with further balloting, the Standing Committee shall make a motion setting forth terms under which further balloting shall occur. Should this motion be passed, voting shall continue. Should this motion be defeated, the Special Electing Convention shall be adjourned, and the Search Committee dissolved. A new search process shall then be instituted by the Standing Committee.

2.12 When the tellers have counted the ballots cast, the Chief Teller shall report in writing to the Secretary the total number of votes cast in each order, the number necessary for a simple majority in each order, and the number of votes cast in each order for each Nominee. The Secretary shall verify the presence or absence of a majority in each order and shall pass all the information to the President.

2.13 The President shall announce the report of the tellers to the Convention. If any Nominee shall have received a majority of those present and voting in both the clerical and lay orders, the President shall declare the Nominee elected.

2.14 Election shall occur when there is a concurrent majority vote of each order, clergy and lay, voting separately by ballot, in accordance with Article XII, Section 1 of the Constitution of the Diocese of El Camino Real.
2.15 Upon Election, the President of the Convention shall arrange to have the Bishop-elect informed of the election and shall receive that person’s acceptance which shall then be communicated to the Convention.

2.16 Upon Election, the Convention shall remain in session until receipt of the acceptance of election and the canonical Testimonials are signed as required by Title III.11.3(a) of the Canons of the Episcopal Church. When the Chair of the Credentials Committee determines that the canonical Testimonials have been signed and delivered by a majority of those eligible to vote in each order, the Chair shall so inform the President, who then shall adjourn the Convention.

2.17 After an Election has occurred, the Secretary of the Convention shall sign the Certificate required by Title III.11.3(a) of the Canons of the Episcopal Church.

2.18 If at any time a Member of the Convention questions the presence of a quorum, the President shall immediately determine if a quorum, as defined in Article XII, Section 2 of the Constitution of the Diocese of El Camino Real, exists or not. If a quorum is not present, no further ballots shall be taken and the Convention may stand in recess until a quorum again is present. If a quorum is certified to be present, the presence of a quorum shall not again be questioned until the next ballot is completed.

2.19 Notwithstanding anything in these Rules to the contrary, it is the express intent of this Convention that any election of a Bishop is made in reliance upon a full, truthful and complete disclosure by each Nominee. In the event that subsequent to such election, but prior to consecration, the Standing Committee concludes that the Bishop-elect has failed in any material way to provide a full, truthful and complete disclosure, or the Standing Committee concludes that the Bishop-elect omitted to disclose a material fact, then the Standing Committee acting pursuant to Title III.11.1(a) may elect to request the Presiding Bishop not to forward the election materials called for by Title III.11.3 and not to forward election materials pursuant to Title III.11.3 and 4, or to recall such materials, and decide to call a new special election convention with remaining Nominees or to dissolve the Search Committee and initiate a new search process.

Section
Concerning resolutions

3.1 Only resolutions arising out of the business of the Convention shall be in order.
3.2 Any resolution not arising out of the business of the Convention may be considered by the Convention only upon the affirmative vote of two-thirds (2/3) of those present and voting in the Convention.

3.3 No motion to elect by acclamation shall be in order unless an Election has been declared in accordance with Rule 2.13.

Section 4

Concerning Parliamentary Procedure

4.1 No principal motion, amendment thereto, or substitute therefor shall be acted upon by the Convention until duly seconded and submitted in writing. No amendment or substitute shall be finally adopted until the same has been read to the Convention.

4.2 When a question is before the Convention, no motion, except as hereinafter provided, shall be received, but to lay on the table, to move the previous question, to limit debate, to postpone to a certain time, to commit, to amend, or to postpone indefinitely, which motions shall have precedence in the order named.

4.3 All amendments shall be considered in the order in which they are received. When a proposed amendment is under consideration, a motion to amend the same may be made; no further amendment to such a second amendment shall be in order.

4.4 A motion to lay on the table shall always be decided without debate.

4.5 A motion to adjourn shall not be in order except as specified in Rule 2.16, or if called for by Rule 2.10 or 2.11. A motion to recess may be considered as provided for by Rule 2.18 or at the conclusion of the specified time announced for the first day of the Convention. Any motion to recess shall be until a time certain.

4.6 The person who has made a motion or moved a resolution may withdraw the same, without the consent of the seconder, at any time before decision or amendment, in which case it shall not be entered upon the minutes.
4.7 If a question under debate contains several distinct propositions the same shall be divided, at the request of any member and a vote taken separately, on each division thereof.

4.8 The votes on motions shall be taken by ayes and noes. On any single question, each member of the Convention shall have one vote. No vote shall be taken by Orders unless prescribed by the Constitution and Canons of this Diocese.

4.9 Any member whose character or motives have been attacked or questioned in debate shall have the right to speak to a question of personal privilege.

4.10 A question that has been decided shall not be reconsidered during the same session except when significant new circumstances can be adduced to support reconsideration. No question shall be reconsidered more than once. In a motion to reconsider a resolution or motion previously adopted, the reconsideration of said action shall be preceded by the reading by the Secretary of the resolution as recorded in the minutes of the Convention.

4.11 All questions of order shall be determined in the first instance by the President, but any member may appeal from any decision of the President, and on such appeal no member shall speak more than once without the leave of the Convention.

4.12 During all debates the President shall call alternatively upon those wishing to speak for and against the question, so long as there are those both pro and con who wish to speak.

4.13 Unless otherwise specified by these Rules, debate on any subject at this Convention shall be limited to 15 minutes. In addition, debate by any one person shall be limited to two minutes and such person shall have the opportunity to respond only after others have had a chance to speak and if time remains within the 15 minute period, and such response shall be limited to one additional minute.

4.14 No applause or other demonstration of approval or disapproval shall be permitted during debate or discussion of issues at any meeting of the Convention.

4.15 The prescribed Order of Business shall not be departed from, nor shall any Rule of Order be suspended, unless by a vote of two-thirds of the members present.

4.16 The proponent of a motion may, after having spoken to the motion, respond to questions from the floor before the debate begins.

4.17 A motion to caucus will always be in order, even after debate upon a question has been terminated. The motion is not debatable. Should it be carried by a majority, the chair will set the time allotted for the caucus.
1. 4.18 In circumstances not covered by these rules, Robert’s Rules of Order Newly Revised shall apply.

**Explanation**

A process for critical elements of the episcopal election need to be decided by delegates and made known to the Diocese well before the Electing Convention. Article XII of the Diocesan Constitution provides some guidance, but not on the issues addressed in this resolution. Prior Electing Conventions have operated under Special Rules of Order adopted by those Conventions.

Because of the necessity to perform background checks on nominees for a bishop, time must be allowed for that process, eliminating the possibility of nominations from the floor. The time and expense of such checks also make it prudent to do them only on candidates who have reasonable evidence of support within the diocese.

Provision should be made for the possibility that the Convention cannot elect a bishop during the time allotted. This resolution provides for recess, to be resumed within one week, and further that if the second appointed time does not yield a bishop, the Standing Committee may agree to start a new process.

National Canons require that at least a constitutional majority of delegates must sign a testimonial regarding the election. This resolution makes known that requirement and delegates to the Standing Committee the process for gaining those signatures.

This resolution is requested by the Standing Committee.

**Resolutions**

**Resolution A: Minimum Compensation of Full Time Parochial Clergy**

*Resolved,* That the following be the minimum compensation of full time parochial clergy for (1) Rectors, Vicars, Priests in Charge and Interims; (2) Assistant Clergy; (3) Deacon Interns for fiscal year 2019.

1. Rectors or Vicars or Priests in Charge or Interims:
   - with no housing or utilities provided $78,100
   - with housing and utilities provided 58,175

2. Assistant Clergy after Intern Year:
   - with no housing or utilities provided $62,050
   - with housing and utilities provided 47,030
3. Transitional Deacons
   - with no housing or utilities provided $46,375
   - with housing and utilities provided 34,820

EXPLANATION

The Bureau of Labor Statistics CPI-W information reviewed for our 5 geographic counties in El Camino Real indicates that 3.8% (average) would be a fair and equitable COLA increase for both clergy and lay employees in 2019.

Canon 21. Compensation Standards

Section 2. The minimum salary which shall be paid to any member of the clergy employed full time by the Diocese or any Parish or Mission, together with minimum requirements for housing, utilities, automobile allowances, insurance, and all relevant increments, shall be fixed from time to time by the Convention. Separate classification of the clergy may be made for the purpose of fixing minimum standards.

Submitted by
Barbara Creed, Chair
ECR Personnel Commission

Resolution C: Amending Biographical Information for the Feast of Peter Williams Cassey and Annie Besant Cassey

Resolved, That the 38th Convention of the Diocese of El Camino Real submit the following resolution to the 80th General Convention of The Episcopal Church:

Resolved, the House of ___________ concurring, That the 80th General Convention of The Episcopal Church amend the biographical descriptions for the feast day of Peter Williams Cassey and Annie Besant Cassey in Lesser Feasts and Fasts, 2018, in the following manner:

[Text in Lesser Feasts and Fast 2018, pp. 234-236, corrections either strikeout or in italic bold]

APRIL 16: Peter Williams Cassey, Priest, Deacon, 1917 and Annie Besant Cassey 1875

Peter Williams Cassey was ordained as a deacon in 1866, the first person of color ordained in the Episcopal Church west of the Mississippi River. He was a fourth generation freed African American. His great grandfather bought his freedom and founded the first black church in New York, the African Methodist Episcopal Zion Church. His grandfather was the first African American Episcopal priest in New York and founder of St. Philip's, Manhattan. His parents, Joseph and Amy Cassey were prominent abolitionists in Philadelphia.

Peter received the best classical education available at the time, speaking and fluently reading Greek, Hebrew and Latin. He arrived in San Francisco in 1853 and worked as a barber, where
he formed an abolitionist group to help free slaves. He helped organize a community association to protect African Americans and other persons of color. In the late 1850’s he moved to San José, California where he formed an abolitionist group to help free slaves.

Peter married Annie Besant, who came from another prominent African American family. They were among the founding members of Trinity Parish, San Jose, California in 1862. At the same time, they rented the former Bascom School for Girls and established St. Philips Mission for Colored People and opened St. Philip’s Academy. The school was not only for African American, but also for Native Americans, Mexican and Chinese students because no children of color could attend public schools.

Bishop William Ingraham Kip, first Bishop of California, recognized St. Philip’s as a mission congregation out of Trinity Church and in 1866 ordained Peter as a deacon. In 1872, the bishop directed him to establish Christ Church for Colored People in San Francisco while Annie kept St. Philip’s going. Later this church would split into the African American Church of St. Cyprian and Christ Nippon Sei Ko Kai (Japanese American Episcopal Church). In 1881 Peter was called to St. Cyprian’s Episcopal Church in New Bern, North Carolina as the first African American rector in that state. In 1884 he was accepted a call to Florida where he served in succession three parishes until he died at the age of 86 on April 16th, 1917. He was never ordained a priest because of the racism of the clergy and Standing Committees of the three dioceses in which he served, even though the bishops favored his ordination.

Bishop Edwin Gardner Weed said at Peter’s funeral “that no other clergyman in the diocese came close to the theological maturity and scholarship that Peter Williams Cassey exhibited in his ministry and teachings. We should be proud of these great souls that helped lay the foundations of this diocese.”

EXPLANATION

The Dean and Vestry of Trinity Cathedral, San Jose submitted to the 30th and 34th Conventions of the Diocese of El Camino Real resolutions to be submitted to the 78th and 79th General Conventions of the Episcopal Church regarding the inclusion of the Rev. Peter Williams Cassey and Annie Besant Cassey in the liturgical calendar of the church. Both resolutions were passed by the diocesan conventions and both General Conventions received but were not acted upon because the two liturgical calendars, Lesser Feasts and Fasts and Holy Men and Holy Women (now Great Cloud of Witnesses) were in the process of revision. The revised Lesser Feasts and Fasts 2018 was approved for trial use at the 79th General Convention (2018) and included the Casseys feast day for April 16. However, the committee editing of the Diocese of El Camino Real’s resolution had significant errors. They include not listing Peter as a deacon and failing to include the fact that he was not ordained a priest because of the racism of the clergy and Standing Committees in the three dioceses that he served, even though the bishops of those dioceses were in favor of ordaining him a priest. This resolution urges the Standing Commission on Liturgy and Music and the 80th General Convention to amend these errors before Lesser Feasts and Fasts is fully authorized.
Note: the Dioceses of California, Los Angeles, Pennsylvania, Eastern Carolina and Florida joined El Camino Real in submitting similar resolutions to the 78th and 79th General Conventions. This is the second feast commemoration by our diocese to be recognized by the General Convention. The other is the Feast of the Martyrs of Sudan/South Sudan, May 16.

Submitted by
The Rev. Dr. Jerry Drino

_Resolutions of Courtesy_

Resolved, That this 38th Convention of the Diocese of El Camino Real:

• Expresses greetings and best wishes to Mrs. Jamel Shimpfky, the wife of our second Bishop, the late Rt. Rev. Richard Lester Shimpfky, and our former Assisting Bishop, the Rt. Rev. Silvestre Romero with prayers for them and their families in ministry and health.
• Expresses greetings and well wishes to our partner bishops and dioceses, the Rt. Rev. Sadock Makaya, Diocese of Western Tanganyika, and the Rt. Rev. Rachel Treweek, Diocese of Gloucester, and the members of the partnership team.
• Thanks Mr. Steve Kottmeier, Chancellor and Parliamentarian; Ms. Nancy Cohen, Vice Chancellor and Dispatch of Business; Mr. Patrick Waddell, the Rev. Stephenie Cooper, Mr. John Plocher and Ms. Mary Mackenzie, assistant secretaries and Mr. Logan Fitzpatrick who is serving as intern; Mr. Joe Chouinard and Ms. Denise Chouinard, registration coordinators; Ms. Ann Wright, Mr. Matt Cameron, Mr. Allan Hughes and Miss Olivia Ong for serving as tellers; the Rev. Tina Heidmann, display coordinator. Mr. John Cribb and members of the choir of St. Stephen’s, San Luis Obispo, Mr. Peter Sammel, the Rev. Michael Dresbach and the Rev. Wilma Jakobsen for their musical support; to the members of the three deaneries, San Luis Obispo, Monterey and Santa Clara, organized by Mr. Charles Greenleaf and Mr. Richard Smith, for hospitality and other assistance.
• Thanks the liturgical team, the Rev. Terry Gleeson, the Rev. Amber Sturgess and Mr. Timothy Gee for the planning of the convention worship.
• Thanks Ms. Kelsey Davis for her words and presence at this convention.
• Thanks those translating this convention.
• Thanks Ms. Mary Beth Powell, Ms. Tiffany Martin, Canon Brian Nordwick, Canon Jesus Reyes, Ms. Kelsey Davis, Mr. Elrond Lawrence and Ms. Lisa Bennett for their diligence and thoroughness in preparation of this convention and for their support of us all in ministry throughout the year.

◆ _First Report of the Committee on Nominations_

The Rev. Channing Smith presented the slate of nominations. The bishop asked for any nominations from the floor. There were no nominations from the floor at that time. But later in the day there were two nominations: The Rev. Austin Leininger for Board of Trustees and Ms. Mary Ann Gee for Commission on Ministry.

The slate of offices and nominees to be elected at the Thirty-Eighth Annual Meeting of Convention is as follows:
Secretary of Convention – *Elect One for One-Year Term*
   The Rev. Maly Hughes – St. Francis’, San Jose

Treasurer of the Diocese – *Elect One for a One-Year Term*
   Ms. Joanna Shreve – St. Timothy’s, Mountain View

Standing Committee, Clergy – *Elect One for a Four-Year Term*
   The Rev. Rob Fisher – St. Dunstan’s, Carmel Valley
   The Rev. Rob Keim – St. Barnabas, Arroyo Grande
   The Rev. George McDonnell – St. Mark’s, Santa Clara

Standing Committee, Lay – *Elect One for a Four-Year Term*
   Mr. Steve Pearson – Good Shepherd, Salinas

Board of Trustees, Clergy or Lay – *Elect Three for Three-Year Term/Elect Two for Two Year Term*
   The Rev. Roger Barney – St. Andrew’s, Saratoga
   Ms. Lisa Gonzalez – St. Benedict’s, Los Osos
   The Rev. Jani Wild – St. Andrew’s, Saratoga

Commission on Ministry, Clergy – *Elect One for a Four-Year Term/Elect One for Two Year Term*
   The Rev. Ruth Casipit-Pagulo – Holy Family, San Jose
   The Rev. Karen Cuffie – St. Stephen’s, San Jose
   The Rev. Tina Heidmann – St. George’s, Salinas
   The Rev. Barbara Miller – St. James’, Paso Robles

Commission on Ministry, Lay – *Elect Two for a Four-Year Term*
   No nominations

The First Ballot was taken.

The convention took a 20-minute break.

◆ *First Report of Committee on Constitution and Canons*
   The Rev. Chris Creed presented the resolutions that were moved and seconded.

◆ *Report of the Board of Trustees*
   The report was given by Mr. Michael Coffin, Vice-Chair.

◆ *Report of the Standing Committee*
   The report was given by the Rev. Dr. Caro Hall, President.

◆ *Bishop’s Address*
   The address was given by the Rt. Rev. Mary Gray-Reeves. The theme for the bishop’s final year in El Camino Real will be Relational Courage. Throughout the address the convention participated in “Lectio Divina.”

◆ *Missio-mercials #1*
   The first short report (referred to as a Missio-mercials) was presented by the Rev. Mary Blessing, St. Philip’s, Scotts Valley, the Rev. Austin Leininger, Calvary, Santa Cruz, the Rev. Tracey Miller, St. John’s, Aptos, the Rev. Michael Dresbach, All Saints’, Watsonville and the Rev. Rob
Neville, St. Andrew's, Ben Lomond about the collaborative youth program taking place between the parishes.

◆ Report of the College Ministries Commission
The report was given by the Rev. Wilma Jakobsen, Chair.

Pre-lunch announcements were given by the secretary and the convention was lead convention in noon day prayer. Following the prayers convention adjourned for lunch and was to reconvene at 1:15 p.m. in order to continue the business of convention.

The business of convention resumed at 1:15 p.m. following lunch.

◆ Report on the First Ballot
The secretary announced the first ballot results for the newly elected diocesan leaders. 217 ballots were cast. 108 votes were needed to win the election.

Secretary of the Diocese
Annual Election: Elect One for One-Year Term

| 1. | The Rev. Maly Hughes – St. Francis', San Jose | 211-E |

Treasurer
Annual Election: Elect One for One-Year Term

| 4. | Ms. Joanna Shreve – St. Timothy's, Mountain View | 205-E |

Standing Committee - Clergy
Elect One for a Four-Year Term

| 7. | The Rev. Rob Fisher – St. Dunstan’s, Carmel Valley | 186-E |
| 8. | The Rev. Rob Keim – St. Barnabas, Arroyo Grande | 74 |
| 9. | The Rev. George Anne McDonnell – St. Mark’s, Santa Clara | 47 |

Standing Committee – Lay
Elect One for a Four-Year Term

| 12. | Mr. Steve Pearson, Esq – Good Shepherd, Salinas | 208-E |

Board of Trustees – Clergy or Lay
Elect Three for Three-Year Term/Elect Two for Two-Year Term

| 17. | The Rev. Roger Barney – St. Andrew’s, Saratoga. (two year term) | 124-E |
18. Ms. Lisa Gonzalez – St. Benedict’s, Los Osos 149-E
19. The Rev. Austin Leininger – Calvary, Santa Cruz 126-E

Commission on Ministry – Clergy
_Elect One for a Four-Year Term/One for a Two-Year Term_

25. The Rev. Karen Cuffie – St. Stephen’s, San Jose 101
26. The Rev. Tina Heidmann – St. George’s, Salinas 50

Commission on Ministry – Lay
_Elect Two for a Four-Year Term_

28. Ms. Mary Ann Gee – St. Andrew’s, Saratoga 196-E

A second ballot was taken for Standing Committee (Clergy).

Standing Committee – Clergy
_Elect One for a Four-Year Term_

7. The Rev. Rob Fisher – St. Dunstan’s, Carmel Valley 100-E

◆Report of the Bishop’s Search Committee
Mr. Joe Head and the Rev. Barbara Miller, Co-Chairs, gave the latest information regarding the process to elect a new bishop in 2019.

The bishop announced the awards given out at the Friday night dinner.

◆Heart Award
The bishop gave this award of appreciation to the following:
   Ms. Barbara Creed - St. Jude’s, Cupertino
   Ms. Linda Morris – St. Jude’s, Cupertino
◆ Certificate of Appreciation
Ms. Katy Dickinson – St. Andrew’s, Saratoga – for serving as a STEM Mentor
Youth – San Pablo, Seaside – for serving as youth mentors to young children

◆ Bishop’s Cross
The recipients of the 2018 Bishop’s Cross were the Rev. Dr. Caro Hall – St. Benedict’s, Los Osos, the Rev. Canon Jesus Reyes, Canon to the Ordinary for Congregational Development and Mr. Richard Smith – St. George’s, Salinas.

◆ Sanctuary Diocese
Mr. Bill Shreve reported on the discussion about becoming a sanctuary diocese.

◆ Second Report of the Committee on Constitution & Canons
The following resolutions, previously moved and seconded, were voted on and approved. (the resolutions are attached to the minutes)

MSC-3 Resolution 1: Article VII. Meetings of Convention
MSC-4 Resolution 3: Canon 8. Commission on Children and Youth

◆ Missio-mercial #2
St. Benedict’s, Los Osos, represented by Mr. John Horsley, shared with the convention the work being done by the parish on creation care.

◆ Report of the Budget Committee
The Rev. Ken Watten, chair, moved the 2019 budget for the diocese. The motion was seconded. There was no discussion.
MSC-5 2019 Budget

◆ Second Report of the Committee on Resolutions
The following resolutions, previously moved and seconded, were discussed, amended as needed, voted on and approved. (the resolutions are attached to the minutes)

MSC-6 Resolution B: Honoring the Rev. Fran Y. Toy
MSC-7 Resolution D: Being a Sanctuary Diocese

◆ Reading of Resolutions from General Convention 2018
The Secretary of Convention read the required resolutions from General Convention.

◆ Announcement of clergy changes since last Convention and the introduction of the current seminarians. The president announced the following:

Clergy in New Positions
The Rev. Karen Cuffie – Priest-in-Charge, St. Stephen’s, San Jose
The Rev. Rob Neville – Priest-in-Charge, St. Andrew’s, Ben Lomond
The Rev. James Collins – Interim, St. George’s, Salinas
The Rev. Filemon Díaz – Vicar, St. Mark’s, King City, Latino Ministry
The Rev. David Starr – Associate Priest, Holy Family, San Jose
Clergy Retirements
The Rev. Matthew Conrad – St. Luke’s, Atascadero
The Rev. Blaine Hammond – St. Andrew’s, Ben Lomond
The Rev. Lucy Thomas – Holy Family, San Jose

Newly Ordained Clergy

Diaconate:
The Rev. Lisa Bennett
The Rev. Andrea Shortal Mackenzie
The Rev. Bertram Nagaraja

Postulant for Holy Orders
Mr. Jim Arnold, School for Deacons, Berkeley, CA
Mr. Maurice Dyer, Virginia Theological Seminary, Alexandria, VA
Ms. Susan Stanton, Church Divinity School of the Pacific, Berkeley, CA

◆ Bishop’s Appointments for 2019 (to date)
The following appointments were announced by the president.

Chancellor
Mr. Steve Kottmeier, Esq. – St. Andrew’s, Saratoga
Vice Chancellor
Ms. Nancy Cohen, Esq. – All Saints, Palo Alto

◆ Third Report on Resolutions Arising out of Convention (resolutions are attached)

MSC-8 Resolution E: Tree of Life Synagogue
MSC-9 Resolution F: Response to Kelsey Davis Convention Homily
MSC-10 Resolution G: Response to Bishop’s Address

◆ Closing Announcements
The secretary announced that the Special Convention to Elect the 4th Bishop of El Camino Real is scheduled on Saturday, June 1, 2019 at St. Andrew’s, Saratoga. The opening Eucharist will begin at 8:00 a.m. with the convention beginning at 9:00 a.m. Only delegates from the parishes will be able to attend. In addition, the secretary announced that the 39th Annual Convention of the Diocese of El Camino Real will be held November 1-2, 2019 and will be held at Sherwood Hall, Salinas, CA.

◆ Closing Prayers and Adjournment
Following the bishop’s blessing and the dismissal the Thirty-Eighth Annual Meeting of Convention adjourned at 2:45 p.m. Sine Die.

The Rev. Mary C. Hughes, Secretary

The Rt. Rev. Mary Gray-Reeves, Bishop
Resolution A: Minimum Compensation of Full Time Parochial Clergy

Passed on Consent Agenda

Resolved, That the following be the minimum compensation of full time parochial clergy for (1) Rectors, Vicars, Priests in Charge and Interims; (2) Assistant Clergy; (3) Deacon Interns for fiscal year 2019.

1. Rectors or Vicars or Priests in Charge or Interims:
   - with no housing or utilities provided $78,100
   - with housing and utilities provided 58,175

2. Assistant Clergy after Intern Year:
   - with no housing or utilities provided $62,050
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3. Transitional Deacons
   - with no housing or utilities provided $46,375
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EXPLANATION:

The Bureau of Labor Statistics CPI-W information reviewed for our 5 geographic counties in El Camino Real indicates that 3.8% (average) would be a fair and equitable COLA increase for both clergy and lay employees in 2019.

Canon 21. Compensation Standards

Section 2. The minimum salary which shall be paid to any member of the clergy employed full time by the Diocese or any Parish or Mission, together with minimum requirements for housing, utilities, automobile allowances, insurance, and all relevant increments, shall be fixed from time to time by the Convention. Separate classification of the clergy may be made for the purpose of fixing minimum standards.

Submitted by
ECR Personnel Committee
Resolution B: Honoring The Rev. Dr. Fran Y. Toy
Passed

Resolved, That this 38th Convention of the Diocese of El Camino Real salutes the Reverend Dr. Fran Toy for her exemplary work in the service of all God's people, praying that God will give her the grace and good health to continue to be an inspiring witness and leader among us.

EXPLANATION

The Reverend Dr. Fran Yee Toy (at 84 years young) has served The Episcopal Church with great devotion and distinction all her life, both as a layperson and as a clergywoman; and, in 1985, she was the first Asian American female to be ordained a priest in The Episcopal Church; and this year marks the 33rd anniversary of her ordination as a priest.

Through her work (1987-96) at Church Divinity School of the Pacific (CDSP) as Director of Alumni/ae and Student Affairs, she mentored, provided pastoral care, established networks, and helped deploy many CDSP graduates into positions throughout the Episcopal Church; and she was the first deployment officer from a seminary to serve on the Board for Church Deployment of the Episcopal Church (1994-2000). Because of her contributions to CDSP, she was awarded a Doctor of Divinity Honoris Causa in 1996; and, in her name, a group of CDSP alumni/ae established the Rev. Fran Toy Prize for Multicultural Ministry at a Field Education Site, which is awarded annually to a qualified CDSP student.

She has used her pastoral gifts and skills and organizational competence to great effect as Interim Rector to True Sunshine Church in San Francisco (1984-85), Christ Church in Alameda (1986), and Church of the Resurrection in Pleasant Hill (1986-87); and she volunteered for many years as an assisting priest at Episcopal Church of Our Savior in Oakland. She has been a leader, facilitator, bridge-builder, and networker extraordinaire in service to the Episcopal Asian-American Ministry (EAM); and, for the national EAM, she served as EAM Council President; and, for the local EAM, she served on the Asian Commission of the Diocese of California (ACDC); and over the years, she has been a mentor to countless Asian American Episcopal clergy (including the Rev. Becky Shan, who was Vicar of Holy Light Episcopal Church in Campbell).

For The Episcopal Church, she has served as Faculty Member on the Church Pension Group’s CREDO teams (1999-2005); Member of the Executive Council of the Episcopal Church (1991-97); Member of the Presiding Bishop’s Task Force on Women’s Full Participation; National Board Member of the Episcopal Women’s Caucus; and Member of the Board of Directors of the Episcopal Women’s History Project.

Sponsored by The Rev. Maly Hughes
For the Rev. Debra Low-Skinner
Resolution C: Amending Biographical Information for the Feast of Peter Williams Cassey and Annie Besant Cassey

Passed on Consent Agenda

Resolved, That the 38th Convention of the Diocese of El Camino Real submit the following resolution to the 80th General Convention of The Episcopal Church:

Resolved, the House of ___________ concurring, That the 80th General Convention of The Episcopal Church amend the biographical descriptions for the feast day of Peter Williams Cassey and Annie Besant Cassey in Lesser Feasts and Fasts, 2018, in the following manner:

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Peter Williams Cassey was ordained as a deacon in 1866, the first person of color ordained in the Episcopal Church west of the Mississippi River. He was a fourth generation freed African American. His great grandfather bought his freedom and founded the first black church in New York, the African Methodist Episcopal Zion Church. His grandfather was the first African American Episcopal priest in New York and founder of St. Philip’s, Manhattan. His parents, Joseph and Amy Cassey were prominent abolitionists in Philadelphia.

Peter received the best classical education available at the time, speaking and fluently reading Greek, Hebrew and Latin. He arrived in San Francisco in 1853 and worked as a barber, where he formed an abolitionist group to help free slaves. He helped organize a community association to protect African Americans and other persons of color. In the late 1850’s he moved to San José, California where he formed an abolitionist group to help free slaves.

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Nippon Sei Ko Kai (Japanese American Episcopal Church). In 1881 Peter was called to St. Cyprian's Episcopal Church in New Bern, North Carolina as the first African American rector in that state. In 1884 he was accepted a call to Florida where he served in succession three parishes until he died at the age of 86 on April 16th, 1917. He was never ordained a priest because of the racism of the clergy and Standing Committees of the three dioceses in which he served, even though the bishops favored his ordination.

Bishop Edwin Gardner Weed said at Peter's funeral "that no other clergyman in the diocese came close to the theological maturity and scholarship that Peter Williams Cassey exhibited in his ministry and teachings. We should be proud of these great souls that helped lay the foundations of this diocese."

EXPLANATION

The Dean and Vestry of Trinity Cathedral, San Jose submitted to the 30th and 34th Conventions of the Diocese of El Camino Real resolutions to be submitted to the 78th and 79th General Conventions of the Episcopal Church regarding the inclusion of the Rev. Peter Williams Cassey and Annie Besant Cassey in the liturgical calendar of the church. Both resolutions were passed by the diocesan conventions and both General Conventions received but were not acted upon because the two liturgical calendars, Lesser Feasts and Fasts and Holy Men and Holy Women (now Great Cloud of Witnesses) were in the process of revision. The revised Lesser Feasts and Fasts 2018 was approved for trial use at the 79th General Convention (2018) and included the Casseys feast day for April 16. However, the committee editing of the Diocese of El Camino Real's resolution had significant errors. They include not listing Peter as a deacon and failing to include the fact that he was not ordained a priest because of the racism of the clergy and Standing Committees in the three dioceses that he served, even though the bishops of those dioceses were in favor of ordaining him a priest. This resolution urges the Standing Commission on Liturgy and Music and the 80th General Convention to amend these errors before Lesser Feasts and Fasts is fully authorized.

Note: the Dioceses of California, Los Angeles, Pennsylvania, Eastern Carolina and Florida joined El Camino Real in submitting similar resolutions to the 78th and 79th General Conventions. This is the second feast commemoration by our diocese to be recognized by the General Convention. The other is the Feast of the Martyrs of Sudan/South Sudan, May 16.

Submitted by
The Rev. Dr. Jerry Drino
Resolution D: Being a Sanctuary Diocese
Passed as amended

Resolved, That this 38th Convention of the Diocese of El Camino Real affirm Resolution 2018-C009 “Becoming a Sanctuary Church” adopted at the 79th General Convention in Austin, Texas; and be it further

Resolved, that this 38th convention declares the Diocese of El Camino Real to be a Sanctuary Diocese, and encourages congregations to become sanctuary congregations while staying within the law, and be it further

Resolved, that this convention authorize the Sanctuary Task Force, under the supervision of the Partnership Commission, to provide resources for the purpose of supporting sanctuary congregations, and facilitate dialogue as-needed in support of 2018-C009. The Sanctuary Task Force will report to the 39th Convention of the Diocese of El Camino Real on the sanctuary work started in congregations of this diocese.

Submitted by
ECR Sanctuary Task Force

Members:
The Rev. Susan Arnold
The Rev. Ricardo Avila
The Rev. Stephenie Rose Cooper
Phillip Palmer
Bill Shreve

Explanation:

C009 Becoming A Sanctuary Church

1) Resolved, The House of Deputies concurring, that the 79th General Convention of The Episcopal Church, in obedience to the many biblical injunctions imploring us not to wrong or oppress the alien in our midst and Jesus' own mandate to extend care for the stranger, and in accordance with our Baptismal Covenant, reaffirm resolution 2015-D057 supporting the New Sanctuary Movement; and be it further

2) Resolved, That The Episcopal Church urge its members, as people of faith and people of conscience, pledge to challenge and question any unjust immigration law, policy, or practice that is inconsistent with our biblical mandate to "not wrong or oppress a resident alien" (Exodus 22:21); and be it further

3) Resolved, That The Episcopal Church recommend that its institutions and congregations become places of welcome, refuge, healing, and other forms of material and pastoral support for those targeted for deportation due to immigration status or
some perceived status of difference, and that we work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people; and be it further

4) Resolved, That The Episcopal Church encourage its members to connect with local and national sanctuary communities and institutions, faith-based coalitions, and immigrant rights groups and coalitions, and engage in educating, organizing, advocacy, and direct action, and other methods as deemed appropriate in each context, to ensure the safety, security, and due process for immigrants, with a focus on keeping families together of the undocumented community, and to assist in equipping congregations, clergy and lay leaders to engage in such work, appropriate to local contexts, capacity, and discernment; and be it further

5) Resolved, That The Episcopal Church affirm our church’s support for U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes, and reaffirm our church’s support for congressional action for comprehensive and just reform of the broken U.S. immigration system as called for in General Convention resolution 2009-B006: “to allow undocumented immigrants who have established roots in the United States and are often parents and spouses of U.S. Citizens to have a pathway to legalization and to full social and economic integration into the United States.”
Resolution E: Prayers for Tree of Life Synagogue
Passed by acclamation

Resolved, that this 38th Convention of the Episcopal Diocese of El Camino Real send our sincere condolences and prayers to the congregation of Tree of Life Synagogue, 5898 Wilkins Avenue, Pittsburgh, PA 15217.

Submitted by the Committee on Resolutions
Resolution F: Response to Bishop's Address

Passed by acclamation

Resolved, that this 38th Convention of the Episcopal Diocese of El Camino Real congratulate Bishop Mary on her 12th Diocesan Convention, and be it further

Resolved, that we commit ourselves to incarnational faith and the spiritual practice of relational courage for ourselves, for our communities of faith, for our neighborhoods, and for the church that does not yet exist, and be it further

Resolved, that in all that we do that we speak our mind by telling our heart's story, and be it further

Resolved, that we embrace the stewardship of the episcopate in the shared model of the Board of Trustees, the Standing Committee, and the Bishop, and be it further

Resolved, that we acknowledge that we are the asset that we most need to develop, and that we are beautiful.

Submitted by the Committee on Resolutions
Resolution G: Response to Bishop's Address

Passed by acclamation

Resolved, that this 38th Convention of the Episcopal Diocese of El Camino Real congratulate Bishop Mary on her 12th Diocesan Convention, and be it further

Resolved, that we commit ourselves to incarnational faith and the spiritual practice of relational courage for ourselves, for our communities of faith, for our neighborhoods, and for the church that does not yet exist, and be it further

Resolved, that in all that we do that we speak our mind by telling our heart's story, and be it further

Resolved, that we embrace the stewardship of the episcopate in the shared model of the Board of Trustees, the Standing Committee, and the Bishop, and be it further

Resolved, that we acknowledge that we are the asset that we most need to develop, and that we are beautiful.

Submitted by the Committee on Resolutions
SECTION C

APPROVED OPERATING BUDGET

FOR 2018
Diocese of El Camino Real
Narrative for the Proposed 2019 Budget

I. Executive Summary

The 2019 Diocesan Operating Budget totals $1,594,500, an increase of $48,210 over the 2018 budget. We have three main sources of income: 1) Fair Shares, which in 2019 are projected to increase by $36,000; 2) True-Up income from Fair Shares received by the diocese in the first quarter of the new fiscal year which are actually “late” payments from congregations from the previous year as they determine what their Fair Share should have been; 3) Income from Endowments and Funds which is being increased by $42,350 because the income from the First Bishop’s Appeal is reduced from previous years, and is ending in 2019.

Why is there income from a Bishop’s Appeal? It was determined at the end of 2016 that there would be leftover funds from the first Bishop’s Appeal (2014-2016) which needed to be used for the purpose it was raised – supporting the positions of the Communications Specialist and the Development Officer. Because these positions could no longer be considered as “projects,” but needed to be absorbed into our Operating Budget, we were able to budget these leftover Appeal funds as income to our Operating Budget to support these expenses. We budgeted $90,000 for 2017 and 2018, but only have $50,000 left for 2019.

Fair Share Income provided by Endowments and Funds was increased by $42,350, because the income from the First Bishop’s appeal is finishing up in 2019. Miscellaneous income increased to $2000, based on the income booked in 2018.

Diocesan expenses also increased $48,210, which means we have a balanced budget. The expense increases came from: Staff Compensation: +$32,360, Offices and Operating Expenses: +$800, and Diocesan Programs: +$15,050.

II. Why A Narrative Budget?

This narrative budget is intended to increase the reader’s understanding of the thinking behind our 2019 Diocesan Operating Budget. Unlike secular institutions, our diocesan budget is deeply rooted in our faith. This means we look differently at how we spend our money, not to make a profit, but to help us fulfill God’s plan for us. It’s important to remember that “our” money is really your money and you give it to the diocese with confidence that it will be spent wisely and will support our mutual faith-driven vision.

Our diocesan vision comes from our strategic plan. Indeed, our vision is the heart and soul of our plan. But as diligently crafted as our plan is, it is based on a future we cannot accurately predict. Events have a habit of interfering with even the best laid plans. We recognize this uncertainty and have designed our strategic plan to be a resilient document, vibrant and alive and responsive to attentive updating. Regardless of the uncertainties of the future, the flexibility of our plan allows it to remain viable and we can move forward in the confidence that God will provide. It is in that spirit that we create our diocesan budget and submit it for your thoughtful review and consideration. In the
process of formulating this budget, we in the Budget Advisory Committee made every effort to ensure that our diocesan budget reflects our vision, our mission and our values.

Our diocesan vision is to: "... strive to be a resilient and dynamic Gospel presence, empowering people to lead faithful lives in a rapidly changing world."

Our diocesan mission is: "... to strengthen local ministries and connect our common life with the wider Church and the world."

Our diocesan values tell us how we intend to live our faith as we work to implement our mission and achieve our vision of what our diocese can become. *(Christ-Centeredness, Reconciliation, Passion, Integrity, and Innovation & Creativity.)*

**III. Budget Process and Overview**

The members of the Budget Advisory Committee (BAC) are appointed by the Board of Trustees. The BAC creates a draft of the Diocesan Operating Budget and submits it to the Board of Trustees for review and input. The Board of Trustees then recommends a final draft version of the budget to the Diocesan Convention for its adoption.

This spring, we on the Budget Advisory Committee, evaluated budget requests for 2019 totaling $1,600,538. At the same time, working with input from the diocesan Canon for Finance and Administration, the Finance Committee, and the diocesan Treasurer, we developed an income projection for 2019 of $1,552,000. Thus at our first run-through, the funding requests for 2019 exceeded the projected income by $48,538.

By tradition and practice, the BAC is mandated to create a balanced budget. To reach our final budget we made adjustments to our income and spending with the net result that we reduced the budget requests by only $2,188 ($1,600,538 – $1,587,350 = $2,188) instead of the first-cut reduction of $48,538.

Note that in 2019 we did not include in the budget the pass-through income for the Jail Ministry as this funding is provided by Monterey and Santa Cruz Counties. Our diocesan involvement in providing chaplains for these two jail ministries ended in 2018. We are keeping the line item in our budget as a placeholder for possible future ministry in this area.

**IV. Projected 2018 Results**

In 2018, our Fair Share income was budgeted to be $1,275,000. Our Fair Share income projection for 2018 is $1,286,000, an increase of $7,000 compared to budget.

This year, our 2018 True-up Income is about $27,500 over budget. As of this writing, our 2018 expenses are running a little lower than projected and our income is higher. It is likely that in 2018 that we will not incur much deficit, and if we do, it will be less than in previous years.
V. Overview of Projected 2019 Income

Eighty-five percent of our diocesan operating income comes from Fair Share receipts (Line 22: *Fair Shares Cash Basis* on the first page of the proposed budget) and from the Fair Share related True-Up Income: (Line 23: *Fair Shares Cash Basis Previous Year.*) In 2019, Fair Share receipts alone are projected to be $1,311,000. This represents an increase of $36,000 over this year's budgeted Fair Share income of $1,275,000.

VI. Projected 2019 Income In Detail

The line numbers that follow refer to the proposed budget worksheet and provide a thumbnail description and explanation of that line item.

Line 9: *Jail Chaplaincy Ministries* is pass-through funding received from Monterey County to provide the services of a jail chaplain from our diocese. The off-setting expense is captured in line 147. Our diocese is not currently involved in providing chaplains for these ministries, but the programs continue. We will maintain these line items in the hopes that the diocese will be participating in these and/or other jail ministries in the future.

Line 13: *Insurance Income* is money received as rebates on our insurance premiums, reflecting our better than average claims record.

Line 17: *Miscellaneous Income* is negligible and collects small amounts of income not assignable to other categories.

Line 18: *Interest income* is projected to be $3,000, the same as in 2018.

Line 22 is our income from our *Fair Shares* as discussed in greater detail above.

Line 23: *Fair Shares Cash Basis Previous Year*, or True-Up income is discussed in greater detail above.

Line 24: *Transfer from Reserves* is money drawn from our operating reserves. In 2017, this source of income was removed from the Operating Budget. As of this writing, we have +/− $150,000 in the operating reserve account. As noted in line 108, this year we are adding $10,000 to our reserves as a part of a long term project to reach our pre-recession reserve amount of +/− $200,000. This account was drawn down during the recent recession years as we relied upon it to balance our budget.

(Note: A sister account, our *Operating Checking Account*, has a balance of +/− $350,000. This money is primarily used to stabilize our cash flow and is held at a level that will cover about two-and-a-half months of operations.)

Line 25: Income from the *Bishop's Appeal 2014-2016*. The First Bishop's Appeal (2014-2016) exceeded expectations and we have had carry-over funds sufficient to transfer $90,000 into the 2018 operating budget. It 2019, we will be finishing up the unspent funds
from the first Bishop’s Appeal with the budgeted $50,000 of income. This income source supports part of the salary of the Communications Specialist (line 68), part of the Development Officer’s contract (line 112) and portions of the Mission Commission expenses (line 129.)

Line 26: *Income from Endowments and Funds* comes from two sources:

1.) The first source is income realized on the underlying corpus funds in each of our endowment areas (General Purpose, Mission Activity, Seminarian and Clergy Education, Education, and Rehabilitation Ministry). It is not money taken from the corpus. Some of you will recall our endowment reorganization project establishing the provenance of the endowment funds we received when our diocese was carved out of the Diocese of California. With the completion of this reorganization project, we were able for the first time to determine the corpus and the earned income of each endowment fund.

Because of the age of these endowment funds (some dating back to the early 20th century), we discovered that in many cases the total income earned from the inception of the fund exceeded the underlying corpus. Consequently, our auditors advised us that we should spend the income portions of these funds as they were intended on an orderly basis, hence their use in this budget. The endowment income is allocated to specific budget line items that are, as much as possible, in keeping with the intent of the original donation.

2.) The sale of the Holy Spirit property and the Gonzales property provided new funds totaling +/- $3,000,000. The proceeds from these properties have been allocated by the Board of Trustees to various endowment fund areas. Because they are “board-designated,” it means that any restrictions placed on these funds are temporary and may be re-directed at any time by the Board.

When added to our current endowments, we have available, spendable funds of +/- $650,000 and available yearly non-assigned income of +/- $85,000.

**VII. Projected 2019 Expenses: Office of the Bishop**

Our 2019 expenses are presented in the format we adopted in 2017. This first section contains the expenses associated with funding the administration of the Bishop’s office. These expenses include compensation and benefits, and various other categories of operating expenses required to maintain a smooth running episcopate. It should be noted that the salary costs should be shared with our “Diocesan Program” costs as the executive staff spend almost all of their time supporting “program” work.

Line 68: *Total: Communications Specialist Compensation and Benefits.* In its first three years, this position was funded as a special project in the First Bishop’s Appeal (2014-2016.)

However, in 2017, the inclusion of the position as a member of the Bishop’s staff took it out of the “project” category.
Line 69: The *Staff Merit Increase Pool* sets aside $3,000 for potential staff merit increases.

Line 71: *Total: Staff Compensation* includes the compensation of Bishop Mary and her staff at Sargent House. For 2019, all compensations were increased 3.8%, the COLA adjustment recommended by the diocesan Personnel Committee.

Line 96: *Office and Operating Expenses* have been increased by $1,900 compared to 2018. The increase is driven mainly by Lines 83 and 84, Insurances, and Line 94, Telephone, balanced by the cost for Computer Services which has decreased by $2000 (line 79) as we changed our service provider.

Lines 101-109: We use our *Sinking Funds* to accumulate money for expense categories where funding is needed on an irregular basis. These categories are funded every year, thus spreading their costs over several years and making the cash outlays more manageable when they occur.

Line 106: In years past when the diocese shared ownership in the Episcopal Residence, we needed to set aside money for our share of the maintenance of the bishop’s home. Bishop Mary purchased her own home in 2017. Our share of the proceeds of the sale of the Episcopal Residence ($500,000+) has been placed in a dedicated fund to assist the purchase, if needed, of a residence for a future bishop. This fund continues to accrue income from interest.

Line 107: Line 107, the *Bishop Transition Fund*, will be used for our current search process for our next bishop. This Fund will probably become a permanent addition to our sinking funds because although we have funds in our Diocesan Enhancement area to help fund our current search budget (+/- $220,000), this funding may not be available ten-twelve years from now when we may have to finance another search process.

The money used to fund these sinking fund items is included in the TEC assessable income for the year in which the transfer to the funds is made. In the future, when we actually spend the funds, we do not include them in our TEC income calculation for that year.

Line 114: *Total: Contract Personnel* includes the Risk Manager, whose funding remains the same as 2018. *Risk Management Fees* represent the expense of having outside management handle the clergy health and workman's compensation insurance. It is generally recognized that this expense is off-set by more favorable insurance rates than the diocese could negotiate on its own.

Funding for the Line 112: *Development Officer* is included at $25,000. Approximately half of the Development Officer's time is made available to advise individual congregations about their fund raising projects. The other half is used for the design and administration of the second Bishop's Appeal. Since fund-raising expenses are typically covered by fund-raising income, one half, or additional +/- $25,000 of the Development Officer's funding, comes from the second Bishop's Appeal and from the Diocesan Enhancement Fund.
Line 120: Total: Communications summarizes our budgets for the Internet, our Website, and Translation. The total of these three categories is $6,800, an increase of $400 in 2019.

Line 122 is the Total: Office and Operating Expenses. The $275,300 budgeted for these expenses is $800 over 2018.

Line 123 is the Total: Office of the Bishop. This is the accumulation of the money budgeted to fund those expense categories directly associated with the administrative functions required to maintain the Office of the Bishop. In total, we are budgeting an increase of $33,160, the major portion of which, comes from the increase of salaries (2.4% COLA in 2018 to 3.8% COLA in 2019.)

VIII. Projected Expenses: 2019 Diocesan Programs

These are the programs we fund to help us attain our diocesan vision and mission.

Line 129: Total: Mission Commission is the largest program our diocese undertakes. As in past years, this commission is funded via a block grant, reflecting the belief that the Mission Commission can better allocate the components of its budget than can the Budget Advisory Committee. In 2019, the Mission Commission’s funds in the operating budget are the same as in 2018 and are what the commission requested.

In addition to receiving funding from the Diocesan Operating Budget, in 2019 the Mission Commission will also receive $75,000 from the Second Bishop’s Appeal, funding that is not recorded in the Diocesan Operating Budget. The combination of these two income sources fulfills the $265,000 requested by the commission for 2019. The Appeal money is dedicated to funding Missional Partnership Programs that support congregational missional projects. These grants are authorized by the Board of Trustees and administered by the Mission Commission and are typically for $25,000 each. A Missional Partnership Program may be applied for by missions and parishes and, if appropriate, the grant may be renewed for up to three years.

Line 137: Total: Education Ministries. The major activity here is Line 133, CERC (the Conference Education Resource Committee). CERC funds in part or in whole two major diocesan conferences (January and May) and providing other congregational development-related resources, a clergy conference, On Ramp, and various other leadership training. The request for funding for lay leadership development is also part of the new Bishop’s Appeal. CERC will be asking the 2018 Convention to change its name and designation to Commission on Formation, Reconciliation and Evangelism.

Line 142: Total: Ministry to Congregations and Clergy was decreased slightly over 2018. The Stewardship Commission (Line 140) is currently on hiatus. However, the BAC agreed to continue the diocesan membership in TENS (The Episcopal Network for Stewardship) which provides every congregation access to some very valuable resources and tools related to stewardship. The COM budget (Line 141) includes $10,000 for a
contract with the Industrial Areas Foundation for postulants and for congregations considering becoming active in community organizing. (This is one line item that is supported by income from endowments—see Line 26.)

Line 148: Total: Special Ministries was increased by $12,000 from 2018 because we increased the budget allocation for the Commission on Higher Education (Line 145.) The Commission on Higher Education provides compensation for chaplains on the campuses at Cal Poly University (Canterbury) in San Luis Obispo, San José State University in San José, Cal State University at Monterey Bay in Monterey, and the University of California at Santa Cruz. The BAC and Board of Trustees is recommending that the additional $12,000 be set up as a matching funds program. This increase would only be distributed to the chaplains if they are able to raise funds to match the $12,000. How these additional funds are apportioned to the four chaplains will be administered by the Commission itself.

Line 146: Santa Maria Urban Ministry funds expenses associated with running the mission in San José. Diocesan support of $30,000 in 2019 remains constant from 2018 and covers approximately 9% of Santa Maria’s total budget for 2019.

Line 151: Domestic and Foreign Mission, is our giving to the national church (TEC) and is based on a look-back at our diocesan income two years ago. For 2019, our giving is based on our income in 2017. We estimate we will give TEC an additional $4000 in 2019.

Line 152: The Province VIII Mission Program expense has been maintained at the 2018 level of $500, this on the advice of Canon Brian Nordwick, former treasurer of the Province.

Line 154: Companion Diocese Mission represents our support of our triad partnership with the Diocese of Western Tanganyika and the Diocese of Gloucester. This has been reduced by $2000 as our partnership with Tanganyika is a bit tenuous.

Line 154: Seminary Support (our two local seminaries, Church Divinity School of the Pacific and School for Deacons) is unchanged in 2019.

Line 157: Total: Diocesan Programs is the portion of our budget dedicated to specific diocesan mission programs. The total is increased in 2019 by $15,050, largely due to the increase in support of the Commission for Higher Education and Fair Share to TEC.

Line 159: Total: Office of the Bishop and Program, combines the two portions of our proposed budget and is the total Diocesan Operating Budget for 2019.

Line 162: Net Income shows that the 2019 Diocesan Operating Budget is in balance.

IX. No Change Recommended in the Fair Share Formula

The 2012 Diocesan Convention froze the Fair Share cost of living adjustment for two years. In 2014, the freeze was carried over for 2015. That meant that in 2013, 2014, and 2015, the Fair Share calculation for congregations was held at 10% for the first $206,000 of a congregation’s Net Disposable Budgeted Income (NDBI) and 20% of any NDBI over
$206,000. The 2014 Convention directed the Finance Committee to continue to evaluate the current Fair Share formula and report its findings and recommendations to the annual Diocesan Convention. As a part of its deliberations, the Finance Committee examined the Fair Share formulas for our sister dioceses as provided by TEC and so recommends that the current Fair Share formula be continued in 2019 without change.

X. In Conclusion

Hopefully, this narrative addresses the key issues associated with the creation of the 2019 Diocesan Operating Budget and assists the reader in understanding how and why we got to where we are. If the reader has additional questions, he or she should feel free to contact a member of the Budget Advisory Committee or email any questions or comments to Brian Nordwick at the diocesan office. Brian@RealEpiscopal.org

Balances in Sinking Funds as of 7/31/2018

Lambeth/General Convention – $44,188
Asset Replacement -- $7364
Standing Committee Evaluation -- $5552
Staff Sabbatical Fund – $10,421
Legal Fees – $8725
Bishop Transition Fund – $13,819
Operating Reserves – $144,597

Budget for Bishop Search Process

At their April 19, 2018 meeting, the Board of Trustees approved a budget for our Bishop Search Process not to exceed $255,000. This amount includes funding for all parts of the process including the work of the Search Committee and the Transition Committee. (Ex. Search Consultant, bringing semi-finalists for their final interviews to the diocese for a 3-day retreat, background checks and psychological evaluations for the finalists, costs associated with the Deanery Walkabouts, the Electing Convention, relocation fees - including some overlap of salary with Bishop Mary - and costs associated with the Consecration including vestments, lodging for honored guests, music, etc.) It should be noted that this budget was developed using the upper limits for expenses; we don't expect to have any budget overages, and hope that the expenses will come in less than budgeted. The funding will come from the $30,000 allocations in our Operating Budget to the Bishop Transition Sinking Fund in 2018 and 2019, with the balance coming from the Diocesan Enhancement Endowment area.
# Diocese of El Camino

## 2019 Budget Worksheet

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<td>TOTAL: OFFICE OF THE BISHOP &amp; PROGRAM</td>
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<td>NET INCOME</td>
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SECTION D

REPORTS TO

THE OCTOBER 2018 CONVENTION
Report of the Board of Trustees
to the 38th Convention of the Diocese of El Camino Real

What an exciting year this has been. In addition to carrying out the business of the diocese and the resolutions passed last year, we entered the year with Bishop Mary’s decision and the transition planning that immediately began. In a working session with Bishop Todd Ousley of the of the Presiding Bishop’s Office, who is supporting our episcopal search process, he handed out a document entitled, “So You Want to Call a New Bishop?” To which Maly Hughes replied, “No, we don’t!” But we then embraced the change that was coming, and began the important work of provisioning our Standing Committee and search team with the resources it needs to identify the next bishop God has chosen for El Camino Real.

The collaboration between the board and the committees has been an inspiration and a model for how groups should work together toward a common goal. The board recognizes and thanks Caro Hall for her leadership of the Standing Committee, and the quick action her team took in forming such a capable search team. We’d also like to thank Lisa Gonzalez, who as the Standing Committee’s liaison to the board, kept us timely informed and was helpful in facilitating the many details we needed to manage in the early going, and Joanna Shreve, who was instrumental in helping us assemble and unanimously pass a search budget.

In addition to search, the board also helped refinance church buildings, assisted parishes who are redefining themselves to meet the needs of their congregations and communities, supported the work of our canons in planting new church sites and welcomed our wonderful new curator for emerging communities, Kelsey Davis -- an addition we could not have made without the funding for innovation provided by the Bishop’s Appeal.

The financial condition of our diocese is the strongest it has ever been, and there is an energy and momentum at Sargent House you can feel whenever you step inside its doors. All of which reflects the quality of leadership we have enjoyed under Bishop Gray-Reeves, to whom we are grateful. As boards go, I believe this is one of the best governance bodies I’ve ever served, and I feel gratitude for all I have learned these past three years.

Last year, the 37th Convention voted on seven resolutions, six of which were passed. Several call for action at the parish level, and parochial reporting systems currently do not support monitoring and tracking of non-quantitative metrics. In certain circumstances, it was a challenge to determine progress. In response to this deficiency, the Board of Trustees recommends future resolutions contain specific objectives and metrics to make progress tracking and reporting both objective and quantitative.

As directed under Resolution A, and on behalf of the Board of Trustees, here is a status report on each resolution:
Resolution A: Status of Prior Years Resolutions

This resolution calls on the Board of Trustees to report on any approved diocesan convention resolution from the prior year. The board has monitored progress on all resolutions throughout the year, published interim results in Along The King’s Highway, and provides this report to Convention.

Resolution C: Paris Pledge

This resolution directed Sargent House to take the Paris Pledge, and to encourage parishes to do the same. Sargent House has taken the pledge and is living into it. An article was published in the July 25th edition of Along the King’s Highway encouraging parishes to make the pledge, with information on ways to do that. While adoption of the Paris Pledge has occurred at the diocesan level, adoption within deaneries and parishes is governed by its leadership groups, and thus will vary.

Resolution D: Dream Network

Resolution D encourages congregations to opt-in to a Dream Faith Network, and authorizes the Partnership Commission to look into making El Camino Real a Sanctuary Diocese. The Sanctuary task force has been working throughout the year, and recently at the deanery level. Since they are presenting their own report to Convention, I won’t steal their thunder here.

Resolution E: Respect for Migrants

This resolution calls on all Episcopalians to respect migrants and learn more about migrant issues. The Partnership Commission posted article in the June 20th edition of Along the King’s Highway with information on migrant issues, especially children. A statement from California bishops on migration was also published.

Resolution F: Call to Help Vulnerable Children

Resolution F calls on parishes to give support to individuals and organizations that aid vulnerable children. Anecdotal evidence suggests most parishes do this already. Absent a polling mechanism, progress on this resolution is difficult to measure, but it is reasonable to believe that all parishes in our diocese support this resolution in varying degrees.

Resolution G: Minimum Clergy Compensation

This Here you goHereresolution defines minimum compensation for clergy in the ECR diocese. Diocesan staff confirms that all parishes are now in compliance.

This concludes my report. Thank you, all, for this opportunity to serve, and to Bishop Mary for the privilege of representing the Board of Trustees at this Convention.

Submitted by

Michael Coffin, Vice-President
Report of the College Ministries Commission
to the 38th Convention of the Diocese of El Camino Real

For Canterbury Associations at Santa Cruz (UCSC), San Jose State University (SJSU), Cal State University of San Luis Obispo (SLO), Cal State University of Monterey Bay (CSUMB).

Campus ministry is a strategic, seed ministry that is a challenging missionary field on our doorsteps, perhaps the most in need of Christ's presence. Yet the chaplains at our four campuses in this diocese are less than half time. Some chaplains work voluntary hours in addition to being rectors or priests in charge, or even contribute to their own stipends. Nevertheless, through their sacrificial ministry and that of their boards, creative, visionary, compassionate and cutting edge ministry takes place. My grateful thanks to the chaplains, all Canterbury Board Chairs and Members, Canon Jesus Reyes, for all that they do, and to the Commission members.

New Initiatives in 2017/18 included:

- SJSU Student Residence for homeless students now houses seven students.
- SJSU: A new emerging community at the Laundromat near campus called 'Sacred Suds' offers students payment for laundry and a listening ear, with students learning to crochet and knit while they wait. This may become a worshipping community outside of church walls.
- CSUMB weekly Radio show, Leap of Faith, with Jon Perez and now also Kelsey Davis, new Curator of Emergent Communities, is back up and running; audience reaches 2000 plus people every week.
- CSUMB Chaplain is advisor to CSUMB Pride; participation in campus Pride events.
- Chaplains have taught or spoken in classes, on stress management, LGBTQ+ and social justice issues, community service issues and more.
- UCSC reconciliation circle offered students who had felt alienated or cast out by "Christianity" to name and voice their experience, tell their story, and find a compassionate and reconciling presence.
- Hiring of Social Media Officer to assist with publicity (SLO).
- Drafting of Anti-Racism Statement for Cal Poly ICC (SLO)
- Creation of promotional videos.

Challenges

- Increasing visibility in deaneries and the diocese, of the excellent ministry in campus ministries.
- At UCSC, plans for campus ministry remain hopeful, but no returning students or FEAST alumni are currently available to apply for the open lay chaplain position, making the search difficult with limited funds.
- Ministry to marginalized and vulnerable students in the context of national and global politics.
- Effective ministry to the increasing numbers of students experiencing food insecurity or homelessness/living in their cars.
• Financial sustainability of campus ministries and chaplaincies continues to be the greatest challenge.

Ongoing Accomplishments:
• Second annual commission day retreat for Canterbury board members.
• Weekly chapel and bible studies.
• Welcome events with students and parents, weekly tabling on campuses, in local Starbucks.
• Regular lunch time students' meeting with chaplains, one-on-one counseling.
• Focused discussions on gender identity and healing the wounds; reconciliation circles; prayer groups and healing circles.
• Community service projects, hot meals, food pantries.
• Interfaith connections on campus through interfaith campus council.
• Strengthened connections between the campus groups, and local clergy and congregations, especially at UCSC.
• Deanery parish visits in SLO by chaplains and groups of college students.
• Choral Scholars Program (UCSC) through Calvary Church benefits up to four UC students with particular ability as ensemble singers annually.

Goals and Objectives:
• Grow and make our campus ministries more visible, both on campus and in the parishes, deaneries and our diocese.
• Creatively connect with more students and campus groups.
• Create greater financial sustainability for campus ministry.
• Work together with Kelsey Davis, the new Curator for Emergent Church Communities and local church young adult groups.

Submitted by
The Rev. Wilma Jakobsen
Chair
Report of the Deacon Council  
to 38th Convention of the Diocese of El Camino Real

When you renew your baptismal promises, are you particularly drawn to the last two covenant statements: “Will you seek and serve Christ in all persons . . .?” and “Will you strive for justice and peace . . .?”
Are you attracted to and participate in activities in your parish or in other community organizations which provide services to the vulnerable people in your community?
Do you have the skills and interest to lead your parish out the doors to serve the wider community?
Do you have the skills and interest to advocate in government assemblies for those whose voices are seldom heard?
Perhaps God and your faith community are calling you to be a deacon!
Thirty-eight men and women comprise the Community of Deacons in El Camino Real, with 1 more in formation. Fifteen of these deacons, almost 40%, are past the age (72) at which the Canons requires them to “resign all positions of active service”, although seven have received permission from the bishop to continue in ministry. Within the next five years, 11 more deacons will celebrate their 72nd birthday.
Our Community is in need of new vocations.
The bishop and the Commission on Ministry encourage all of you to prayerfully consider if you or someone in your parish might be called to formation, ordination, and service as a deacon.
Additional information about the requirements and “Steps to Ordination” is available at the deacon table during convention and on the Commission on Ministry link on the diocesan website: http://www.realbishops.org/commission-on-ministry/
Fifteen deacons are assigned to congregations in our diocese where their ministries take various forms. Although they may be most visible as a “deacon in the liturgy”, deacons engage in other ministries:
  Pastoral leader of a congregation; diocesan administrator; risk management coordinator;
campus minister; diocesan trainer; homilist in a Spanish-speaking congregation; coordinate
parish outreach programs; facilitate Bible study; chaplain to a chapter of the Order of Saint
Luke; work with at-risk youth; work with food pantries and feeding programs; hospital and
nursing home ministries; broad-based community organizing activities.
On June 2 of this year, 3 people were ordained into the Community of Deacons: Bertram
Nagarajah, Andrea Shortal Mackenzie, and Lisa Bennett. Additionally, three members of our
Community died in the past year: Suzanne Tavernetti, Don Fuselier, and Tom Tarwater.
Submitted by

The Rev. Robin M. Poppoff
Deacon Council
Report of the Diocesan Youth Ministry
to the 38th Convention of the Diocese of El Camino Real

This year finds diocesan youth ministry at a crossroads. After 13 years as your volunteer Diocesan Youth Coordinator, I'm retiring from this position to travel and pursue other interests. My co-leader for the past many years, the Rev. Katherine Baginski-Doar, is also transitioning to a new position at her parish. Her friendship and assistance have made it possible to continue as long as I have. I will still be around to help transition to whatever the next phase of Diocesan Youth ministry will be but won't be taking an active roll in organizing and coordinating events. Youth ministry at a diocesan level is vital for the many small parishes where one or two youth can't experience "youth group" without leaving their parish for another congregation, Episcopal or other. My original youth are now all in their 20's and beyond and many have families of their own. It has been an honor to be part of their lives and personal development. I look forward to watching the current crop of youth as they mature and hope to see my five-year-old grandson have the experiences his mother and uncle had.

We had a very successful Sierra Service Project trip to San Diego with a combined middle and high school group of 26 youth and four adult counselors. Shade awnings were built at a community pocket park as well as many other projects at community buildings and low-income homes. Part of the group had a cultural day in Tijuana while the other half worked at the Tijuana Estuary where native plants are propagated and grown for re-planting. The two groups met at the border in Friendship Park to touch pinky fingers through the border wall. It was a moving experience for all involved to know that for many families divided by this wall it's the only touch they have and it's only open for very limited times with 12 people allowed through the US side at a time. Border Patrol officers openly answered all the questions our youth had and explained the challenges involved in securing the border wall and crossings and the frustrations of immigrants from Mexico and other countries waiting sometimes years in Tijuana to cross legally.

Our final event of the year was the annual Big Sur campout at the beautiful Santa Lucia campground owned by All Saints Carmel. Weather was fabulous, the water was fine and the food was great. Turnout was smaller than previous years with 25 participants from three parishes attending. We also had a visit from Kelsey Davis; Diocesan Curator for Emerging Ministries and her wife Heather, and it was fun to get to know them a bit.

Submitted by

Leann Brooks
Coordinator
The Commission on Ministry (COM) assists in discernment and formation with those who are seeking Holy Orders or to be licensed for lay ministries. The COM is composed of both clergy and lay people who have been elected during convention or appointed by the bishop, serving terms according to the Canons of The Episcopal Church. Commission members are listed on the ECR website.

The diocesan website under the COM header makes available three important tools for everyone. *Discerning Paths of Ministry* is an overview of the discernment process available to everyone. *Steps Toward Ordination* is a detailed description of the process for those seeking Holy Orders. *Qualities to Consider in the Discernment of God’s Call* is a helpful summary and tool for teaching Christian formation for every member of the diocese. These documents are continually under evaluation and updated often for effective utilization and efficiency in formation for our clergy and lay persons.

Discovery Day (held in June this year) and the ensuing Inquirers Groups may lead to the development of lay or ordained ministries. Sometimes people discerning a call to lay ministry choose to be licensed in a particular area of lay ministry such as lay preacher or Eucharistic minister. Those wishing to begin the formation process for Holy Orders must participate in these opportunities.

Several years ago, under the guidance of Bishop Mary, we replaced the Diocesan Deacon’s Exam and the General Ordination Exams (GOE) with a portfolio review of the seminarian’s ability to apply their academic achievements to daily life and ministry. Our dedicated examining chaplains have read papers and exams from each completed course of each candidate resulting in area certification. The results so far have been what we had hoped for, in that the stress of one huge final examination has been replaced by a method that is able to identify problematic issues and supply support through out the postulant's course of study. During this time, it has been identified that our diaconal candidates need a different evaluation process than those moving towards the priesthood. Last fall it was decided that the COM would accept the evaluation of the School for Deacons or other places of diaconal study in place of doing our own evaluation. Clear, open communication between the School for Deacons, the Examining Chaplains and the COM is happening and is critical for success. The COM is reviewing several other diaconal schools in order to expand the options of study for our diaconal postulants.
Since last year's report the following people have been ordained. The Rev. Robin Denney was ordained to the priesthood at St. Cross Episcopal Church, Hermosa Beach, California on October 11, 2017. The Rev. Jani Wild was ordained to the priesthood on April 7, 2018 at St. Andrew's, Saratoga. The Rev. Lisa Bennett, the Rev. Andrea Mackenzie and the Rev. Bertram Nagarajah were ordained to the diaconate on June 2, 2018 at Trinity Cathedral.

Serving on the COM requires dedication, deep spirituality and an open mind and heart while engaged in presenting Discovery Day, Inquirers Groups, recruiting and training the Deanery Discernment Committees (DDC) and being liaisons to persons in process. I am proud to be in community with these wonderful people. Working closely with Bishop Mary is a blessing. Every one of us is dedicated to and blessed to be serving the people in process and the future of the church.

Submitted by
The Rev. Barbara Miller
Chair
Report of the Conference, Education and Resources Committee
to the 38th Convention of the Diocese of El Camino Real

In 2018, the Conference, Education and Resources Committee continued
to process of re-envisioning its mission and direction. This process was
initiated in 2017 at the request of Bishop Mary Gray-Reeves as a follow-up
to the visit by the Presiding Bishop Michael Curry to our diocese. During
2018, the committee held two retreats and met several times usually via
video conferencing technologies. After much prayer, reflection, discussion,
debate, and research, the Committee determined that, as configured, it was
not serving the diocese as an effective tool for Christian formation for clergy
and laity. To that end, and with the support of the Bishop and the Board of
Trustees, the programs and services that were administratively part of
CERC were transferred to other commissions or committees.

Functioning more as a re-envisioning team rather than a committee, the
members discussed and debated how best to help the Diocese move
forward as Episcopal Evangelists as encouraged by Presiding Bishop
Curry. The team concluded that to formalize this work, it would ask the
Convention to establish the Commission on Formation for Reconciliation
and Evangelism. A resolution to establish this Commission will be
presented to the Convention this year. The mission and purpose of the
Commission is included as part of the resolution.

The re-envisioning team has already taken actions to help fulfill our call to
become Episcopal Evangelists. It has developed and has offered the
“Moments That Come to Us” workshop, has created an online, repository of
videos and other resources linked to Formation, Reconciliation and
Evangelism, and Dennis “Skip” Parks participated in the national church’s
Evangelism Catalysts program and the Evangelism Matters Conference in
March. In addition to new programs, the Commission on Formations for
Reconciliation and Evangelism will coordinate existing programs for the
Diocese including Visions Training, Living Room Conversations and the
Resource Library.
Members of the Formation for Reconciliation and Evangelism team are; Michael Coffin, The Rev. Kathey Crowe, Katy Dickinson, The Rev. Rob Fisher, Gordon Fuglie, Canon Jesus Reyes, Beth Wigen, Bishop Mary Gray-Reeves and Dr. Dennis "Skip" Parks, Chair.
Report of the Ecclesiastical Discipline Process
To the 38th Convention of the Diocese of El Camino Real

The Title IV Discipline process is grounded in the belief that all members of the Church are called to holiness of life and accountability to one another. In order to support our call to life in Christ, Title IV of the Canons of the Episcopal Church sets out a process to resolve questions regarding behavior of clergy and to provide pastoral care and response for those persons and communities aggrieved by the conduct of a member of the clergy. Intentionality of pastoral response to all involved is a key component of the disciplinary process.

The revisions passed to Title IV at the 79th General Convention, too numerous for inclusion here, can be found in the Summary of Actions at https://www.generalconvention.org, and the text of those resolutions in the resolutions section of the virtual binder at v binder.net. We look forward to their implementation in January of 2019. In the meantime, life continues as we do the work to develop and maintain a clear, supportive process. The Intake Officer received two complaints in 2018; one was dismissed and one is in process. Two complaints from prior years are in ongoing process.

The Rev. Eliza Linley
Diocesan Intake Officer
Report of the Finance Committee
to the 38th Convention of the Diocese of El Camino Real

There are three more months in the year and as of this writing, 2018 seems likely to turn out better than 2017. That is, we may book a small surplus of about $15,000 on a budget of $1,546,000. However, it is important to keep in mind that with all the time remaining in 2018, by year’s end our income could go up or down, thus impacting our results.

The primary driver of whether or not we hit this surplus is our Fair Share collection rate. So far, it’s coming in slightly better than projected. (The combination of Fair Share and True-up income.) As you know, there is a risk involved in deciding our diocesan income for next year at this convention. Late October is well before most congregations agree on their own budgets and their Fair Share for next year. Consequently, we on the Finance Committee are always a little anxious next spring when we receive the Fair Share estimates from our member congregations.

This year, our budgeted Fair Share was $1,275,000. When we opened up the envelopes in the spring, we discovered the congregations agreed to send us $1,249,000. However, our True-up Income, the payments congregations make on the previous year’s unpaid Fair Share, was budgeted to be $50,000, but came in at $80,000, for a total of $1,329,000. Our expenses are coming in slightly lower than budgeted, which, in combination with our positive Fair Share number, propels the small surplus we hope to see.

If we realize the hoped for surplus, it will occur despite having two congregations experiencing income problems and report that they would not be able to meet their full Fair Share obligation. The Restoration Review Committee (RRC) and Finance Committee are working with the two congregations, helping them to regain their financial balance.

Looking ahead to 2019, our Fair Share income is budgeted to be $1,311,000 and our True-up income $60,000, for a total of $1,371,000. This represents an increase of 2% over our 2018 budget and 3% over our adjusted projection in 2018. For reference, our average increase since 2011 has been +/- 2%.

As always, my thanks go out to my esteemed colleagues on the Finance Committee, and especially to Joanna Shreve, our Diocesan Treasurer, Brian Nordwick, our Diocesan Canon Administrator, and Tiffany Martin, our Diocesan Bookkeeper.

Submitted by

Richard O. Mueller
Chair
Episcopal Diocese of El Camino Real
Diocesan Mission Commission

Report to the 38th Diocesan Convention

"In the first century Jesus of Nazareth inspired a movement. A community of people whose lives were centered on Jesus Christ and committed to living the way of God's unconditional, unselfish, sacrificial, and redemptive love. Before they were called "church" or "Christian," this Jesus Movement was simply called "the way. Today I believe our vocation is to live as the Episcopal branch of the Jesus Movement. But how can we together grow more deeply with Jesus Christ at the center of our lives, so we can bear witness to his way of love in and for the world?"

It is with this words that our Presiding Bishop, Michael Curry, invite us to join the "Practice the Way of Love of the Jesus Movement." The central issue is to step back on the primordial motives of being church and reengage the imagination of "being on the road with Jesus."

In this report of the Mission Commission Report to the 38th Diocesan Convention, we want to pledge our commitment to the Jesus Movement, and see in it the opportunity to refresh the Mission Commission's Diocesan call to do mission here in El Camino Real.

Regarding our Annual report to the Diocesan Convention, I will let the Congregations and Ministries we all fiscally support to speak by themselves, and this report will be a summary of their own stories.

The first story is about Holy Family Episcopal Church, San Jose. This congregation, as we know, was created out of the merger of St. Joseph's the Worker and Holy Child, Milpitas. The Congregation was renting space from a Methodist Church there in Milpitas, and their rental contract limited their ministry both in availability of space and time. At the same time, St. Philip's, San Jose, owning a building and dramatically declining in membership was facing a challenging future. After a year of work, and by the grace of god and the graciousness of the two congregations, St. Philip's and Holy Family, the two congregations merged last year, and they are now a stronger Episcopal presence on the East side of San Jose. The newly created congregation preserved the name of Holy Family. The story is long and worth mentioning, but the space in this report is not and we can leave it here. However, it is worth mentioning that as these two congregations merged, they also merged their financial assets providing the new Holy Family with a more solid financial foundation to become financially independent. Thus, this year we are graduating Holy Family as a Mission Commission grant recipient and these resources will be used to support a new church planting initiative in the Soledad-King City area.
Regarding other congregations receiving financial support from the Diocese through the Mission Commission, St. Paul's/San Pablo, Salinas, is moving in the direction of clergy leadership change. This congregation has initiated a Rector Search process after the present Rector and his Assistant have announced their retirement at the end of 2018. The new pursuit is to call one, bilingual and bicultural clergy person. The congregation's aspiration is to consolidate the good work done in bringing together the English and the Spanish speaking sides of the congregation.

San Pablo Apostol, Seaside, continues to grow. In fact, it can be considered as the fastest growing congregation in our Diocese. No secret, their congregational growth is directly connected to the ministry they do to serve the social context, the attentiveness to form lay leadership, and the decentralization of the internal “power structure” based on a “shared and servanthood leadership model.”

All Saints’ Cristo Rey, Watsonville, has taken couple of courageous and hard steps in the direction of stabilizing their long-term financial sustainability. Last year, they went through a hard review and reorganization of their long-term financial capacity, making a series of decisions that began to be implemented earlier this year: their first decision was to cut several personnel asking the church members to step in an take ownership of some of the paid positions; today they volunteer for office work, clean the facilities, etc. The hardest decision, though, was to move the clergy position from Full time to part time. This was not an easy move, and it is never the best, but it was a strategic move so that the church could adjust expenses and reduce the financial anxiety. Our hope is that this situation will be transitory and that they will restore their clergy leadership to full-time status in the near future. For the time being, they continue to work together as a bi-lingual/bi-cultural congregation.

As 2018 closes, the task of detailing specific ministry initiatives will continue. Our big hope is that all the congregations receiving Diocesan Financial Assistance will join us in the Presiding Bishop's invitation to “Practice the Way of Love of the Jesus Movement.”

The Mission Commission
Report of the Personnel Commission to the 38th Convention
Of the Diocese of El Camino Real

After consideration of local cost of living statistics, the Personnel Commission recommends a 3.8% increase in the 2019 Diocesan minimum salary structure and has submitted a resolution containing this recommendation for consideration at the Diocesan Convention.

The members of the Personnel Commission are Julian Crocker of St. Paul's, Cambria, Lloyd Lowrey of Good Shepherd, Salinas, Sue Hood of Trinity Cathedral, San Jose, Nancy Cohen of All Saints, Palo Alto, Brian Nordwick (ex officio, Diocesan Administrator) and Barbara Creed of St. Jude's, Cupertino, Chair.

Submitted by

Personnel Commission
Report of the Sanctuary Task Force
to the 38th Convention of the Diocese of El Camino Real

The 37th Convention of the Diocese of El Camino Real passed Resolution D, which calls for "the creation of a task force, appointed by the Partnership Commission, to develop a specific set of resources and partnerships and to facilitate discussions about what would be involved in the Diocese of El Camino Real becoming a Sanctuary Diocese, and to report the results back to the 38th Meeting of Convention." This is a summary of the report of that task force. To see the full report from the Task Force and resources for learning about and becoming a Sanctuary Diocese or Sanctuary Church, visit www.realepiscopal.org and search on "Sanctuary."

A sanctuary is a place of refuge or safety. This report explores what it would mean for the Diocese of El Camino Real to become a "Sanctuary Diocese." The Dream Faith Network resolution that led to the formation of this task force was responding to threats to the Temporary Protected Status (TPS) program, the elimination of Deferred Action for Childhood Arrivals (DACA), and other anti-immigrant actions. By becoming a Sanctuary Diocese, the Diocese of El Camino Real would be taking a step to help those affected by these changes. Sanctuary Diocese status means we will act to mitigate these threats.

Other dioceses have already declared themselves to be sanctuary dioceses. Their work has helped us understand what "sanctuary diocese" means. There is no single, precise definition. Each diocese and, separately, each congregation must decide if and how they want to engage in the sanctuary movement. In July, the 79th General Convention of the Episcopal Church passed Resolution 2018-C009, "Becoming a Sanctuary Church." While not declaring the Episcopal Church as a sanctuary church, the resolution urges members of the church to challenge unjust immigration laws and calls on congregations to become places of welcome, refuge, and healing and to provide other forms of material and pastoral support.

In general, becoming a sanctuary diocese involves encouraging congregations to become sanctuary churches and providing resources for that purpose. Becoming a sanctuary church is a process involving several steps. First, congregations need resources to become better informed about the issues facing immigrants to the United States and the theological basis for congregations to become involved. The diocese can make these resources available. Second, congregations can take a stand as a group to be active in the Sanctuary Movement. Effective advocacy requires that people work together for the desired changes. Third, congregations can partner with other organizations, both faith-based and secular, and become part of the sanctuary movement. And finally, congregations can provide assistance to those in need through
legal information and assistance, accompaniment to court, assistance navigating the US legal system, and possibly physical refuge. Our full report outlines what is required and provides links to resources for the diocese and congregations.

The full report and resource document will be published on www.realepiscopal.org.
Report of the Standing Committee
to the 38th Convention of the Diocese of El Camino Real

This year, the Standing Committee has had the joy of recommending the ordination of three deacons: Lisa Bennett, Andrea Mackenzie, and Bertram Nagarajah. We also reviewed the potential effect on ministry of several parish loans and other encumbrances, and consented to the election of several bishops for other dioceses. In addition we met with diocesan staff and other diocesan leaders to educate ourselves and develop an overview of the extensive ministry of this diocese.

Beyond these normal activities, it has been an unusually busy year in the life of the Standing Committee. After we sadly accepted Bishop Mary's decision to complete her work as Bishop of this diocese in January 2020, we started the process of calling the 4th Bishop of El Camino Real.

At the recommendation of Bishop Ousley of the Presiding Bishop's Office of Pastoral Development, we hired a consultant, Ms Judy Stark, to assist us and help keep us on track. She has proved to be an excellent coach and cheerleader, helping us to create a realistic timeline and sharing best practices from across the wider church.

In the Spring, members of the Standing Committee attended Deanery meetings to share the process of calling and transitioning to a new bishop, and to answer your questions as best we could. We are grateful to the Board of Trustees who promptly addressed the question of funding for this whole process, and so we were able to rapidly recruit a Search Committee.

This was both a fun and a challenging process as we tried to create a group which included people who have served in diocesan leadership positions before, but also many people who have not. It seemed important that the future leaders of the diocese be integrally involved in the calling of our next bishop.

The Search Committee, chaired by Joe Head and Barbara Miller, has worked passionately and diligently to listen to your input and to create a Profile of the Diocese and of the person we are seeking to be our next Bishop. The profile will be available online in both English and Spanish, and provide a way for nominations and applications to be received.

The Search Committee has also been developing a selection procedure for discerning through the applications to find those candidates who are most suited to the challenges and graces we face in becoming the church of the future. This will include a discernment conference in February at the Mount Hermon Conference Center in Felton, after which the final candidates will be chosen.

The slate of final candidates will be reviewed by the Standing Committee, and then invited to the diocese with their families to be shown around, to meet us, and for us to meet them, prior to the electing convention which will be held on June 1st at St Andrew's in Saratoga.
The Standing Committee has recruited a Transition Committee who will be responsible for this process and for onboarding the 4th bishop as well as celebrating Bishop Mary’s ministry among us. The committee is going to need a lot of help! So please be prepared to step up to help with the organization of meetings and gatherings in your deaneries. There is no doubt that this is a challenging time for us as a diocese, and it is a test of the excellent work we have done in the last thirteen years to learn how to trust one another and to be gracious and careful with our relationships and with our boundaries even at times of stress. The Standing Committee is deeply grateful for your prayers which are helping to hold us all, and particularly Bishop Mary, firmly in the love and grace of God.

My thanks go to each member of the diocesan staff, the Search Committee, the Transition Committee and my friends and colleagues on the Standing Committee: Shelley Denney, Katherine Doar, Liz Frost, Lisa Gonzalez, John Melvin, Ernst Rosenthal and Channing Smith.

Submitted by
The Rev. Caroline Hall
President
Report of the Santa Maria Urban Ministry to the 38th Convention of the Diocese of El Camino Real

Santa Maria Urban Ministry continues to thrive, thanks to so many individual and church donors, and the diocese, which funds our ministry work with a $30,000 budget allocation. SMUM is located in San José’s inner-city and offers transformative programs to serve the needs of our community. Our mission is to promote their self-sufficiency.

This year began with a very important step for Santa Maria Urban Ministry. After a three-month long search process, we hired a new Executive Director, Kathy Cordova. She came to us with experience in fundraising and development for several other non-profits. Just before coming to us, she was serving as Development Officer at a Catholic school located in the Washington Neighborhood of San Jose, which is where Santa Maria is located, and which has most of the people whom the Ministry serves. She has continued to network with other local agencies and the city government of San Jose. Kathy's enthusiasm and commitment are contagious and her intelligence and experience are serving our mission so well.

For a number of years, a young man who is confined to a wheel chair, and lives across the street from the ministry, had been volunteering at Santa Maria almost daily, usually helping with translation when needed (he is bilingual) and filling in at the “Welcome Desk” when a volunteer was absent. Over the years, Jesus Gonzales helped us in so many ways by welcoming each client and making sure they knew about all of the resources our agency could offer. We were so pleased when we found that this year we could actually hire him as “Welcome Desk” manager, overseeing that our clients get all that they want and need, and that our statistics are kept up-to-date and accurate, which is vital in maintaining our partnership with Second Harvest Food Bank.

We continue to serve over 1600 people a month with food boxes packed with canned goods, pasta, rice, protein and LOTS of fresh produce items. We distribute boxes five mornings a week and two Saturdays a month. We thank all of our volunteers who make this possible. Each day, there are at least 15 volunteers on site to help with one of our programs – usually twice that number – working in the warehouse, helping with one of our education programs, cleaning and maintaining the inside and outside of our building, etc. Many of our volunteers come from the community that we serve, and we find this particularly gratifying. It helps us be in closer communication as to their needs and how to better serve them. We also have a good number of volunteers from the local universities (San Jose State and Santa Clara University) and high schools (Bellarmine, Archbishop Mitty, St. Francis, local public schools) who come to help while fulfilling their requirements for community service. These students frequently give more than their required hours of service because they come to love our community. One group even started a “GoFundMe” account and raised over $500 for us.

This past summer we have had our seventh year of our summer camps – and they were very successful. The Studio Camp is for Kindergarten through 6th graders. For four
hours a day, they fully explore the "theme of the week" such as marine life or the solar system, at the same time as maintaining their reading, writing and math skills. They had two field trips each week – including the Monterey Bay Aquarium, "I-Fly" program, visiting the Intel Computer Museum, and trips to swimming pools and ice-skating rinks. Most of the kids involved in this program also attend our three-day a week Studio homework program during the school year.

We had a Teen Leadership Summer Program for the seventh straight year as well. We hired two college students to lead this program and it was, again, very successful this year. We received a grant from the City of San Jose (Gang Abatement) enabling us to employ two college interns to lead this program and to have the resources and supplies to fully support the program. The students helped organize the local National Night Out Program for this part of San Jose, learning and practicing leadership skills. (The local councilman publicly thanked the TLP students for their excellent work.) The teen program also takes the kids to college campuses, helps them prepare resumes and job applications and practice being interviewed.

Santa Maria Urban Ministry is most grateful for the annual support it receives from the Diocese of El Camino Real. We are incredibly blessed by your support.

Submitted by

Joanna R. Shreve
Treasurer
Report of the Treasurer to the 38th Convention
Of the Diocese of El Camino Real

It is a pleasure to report that the financial status of the Diocese continues to be healthy. The Board of Trustees and Finance Committee continue to monitor quite closely that the same holds true for our congregations. The Finance Committee meets before each Board meeting and reviews the monthly financial reports. At the Board of Trustees meeting, any concerns or cautions are brought to the attention of the Board members. As needed, supportive follow-up is made by Canon Nordwick, Richard Mueller (Finance Committee Chair) and/or myself with those congregations who seem to be struggling to pay their Fair Share.

The Diocesan Investment Trust, which holds our investments, has had a good year (reflecting the upward trends of the stock market.) Our Investment Policy is somewhat on the conservative side. We review this document every two to three years. The Board of Trustees will be reviewing it again in 2019. The Policy has three parts – Investment policy and procedures, a Gifts Acceptance Policy, and a Spending Policy. This document is available on our diocesan website. It is a good template for congregations to use in developing their own policies for these areas. We are very blessed to have Sue Ramar (St. Andrew’s, Saratoga) lead us in the work of monitoring our investments, making sure that the balance between stocks and bonds, etc. is wise for current market trends. Sue is a faithful member of our Finance Committee and is an Investment Manager by profession. Her experience and knowledge have been invaluable to the Finance Committee and the diocese. It should be noted that the Finance Committee has a telephone meeting with our account managers at State Street Bank at least once a year. Members of the Board of Trustees, as well as people from our congregations who have investments in our Diocesan Investment Trust, are invited to participate in this phone conversation.

Our auditors continue to report that we are in compliance with standard business practices and for the eighth year in a row, they have not presented a Management Letter with items needing attention. They thoroughly review all of our finances, including the managing of the Bishop’s Appeal. The auditors are satisfied that all of these special funding areas were handled appropriately and accurately. We have Tiffany Martin, accountant and the Canon for Administration and Finance, the Rev. Brian Nordwick, to thank for their excellent work.

I would like to report on the work of the Budget Advisory Committee (BAC) that is an ad hoc committee of the Board of Trustees, and of which I am a member as the Treasurer of the Diocese. This committee has the task of presenting a draft-balanced budget for the upcoming year to the Board for its consideration and recommendation for approval at the November Convention. The BAC is also maintaining a three-year rolling budget, enabling the diocese to have a good idea of the projected expenses (and income) for the next three years. The Core Values of the Diocese are always at the forefront of our work, and it is a joy and blessing to be able to work together in this transparent and thoughtful way as we discern how God is calling the Diocese to practice good stewardship as we do God’s ministry.

In 2017, Bishop Mary suggested that we include in our budget for 2018 a “sinking fund” for a “Bishop Transition Fund.” (A sinking fund is used to save money for expense categories where funding is needed on an irregular basis, spreading costs over several years and making the cash outlays more manageable when they occur.) This sinking fund was set up for the search process for our fourth bishop. It was a painful surprise when Bishop Mary announced that she would step away in January 2020, and a new Bishop Search Process got underway early in
2018. We will be using the Bishop Transition Fund as well as income in our Diocesan Enhancement area to support our current search process.

One aspect of my role as Treasurer is that I try to make myself available to consult with parishes about financial issues, including setting up software for bookkeeping, how to manage restricted funds and simple investments, etc. I love these opportunities and welcome people to approach me for help. If the issues are not within my skill set (I am not a trained CPA) I can always make sure that the right people are made available to help. Please feel free to contact me (jirshreve@aol.com) and I will do my best to be of assistance.

Again, I must express my gratitude to the delegates of Convention who have elected me for eight years to be your Treasurer of the Diocese. I continue to enjoy my work very much. I am truly humbled by your trust in me. I am most grateful to the people with whom I work most closely in this role, particularly our Chair of the Finance Committee, Richard Mueller, Canon Brian Nordwick, Tiffany Martin and Ken Wratten, Chair of the Budget Advisory Committee. Mary Beth Powell also is very supportive, responding very cheerfully and helpfully to any request I might have. They have all been extraordinarily helpful, patient and encouraging. It is an honor to work with them.

Submitted by
Joanna R. Shreve
Treasurer
SECTION E

STANDARD AUDITORS LETTER FOR 2018

&

2018 AUDIT REPORT
May 15, 2018

To the Board of Trustees
The Episcopal Church
in the Diocese of El Camino Real
Salinas, California

We are pleased to present this report related to our audit of the consolidated financial statements of The Episcopal Church in the Diocese of El Camino Real (the Diocese) for the year ended December 31, 2017. This report summarizes certain matters required by professional standards to be communicated to you in your oversight responsibility for The Episcopal Church in the Diocese of El Camino Real’s financial reporting process.

Generally accepted auditing standards (AU-C 260, The Auditor’s Communication with Those Charged with Governance) require the auditor to promote effective two-way communication between the auditor and those charged with governance. Consistent with this requirement, the following summarizes our responsibilities regarding the financial statement audit as well as observations arising from our audit that are, significant and relevant: to your responsibility to oversee the financial reporting process.

Our Responsibilities with Regard to the Financial Statement Audit

Our responsibilities under auditing standards generally accepted in the United States of America have been described to you in our arrangement letter dated December 11, 2017. Our audit of the financial statements does not relieve management or those charged with governance of their responsibilities which are also described in that letter.

Overview of the Planned Scope and Timing of the Financial Statement Audit

We have issued a separate communication dated December 11, 2017 regarding the planned scope and timing of our audit and have discussed with you our identification of and planned audit response to significant risks of material misstatement.

Accounting Policies and Practices

Preferability of Accounting Policies and Practices
Under generally accepted principles, in certain circumstances, management may select among alternative accounting practices. In our view, in such circumstances, management has selected the preferable accounting practice.
Adoption of, or Change in, Accounting Policies
Management has the ultimate responsibility for the appropriateness of the accounting policies used by the Diocese. The Diocese did not adopt any significant new accounting policies nor have there been any changes in existing significant accounting policies during the current period.

Recently Issued Accounting Standards
In November 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2016-18, Statement of Cash Flows (Topic 230) Restricted Cash. The amendments in this Update require that a statement of cash flows explain the change during the period in the total of cash, cash equivalents, and amounts generally described as restricted cash or restricted cash equivalents. Therefore, amounts generally described as restricted cash and restricted cash equivalents should be included with cash and cash equivalents when reconciling the beginning-of-period and end-of-period total amounts shown on the statement of cash flows. The amendments in this Update do not provide a definition of restricted cash or restricted cash equivalents. The amendments are effective for fiscal years beginning after December 15, 2018.

On August 18, 2016, FASB issued an Accounting Standards Update (ASU) (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities that improves existing standards for financial statement presentation by not-for-profit organizations. The ASU focuses on improving the current net asset classification requirements and information presented in financial statements and notes that is useful in assessing a not-for-profit’s liquidity, financial performance, and cash flows. The amendments in this Update are effective for annual financial statements issued for fiscal years beginning after December 15, 2017. In order to implement this new Update the Diocese will need to make some changes to the way they are currently recording expenses.

In May 2014, FASB the Financial Accounting Standards Board issued a new standard on revenue recognition. This new standard redefines revenue recognition around the instance of transfer of control, rather than the transfer of risks and rewards, and provides recognition guidance in instances of variable consideration, licenses and contract costs. This new standard is effective beginning after December 31, 2018 for non public entities, with early adoption permitted subject to certain limitations.

In February 2016, the FASB issued a new accounting standard on leases. Under the new standard, a lessee should recognize in the balance sheet a liability to make lease payments and a right-of-use asset representing its right to use the underlying asset for the lease term. This standard is effective for fiscal years beginning after December 15, 2019.

Significant or Unusual Transactions
We did not identify any significant or unusual transactions or significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.
Management Judgments and Accounting Estimates

Accounting estimates are an integral part of the preparation of financial statements and are based upon management’s current judgment. The process used by management encompasses their knowledge and experience about past and current events and certain assumptions about future events. You may wish to monitor throughout the year the process used to compute and record these accounting estimates.

Audit Adjustments

Audit adjustments proposed by us and recorded by the Diocese are shown on the attached “Adjusting Journal Entries” and “Reclassification Journal Entries.”

Uncorrected Misstatements

We are not aware of any uncorrected misstatements other than misstatements that are clearly trivial.

Departure From the Auditor’s Standard Report

A basis for qualified opinion paragraph was added to our report to emphasize the condition which led to the qualification of our opinion. As more fully described in Note 1 to the consolidated financial statements, the Diocese has not provided for the recognition of depreciation over the estimated useful lives of its buildings. Accounting principles generally accepted in the United States of America require recognition of depreciation over the estimated useful lives of buildings. The effects on the consolidated financial statements of the failure to recognize depreciation for its buildings have not been determined.

Disagreements with Management

We encountered no disagreements with management over the application of significant accounting principles, the basis for management’s judgments on any significant matters, the scope of the audit or significant disclosures to be included in the financial statements.

Consultations with Other Accountants

We are not aware of any consultations management had with other accountants about accounting or auditing matters.

Significant Issues Discussed with Management

No significant issues arising from the audit were discussed with or were the subject of correspondence with management.

Significant Difficulties Encountered in Performing the Audit

We did not encounter any significant difficulties in dealing with management during the audit.
Letter Communicating Significant Deficiencies and Material Weaknesses in Internal Control Over Financial Reporting

When significant deficiencies and material weaknesses are identified during our audit of the financial statements, we are required to communicate them to you in writing. For the year ended December 31, 2017 a letter was not required.

Certain Written Communications Between Management and Our Firm

We have requested certain representations from management that are included in the management representation letter dated May 15, 2018.

This report is intended solely for the information and use of the Board of Trustees and management and is not intended to be and should not be used by anyone other than these specified parties. It will be our pleasure to respond to any questions you have regarding this report. We appreciate the opportunity to continue to be of service to the Diocese.

Sincerely,

Hayashi Wayland, LLP
<table>
<thead>
<tr>
<th>Number</th>
<th>Date</th>
<th>Name</th>
<th>Account No</th>
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<th>Credit</th>
<th>Net Income (Loss)</th>
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<td>Sargent House Bldg &amp; Mtn Fund - Fund Release</td>
<td>273000-95100</td>
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</tr>
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</table>

  To capitalize improvements

| AJE-02 | 12/31/2017 | Fair Share Receivables                       | 000000-13100     |          | 60,483.00 |                   |
| AJE-02 | 12/31/2017 | Undesignated Net Assets                      | 000000-35000     |          | 33,524.00 |                   |
| AJE-02 | 12/31/2017 | Fair Share Cash Basis Prev Year              | 000000-40010     |          | 26,959.00 |                   |

  To record current year Fair Share receivable

| AJE-03 | 12/31/2017 | Accumulated Depreciation                    | 000000-16990     |          |          | 50,483.00         |
| AJE-03 | 12/31/2017 | Depreciation Expense                        | 000000-62990     |          |          | 60,483.00         |

  To adjust depreciation expense to actual

| AJE-04 | 12/31/2017 | Rental Income - Vineyard Canyon             | 000000-82000     |          | 2,000.00  |                   |
| AJE-04 | 12/31/2017 | Rental Income - Shaffer Seaside             | 000000-82100     |          | 15,800.00 |                   |
| AJE-04 | 12/31/2017 | Funding - Building R&M (29002H)             | 000000-99002     |          | 17,800.00 |                   |
| AJE-04 | 12/31/2017 | Building R&M-Contributions                  | 29002H-41000     |          | 17,800.00 |                   |
| AJE-04 | 12/31/2017 | Building R&M-Fund Transfer                  | 29002H-96000     |          | 17,800.00 |                   |

  To reverse client R&M Sinking Fund entry and record properly

| AJE-05 | 12/31/2017 | Allowance on Note Receivable                | 000000-18006     |          |          | 35,600.00         |
| AJE-05 | 12/31/2017 | Debts Forgiven                              | 000000-87100     |          |          | 35,600.00         |

  To record allowance for CIG note

| AJE-06 | 12/31/2017 | Undesignated Net Assets                     | 000000-35000     |          |          |                   |
| AJE-06 | 12/31/2017 | Designated Net Asset Balance                | 000000-36100     |          |          | 16,992.00         |
| AJE-06 | 12/31/2017 | Designated Net Asset Balance                | 000000-36100     |          |          |                   |
| AJE-06 | 12/31/2017 | Designated Property-Designated Net Asset    | 29003P-35100     |          |          |                   |
| AJE-06 | 12/31/2017 | Designated Property-Designated Net Asset    | 29003P-35100     |          |          |                   |
| AJE-06 | 12/31/2017 | Designated Property-Fund Expense            | 29003P-95000     |          |          |                   |

  Reverse depreciation recorded under Designated Property - Fund Expense and adjust designated property to actual at 12/31/2017

| AJE-07 | 12/31/2017 | Bishop's Diaconate Medical-Contributions    | 58005T-41003     |          | 6,000.00  |                   |
| AJE-07 | 12/31/2017 | Bishop's Diaconate Medical-Fund Transfer    | 58005T-96003     |          | 6,000.00  |                   |
| AJE-07 | 12/31/2017 | Bishop Discretionary Ed-Contributions       | 58101T-41003     |          | 1,300.00  |                   |
| AJE-07 | 12/31/2017 | Bishop Discretionary Ed-Fund Transfer       | 58101T-96003     |          | 1,300.00  |                   |

  To reclassify two fund transfers from
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249,892.00  249,892.00  665,511.00
THE EPISCOPAL CHURCH
IN THE DIOCESE OF EL CAMINO REAL

CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED
DECEMBER 31, 2017

AND INDEPENDENT AUDITORS’ REPORT
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<th>Page</th>
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</thead>
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<td>Independent Auditors’ Report</td>
<td>3 – 4</td>
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<tr>
<td><strong>Consolidated Financial Statements:</strong></td>
<td></td>
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<td>Consolidated Statement of Financial Position</td>
<td>5 – 6</td>
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<td>Consolidated Statement of Activities</td>
<td>7 – 8</td>
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<td>Consolidated Statement of Cash Flows</td>
<td>9 – 10</td>
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<td>Notes to Consolidated Financial Statements</td>
<td>11 – 20</td>
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<td><strong>Supplemental Schedule –</strong></td>
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<tr>
<td>Schedule of Budgeted Revenues and Expenses –</td>
<td>21 – 23</td>
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<tr>
<td>Operating and Non-Operating Basis</td>
<td></td>
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</table>
THE EPISCOPAL CHURCH
IN THE DIOCESE OF EL CAMINO REAL

Officers and Others

The Rt. Rev. Mary Gray-Reeves
Mr. Joe Head
The Rev. Maly Hughes
Mrs. Joanna Shreve
The Rev. Canon Brian Nordwick
Ms. Nancy Cohen
Ms. Lisa Gonzalez
Mr. Frank Snow
The Rev. Canon Jesús Reyes
Mr. Richard O. Mueller

President
Vice President
Secretary
Treasurer
Diocesan Administration
& Asst Secretary/Treasurer
Chancellor
Standing Committee Liaison
Recording Secretary
Congregational Development
Finance Committee Chair

Board of Trustees

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<th>Name</th>
<th>Term</th>
<th>Expires</th>
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<td>Ms. Lynn Enns</td>
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<td>Mr. Joe Head</td>
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<tr>
<td>The Rev. Linda McConnell</td>
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<td>The Rev. Sid Symington</td>
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<td>Mr. Michael Coffin</td>
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<tr>
<td>Mr. George Lockwood</td>
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<tr>
<td>The Rev. Brian Palmer</td>
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<tr>
<td>Mr. Skip Parks</td>
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<tr>
<td>The Rev. Kathleen Crowe</td>
<td>2019</td>
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<tr>
<td>Dr. Cristine Mincheff</td>
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<td></td>
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<tr>
<td>The Rev. Bob Ott</td>
<td>2019</td>
<td></td>
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<tr>
<td>Mr. Brian Raney</td>
<td>2019</td>
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INDEPENDENT AUDITORS’ REPORT

To the Board of Trustees
The Episcopal Church
in the Diocese of El Camino Real
Monterey, California

Report on the Consolidated Financial Statements

We have audited the accompanying consolidated financial statements of The Episcopal Church in the Dioceses of El Camino Real (a nonprofit corporation), which comprise the statement of financial position as of December 31, 2017, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.
Basis for Qualified Opinion

As more fully described in Note 1 to the consolidated financial statements, the Diocese has not provided for the recognition of depreciation over the estimated useful lives of its buildings. Accounting principles generally accepted in the United States of America require recognition of depreciation over the estimated useful lives of buildings. The effects on the accompanying consolidated financial statements of the failure to recognize depreciation for its buildings have not been determined.

Qualified Opinion

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion paragraph, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of The Episcopal Church in the Diocese of El Camino Real as of December 31, 2017, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Summarized Comparative Information

We have previously audited The Episcopal Church in the Diocese of El Camino Real's 2016 consolidated financial statements, and we expressed a qualified opinion on those audited consolidated financial statements in our report dated June 13, 2017. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2016, is consistent, in all material respects, with the audited consolidated financial statements from which it has been derived.

Other Matter

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The schedule of Budgeted Revenues and Expenses – Operating and Nonoperating Basis is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

May 15, 2018

Hayashi Wayland, LLP
# THE EPISCOPAL CHURCH
IN THE DIOCESE OF EL CAMINO REAL
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2017
(WITH SUMMARIZED TOTALS FOR DECEMBER 31, 2016)

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT ASSETS:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 540,004</td>
<td>$ 202,974</td>
<td>$</td>
<td>$ 742,978</td>
<td>$ 877,933</td>
</tr>
<tr>
<td>Fair share receivable</td>
<td>60,483</td>
<td></td>
<td></td>
<td>60,483</td>
<td>33,524</td>
</tr>
<tr>
<td>Parish receivables</td>
<td>5,315</td>
<td></td>
<td></td>
<td>5,315</td>
<td>14,911</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>26,806</td>
<td></td>
<td></td>
<td>26,806</td>
<td>24,244</td>
</tr>
<tr>
<td>Total current assets</td>
<td>632,608</td>
<td>202,974</td>
<td></td>
<td>835,582</td>
<td>950,612</td>
</tr>
<tr>
<td><strong>PROPERTY – NET</strong></td>
<td>2,902,980</td>
<td></td>
<td></td>
<td>2,902,980</td>
<td>2,885,794</td>
</tr>
<tr>
<td><strong>OTHER ASSETS:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges receivable – net</td>
<td>–</td>
<td>98,316</td>
<td></td>
<td>98,316</td>
<td>–</td>
</tr>
<tr>
<td>Notes receivable – net</td>
<td>73,973</td>
<td></td>
<td></td>
<td>73,973</td>
<td>97,662</td>
</tr>
<tr>
<td>Investments</td>
<td>6,430,198</td>
<td>1,086,122</td>
<td>515,546</td>
<td>8,031,866</td>
<td>6,868,816</td>
</tr>
<tr>
<td>Total other assets</td>
<td>6,504,171</td>
<td>1,184,438</td>
<td>515,546</td>
<td>8,204,155</td>
<td>6,966,478</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$10,039,759</td>
<td>$ 1,387,412</td>
<td>$ 515,546</td>
<td>$11,942,717</td>
<td>$10,802,884</td>
</tr>
</tbody>
</table>

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THE EPISCOPAL CHURCH
IN THE DIOCESE OF EL CAMINO REAL
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2017
(WITH SUMMARIZED TOTALS FOR DECEMBER 31, 2016)
(Continued)

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT LIABILITIES:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$ 2,793</td>
<td>$</td>
<td>$</td>
<td>$ 2,793</td>
<td>$ 205</td>
</tr>
<tr>
<td>Custodial accounts</td>
<td></td>
<td>$ 29,468</td>
<td></td>
<td>$ 29,468</td>
<td>$ 48,842</td>
</tr>
<tr>
<td>Total current liabilities</td>
<td></td>
<td></td>
<td></td>
<td>$ 32,261</td>
<td>$ 49,047</td>
</tr>
<tr>
<td>LONG-TERM LIABILITIES –</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funds held in trust</td>
<td>2,244,473</td>
<td></td>
<td></td>
<td>2,244,473</td>
<td>1,753,368</td>
</tr>
<tr>
<td>NET ASSETS:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undesignated</td>
<td>502,007</td>
<td></td>
<td></td>
<td>502,007</td>
<td>502,112</td>
</tr>
<tr>
<td>Designated</td>
<td>4,358,038</td>
<td>-</td>
<td></td>
<td>4,358,038</td>
<td>3,963,967</td>
</tr>
<tr>
<td>Invested in property</td>
<td>2,902,980</td>
<td>-</td>
<td></td>
<td>2,902,980</td>
<td>2,885,794</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>-</td>
<td>1,387,412</td>
<td>-</td>
<td>1,387,412</td>
<td>1,133,050</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>-</td>
<td></td>
<td></td>
<td>515,546</td>
<td>515,546</td>
</tr>
<tr>
<td>Total net assets</td>
<td>7,763,025</td>
<td>1,387,412</td>
<td>515,546</td>
<td>9,665,983</td>
<td>9,000,469</td>
</tr>
</tbody>
</table>

TOTAL LIABILITIES AND NET ASSETS
$10,039,759 $1,387,412 $515,546 $11,942,717 $10,802,884

See Notes to Consolidated Financial Statements.

6
**THE EPISCOPAL CHURCH**
**IN THE DIOCESE OF EL CAMINO REAL**
**CONSOLIDATED STATEMENT OF ACTIVITIES**
**FOR THE YEAR ENDED DECEMBER 31, 2017**
**(WITH SUMMARIZED TOTALS FOR DECEMBER 31, 2016)**

<table>
<thead>
<tr>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OPERATING REVENUES, GAINS AND OTHER SUPPORT:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fair share pledges</td>
<td>$1,293,474</td>
<td>$</td>
<td>$</td>
<td>$1,293,474</td>
</tr>
<tr>
<td>Contributions</td>
<td>309,480</td>
<td>309,480</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated revenue</td>
<td>49,457</td>
<td>49,457</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fees</td>
<td>685</td>
<td>685</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other revenue</td>
<td>5,760</td>
<td>5,760</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>286,568</td>
<td>(286,568)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total operating revenues, gains and other support</strong></td>
<td>1,635,944</td>
<td>22,912</td>
<td></td>
<td>1,658,856</td>
</tr>
</tbody>
</table>

**OPERATING EXPENSES:**

Program services:
- Mission beyond the Diocese: 205,149
- Department of Missions: 183,662
- Ministry to congregation and clergy: 60,060
- Education ministries: 10,729
- Specialized ministries: 120,072

Support services:
- Support to the Missions and ministry: 750,818
- Office and operating: 174,704

| Total operating expenses | 1,505,194 | | 1,505,194 | 1,463,672 |

**CHANGE IN NET ASSETS FROM OPERATIONS**

<p>|  | $130,750 | $22,912 | $ | 153,662 | 157,702 |</p>
<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>NON–OPERATING REVENUES, (EXPENSES) AND OTHER CHANGES:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rents</td>
<td>$ 19,073</td>
<td>$ –</td>
<td>$ –</td>
<td>$ 19,073</td>
<td>$ 39,111</td>
</tr>
<tr>
<td>Investment income</td>
<td>588,718</td>
<td>231,450</td>
<td>–</td>
<td>820,168</td>
<td>342,901</td>
</tr>
<tr>
<td>Investment expenses</td>
<td>(33,462)</td>
<td>–</td>
<td>–</td>
<td>(33,462)</td>
<td>(33,345)</td>
</tr>
<tr>
<td>Rental expenses</td>
<td>(1,134)</td>
<td>–</td>
<td>–</td>
<td>(1,134)</td>
<td>(8,151)</td>
</tr>
<tr>
<td>Miscellaneous expenses and fees</td>
<td>(22,188)</td>
<td>–</td>
<td>–</td>
<td>(22,188)</td>
<td>(5)</td>
</tr>
<tr>
<td>Fund expenses</td>
<td>(270,605)</td>
<td>–</td>
<td>–</td>
<td>(270,605)</td>
<td>(302,343)</td>
</tr>
<tr>
<td>Gain (loss) on disposal of assets</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Total non-operating revenues, (expenses) and other changes</td>
<td>280,402</td>
<td>231,450</td>
<td>–</td>
<td>511,852</td>
<td>191,672</td>
</tr>
<tr>
<td>CHANGE IN NET ASSETS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>411,152</td>
<td>254,362</td>
<td>–</td>
<td>665,514</td>
<td>349,374</td>
</tr>
<tr>
<td>NET ASSETS, BEGINNING OF YEAR</td>
<td>7,351,873</td>
<td>1,133,050</td>
<td>515,546</td>
<td>9,000,469</td>
<td>8,651,095</td>
</tr>
<tr>
<td>NET ASSETS, END OF YEAR</td>
<td>$ 7,763,025</td>
<td>$ 1,387,412</td>
<td>$ 515,546</td>
<td>$ 9,665,983</td>
<td>$ 9,000,469</td>
</tr>
</tbody>
</table>

See Notes to Consolidated Financial Statements.
# THE EPISCOPAL CHURCH
## IN THE DIOCESE OF EL CAMINO REAL
### CONSOLIDATED STATEMENT OF CASH FLOWS
#### FOR THE YEAR ENDED DECEMBER 31, 2017
##### (WITH SUMMARIZED TOTALS FOR DECEMBER 31, 2016)

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CASH FLOWS FROM</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>OPERATING ACTIVITIES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$ 411,152</td>
<td>$ 254,362</td>
<td>$</td>
<td>$ 665,514</td>
<td>$ 349,374</td>
</tr>
<tr>
<td>Adjustments to reconcile change</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in net assets to net cash</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>provided (used) by operations:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>26,054</td>
<td></td>
<td></td>
<td>26,054</td>
<td>27,566</td>
</tr>
<tr>
<td>Gain on sale of assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(153,504)</td>
</tr>
<tr>
<td>Realized/unrealized (gain) loss</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>on investments</td>
<td>(578,837)</td>
<td>(228,760)</td>
<td>(807,597)</td>
<td>(329,519)</td>
<td></td>
</tr>
<tr>
<td>Allowance for pledges receivable</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Discount on pledges receivable</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Increase) decrease in:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fair share receivable</td>
<td>(26,959)</td>
<td></td>
<td>(26,959)</td>
<td>8,499</td>
<td></td>
</tr>
<tr>
<td>Parish receivables</td>
<td>9,596</td>
<td></td>
<td></td>
<td>9,596</td>
<td>7,622</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>(2,562)</td>
<td></td>
<td>(2,562)</td>
<td>4,876</td>
<td></td>
</tr>
<tr>
<td>Pledges receivable</td>
<td></td>
<td>(109,340)</td>
<td>(109,340)</td>
<td>47,111</td>
<td></td>
</tr>
<tr>
<td>Increase (decrease) in:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>2,588</td>
<td></td>
<td></td>
<td>(5,305)</td>
<td></td>
</tr>
<tr>
<td>Accrued expenses</td>
<td></td>
<td></td>
<td></td>
<td>(38)</td>
<td></td>
</tr>
<tr>
<td>Custodial accounts</td>
<td>(19,374)</td>
<td></td>
<td>(19,374)</td>
<td>20,291</td>
<td></td>
</tr>
<tr>
<td><strong>NET CASH PROVIDED (USED)</strong></td>
<td>(178,342)</td>
<td>(72,714)</td>
<td></td>
<td>(251,056)</td>
<td>(30,764)</td>
</tr>
<tr>
<td><strong>BY OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CASH FLOWS FROM</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INVESTING ACTIVITIES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of property</td>
<td>(43,241)</td>
<td></td>
<td></td>
<td>(43,241)</td>
<td>(31,728)</td>
</tr>
<tr>
<td>Proceeds from sale of property</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>836,506</td>
</tr>
<tr>
<td>Proceeds from sale of investments</td>
<td>287,313</td>
<td>36,194</td>
<td></td>
<td>323,507</td>
<td>584,274</td>
</tr>
<tr>
<td>Purchases of investments</td>
<td>(574,855)</td>
<td>(104,104)</td>
<td>(678,959)</td>
<td>(1,487,362)</td>
<td></td>
</tr>
<tr>
<td>Proceeds from repayment of notes</td>
<td>23,689</td>
<td></td>
<td></td>
<td>23,689</td>
<td>3,558</td>
</tr>
<tr>
<td>Increase in funds held in trust</td>
<td>491,105</td>
<td></td>
<td></td>
<td>491,105</td>
<td>405,278</td>
</tr>
<tr>
<td><strong>NET CASH PROVIDED (USED)</strong></td>
<td>$ 184,011</td>
<td>$ (67,910)</td>
<td>$</td>
<td>$ 116,101</td>
<td>$ 310,526</td>
</tr>
<tr>
<td><strong>BY INVESTING ACTIVITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## THE EPISCOPAL CHURCH
### IN THE DIOCESE OF EL CAMINO REAL
#### CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2017
(WITH SUMMARIZED TOTALS FOR DECEMBER 31, 2016)
(Continued)

<table>
<thead>
<tr>
<th>Net Increase (Decrease)</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>in Cash and Cash Equivalents</td>
<td>$ 5,669</td>
<td>$(140,624)</td>
<td>$ -</td>
<td>$(134,955)</td>
<td>$ 279,762</td>
</tr>
<tr>
<td>Cash and Cash Equivalents, Beginning of Year</td>
<td>534,335</td>
<td>343,598</td>
<td>-</td>
<td>877,933</td>
<td>598,171</td>
</tr>
<tr>
<td>Cash and Cash Equivalents, End of Year</td>
<td>$ 540,004</td>
<td>$ 202,974</td>
<td>-</td>
<td>$ 742,978</td>
<td>$ 877,933</td>
</tr>
</tbody>
</table>

See Notes to Consolidated Financial Statements.
NOTE 1.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities – The Episcopal Church in the Diocese of El Camino Real (the Diocese) was formed in June 1980 from the southern portion of the Diocese of California. The Diocese is comprised of various parishes, parochial mission congregations, organized Diocesan missions, Bishop’s congregations, institutions, and agencies in San Luis Obispo, Monterey, San Benito, Santa Cruz and Santa Clara counties. The Diocese is dedicated to spreading the Gospel through the establishment, development and promotion of all aspects of church ministry on the Central California Coast.

A foundation was established in 1999 known as The El Camino Real Foundation. The purpose of the Foundation is the advancement of religion, specifically to further the goals and objectives of the Episcopal Diocese of El Camino Real and the Episcopal Church. The account balances related to the Foundation are included in these financial statements.

Basis of Accounting – The Diocese’s accounts are maintained primarily on the accrual basis. No depreciation is recorded on buildings in accordance with practices established by the Episcopal Church in the United States. Such practices are not in conformity with accounting principles generally accepted in the United States of America. The net assets, revenues, gains, and other support and expenses and other changes in the accompanying financial statements are classified based on the existence or absence of donor-imposed restrictions. Accordingly, for reporting purposes, net assets of the Diocese and changes therein are classified as follows:

- Unrestricted Net Assets – Net assets that are not subject to donor-imposed stipulations. This includes certain amounts designated by the Board for various purposes.
- Temporarily Restricted Net Assets – Net assets subject to donor-imposed stipulations that may or will be met either by actions of the Diocese and/or the passage of time.
- Permanently Restricted Net Assets – Net assets subject to donor-imposed restrictions that they be maintained permanently by the Diocese. Generally, the donors of these assets permit the Diocese to use all or a part of the income earned on related investments for general or specific purposes.

Recognition of Donor Restrictions – Support that is restricted by the donor is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported in the Statement of Activities as “net assets released from restrictions.”
NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fair Value Measurements – The Diocese applies Generally Accepted Accounting Principles (GAAP) for fair value measurements of financial assets and liabilities. GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value should be based on assumptions that market participants would use, including a consideration of non-performance risk.

Management assesses the inputs used to measure fair value using a three-tier hierarchy based on the extent to which inputs used in measuring fair value are observable in the market.

- Level 1 inputs are quoted market prices for identical instruments in an active market that the entity has the ability to access and are the most observable.
- Level 2 inputs include quoted market prices for similar assets and observable inputs such as interest rates, currency exchange rates, commodity rates, and yield curves.
- Level 3 inputs are not observable in the market and include management’s judgments about the assumptions market participants would use in pricing the asset or liability.

The fair value of the Diocese’s short-term financial instruments, including cash and cash equivalents, receivables and payables, approximate their individual carrying amounts due to the relatively short period of time between their origination and expected realization.

Cash and Cash Equivalents – For purposes of the statement of cash flows the Diocese considers all highly liquid investments with an initial maturity of three months or less to be cash equivalents, except for money market funds held in investment accounts.

Receivables – Receivables are recorded using the allowance method and are presented net of the allowance for uncollectibility. At December 31, 2017, the allowance is estimated to be $25,375 for notes and pledges receivable.

Unconditional Promises to Give – Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected over periods in excess of one year are discounted at an appropriate discount commensurate with the risk involved. Amortization of the discount is recorded as additional contributions revenue.

Investments – Investments in marketable securities with readily determinable fair values are reported at fair value based on quoted market prices in active markets (all level 1 inputs). Investment income or loss (including gains and losses on investments, interest and dividends) is included in the statement of activities as an increase or decrease in unrestricted net assets unless the income or loss is restricted by donor or law.

Property—net – Property purchased or constructed is recorded at cost. Donated property is recorded at fair market value on the date received. Properties transferred from the Diocese of California were recorded at values stated by the Diocese of California at the time of the transfer. Properties transferred from former parishes are recorded at fair market value based on appraisals at the date of transfer. When a mission reaches parish status, the property is
NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

transferred from the Diocese to the parish and the property and net asset are removed from the Diocese’s books. The Diocese capitalizes property with a value of $2,500 and a useful life of more than one year. Depreciation of equipment and furnishings are computed using the straight-line method over the estimated useful lives of the assets ranging from five to ten years. No depreciation is provided on buildings in accordance with practices established by the Episcopal Church in the United States.

Custodial Accounts – Monies belonging to various missions and or parishes are on deposit with the Diocese in its cash and investment accounts. This is done in order to accommodate smaller missions without checking accounts.

Income Taxes – The Diocese is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code, and from state franchise tax under California Revenue and Taxation Code 23701(d).

Contributed Services – Contributed services are not recorded unless such services create or enhance nonfinancial assets or require specialized skills and are so essential that they would be purchased if not provided by donation.

Advertising – Advertising costs are expensed as incurred.

Functional Allocation of Expenses – The costs of providing program services and other activities have been presented on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Use of Estimates – The preparation of financial statements in accordance with generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported. Actual results could differ from those estimates.

Operating Activities – The Diocese defines certain program and support services activities as operating activities. The revenues from those activities are recognized as operating income.

Summarized Totals – The financial statements include prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with financial statements for the year ended December 31, 2016 from which the summarized information was derived.

Reclassification – Certain reclassifications have been made to the prior summarized comparative financial statements to conform with the current year presentation.

Subsequent Events – Subsequent events have been evaluated through May 15, 2018, which is the date the financial statements were available to be issued.
NOTE 2.  CONCENTRATIONS OF RISK

The Diocese maintains its cash in bank deposit accounts at various financial institutions. The balances, at times, exceed federally insured limits. At December 31, 2017, the Diocese’s balances exceeded federally insured limits by $374,056.

The Diocese’s investments are exposed to various risks, such as fluctuations in the market and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near future and that such changes could materially affect the amounts reported in the statement of activities.

NOTE 3.  PROPERTY – NET

As of December 31, 2017 property – net was as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission churches</td>
<td>$1,134,008</td>
</tr>
<tr>
<td>Mission vicarages</td>
<td>112,847</td>
</tr>
<tr>
<td>Sargent House</td>
<td>1,488,500</td>
</tr>
<tr>
<td>Equitable interests –</td>
<td></td>
</tr>
<tr>
<td>Bishop’s Ranch, Healdsburg</td>
<td>86,496</td>
</tr>
<tr>
<td>Equipment and furnishings</td>
<td>197,361</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3,019,212</strong></td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td></td>
</tr>
<tr>
<td><strong>Property – net</strong></td>
<td><strong>2,902,980</strong></td>
</tr>
</tbody>
</table>

Depreciation for the year ended December 31, 2017 was $26,054.

NOTE 4.  PLEDGES RECEIVABLE – NET

Pledges receivable consist of unconditional promises to give contributions for the Bishop’s Annual Appeal. The pledges have been discounted at a discount rate of 5%.

Pledges receivable at December 31, 2017 are as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receivable in less than one year</td>
<td>$91,090</td>
</tr>
<tr>
<td>Receivable in one to two years</td>
<td>18,250</td>
</tr>
<tr>
<td><strong>Total pledges</strong></td>
<td>109,340</td>
</tr>
<tr>
<td>Less:</td>
<td></td>
</tr>
<tr>
<td>Allowance for uncollectible pledges</td>
<td>(5,375)</td>
</tr>
<tr>
<td>Discount to present value</td>
<td>(5,649)</td>
</tr>
<tr>
<td><strong>Pledges receivable – net</strong></td>
<td><strong>98,316</strong></td>
</tr>
</tbody>
</table>
NOTE 5. NOTICES RECEIVABLE

St. Philip’s, Scotts Valley, receivable in monthly installments of $529 including interest at 3.5%. The note matures in November 2032. $73,973

In addition, the Diocese holds a note receivable in the amount of $20,000 due from the Church Investment Group, Inc., with interest at 0.25% above the prime rate as listed in the Wall Street Journal on the last day of the first quarter of each year. The note was due on May 5, 2015, however no payments have been made. The Diocese still intends to collect the note, but at this time has offset the note with an allowance of $20,000.

NOTE 6. INVESTMENTS

Investments were composed of the following at December 31, 2017:

<table>
<thead>
<tr>
<th></th>
<th>Cost</th>
<th>Fair Market Value</th>
<th>Unrealized Gain (Loss)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Money funds</td>
<td>$180,513</td>
<td>$180,513</td>
<td>$2,116,794</td>
</tr>
<tr>
<td>Stocks</td>
<td>3,153,490</td>
<td>5,270,284</td>
<td>209,613</td>
</tr>
<tr>
<td>Corporate bonds</td>
<td>999,242</td>
<td>1,208,855</td>
<td>48,379</td>
</tr>
<tr>
<td>Government bonds</td>
<td>497,352</td>
<td>545,731</td>
<td></td>
</tr>
<tr>
<td>Mortgage/asset backed securities</td>
<td>829,258</td>
<td>826,483</td>
<td>(2,775)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$5,659,855</strong></td>
<td><strong>$8,031,866</strong></td>
<td><strong>$2,372,011</strong></td>
</tr>
</tbody>
</table>

The following schedule summarizes the investment return and its classification in the statement of activities for the year ended December 31, 2017:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest/dividend income</td>
<td>$9,881</td>
<td>$2,690</td>
<td>$-</td>
<td>$12,571</td>
</tr>
<tr>
<td>Net realized/unrealized gain (loss) on investments</td>
<td>578,837</td>
<td>228,760</td>
<td>-</td>
<td>307,597</td>
</tr>
<tr>
<td><strong>Total investment income</strong></td>
<td><strong>588,718</strong></td>
<td><strong>231,450</strong></td>
<td><strong>-</strong></td>
<td><strong>320,168</strong></td>
</tr>
</tbody>
</table>

The Board of Trustees organized The Diocesan Investment Trust in 1991 as a common fund for pooled-investing. Diocesan funds established for the benefit of any mission are invested in the trust as well as other funds as determined by the Trustees. Parishes and institutions of the Diocese may also invest in the trust in accordance with the rules and regulations of the Trustees. Of the $8,031,866 of investments, $2,244,473 are funds held in trust for Parishes. Investment returns are allocated monthly to the custodial investors based on the relationship of the market value of each account to the total market value of all accounts, adjusted for additions to or deductions from those accounts. The custodial funds had a gain of $294,978 for the year, contributions of $268,003 and $71,876 was distributed.

The funds are held with State Street Global Investments. Investment fees for the year amount to $33,462.
NOTE 7.  **PENSIONS**

The Diocese contributes on behalf of its eligible employees to two retirement plans: (1) a defined benefit plan for the Bishop and clergy at 18% of compensation, and (2) a defined contribution 403(b) plan for lay employees at 9% of compensation. Contributions made by the Diocese to the plans were $84,963 for 2017.

NOTE 8.  **OPERATING LEASE**

The Diocese and New Cingular Wireless PCS entered into a Site Lease Agreement for certain premises that are a portion of the property located at 68957 Vineyard Canyon Road, San Miguel, California. The term of the Agreement started on September 1, 2013 and has an initial term of sixty (60) months. The agreement will be automatically renewed for up to five (5) additional sixty (60) month terms without further action by New Cingular Wireless PCS, unless New Cingular Wireless, PCS notifies the Diocese in writing of their intention not to renew the Agreement at least sixty (60) days prior to the expiration of the then current extension term. On April 30, 2017 New Cingular Wireless PCS terminated the lease.

Rental revenue recognized for the year ended December 31, 2017 was $2,273.

The Diocese also leases a residential property located at 1116 Shafer Street, Seaside, California rented on a month to month basis. Rental income recognized for the year ended December 31, 2017 was $16,800.

NOTE 9.  **NET ASSETS**

Designated net assets at December 31, 2017 consist of the following:

<table>
<thead>
<tr>
<th>Net Asset Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diocesan enhancement</td>
<td>$1,273,835</td>
</tr>
<tr>
<td>Mission activity</td>
<td>1,231,520</td>
</tr>
<tr>
<td>Bishop Housing Fund</td>
<td>589,750</td>
</tr>
<tr>
<td>General purpose</td>
<td>508,717</td>
</tr>
<tr>
<td>Sinking</td>
<td>430,213</td>
</tr>
<tr>
<td>Seminarian scholarships/Clergy education</td>
<td>308,301</td>
</tr>
<tr>
<td>Education</td>
<td>10,974</td>
</tr>
<tr>
<td>Rehabilitation ministry</td>
<td>4,728</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$4,358,038</strong></td>
</tr>
</tbody>
</table>

Invested in property at December 31, 2017 consist of the following –

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property - net</td>
<td>$2,902,980</td>
</tr>
</tbody>
</table>
NOTE 9.  **NET ASSETS (Continued)**

Temporarily restricted net assets at December 31, 2017 consist of the following:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discretionary</td>
<td>$809,851</td>
</tr>
<tr>
<td>Restorative Justice</td>
<td>11,192</td>
</tr>
<tr>
<td>Diocesan enhancement</td>
<td>198,651</td>
</tr>
<tr>
<td>Endowment:</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>38,088</td>
</tr>
<tr>
<td>General purpose</td>
<td>69,010</td>
</tr>
<tr>
<td>Mission activity</td>
<td>68,790</td>
</tr>
<tr>
<td>Rehabilitation ministry</td>
<td>17,196</td>
</tr>
<tr>
<td>Seminarian scholarships/clergy education</td>
<td>174,634</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,387,412</td>
</tr>
</tbody>
</table>

During the course of the year, net assets whose use by the Diocese was subject to donor imposed restrictions were fulfilled by actions of the Diocese pursuant to those restrictions. These assets are shown in the statement of activities as net assets released from restrictions. A detail of the net assets released from restrictions for December 31, 2017, is as follows:

<table>
<thead>
<tr>
<th>Assets released for:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discretionary</td>
<td>$252,925</td>
</tr>
<tr>
<td>Investment fees</td>
<td>11,393</td>
</tr>
<tr>
<td>Diocesan enhancement</td>
<td>22,250</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$286,568</td>
</tr>
</tbody>
</table>

Permanently restricted net assets at December 31, 2017 consist of the following:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>$54,300</td>
</tr>
<tr>
<td>General purpose</td>
<td>100,000</td>
</tr>
<tr>
<td>Mission activity</td>
<td>100,000</td>
</tr>
<tr>
<td>Rehabilitation ministry</td>
<td>25,000</td>
</tr>
<tr>
<td>Seminarian scholarships/Clergy education</td>
<td>236,246</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$515,546</td>
</tr>
</tbody>
</table>

NOTE 10. **ENDOWMENTS**

The Diocese’s endowment consists of approximately 5 individual funds established for education, general purpose, mission activity, rehabilitation ministry and seminarian scholarships/clergy education. The endowment includes both donor-restricted endowment funds and funds designated by the Board of Trustees to function as endowments. As required by Generally Accepted Accounting Principles, net assets associated with endowment funds, including funds designated by the Board of Trustees to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.
NOTE 10. ENDOWMENTS (Continued)

Interpretation of Relevant Law:
The Diocese's Board of Trustees has interpreted the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Diocese classifies as permanently restricted net assets (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Diocese in a manner consistent with the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, the Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

(1) The duration and preservation of the fund
(2) The purposes of the Diocese and the donor-restricted endowment fund
(3) General economic conditions
(4) The possible effect of inflation and deflation
(5) The expected total return from income and the appreciation of investments
(6) Other resources of the Diocese
(7) The investment policies of the Diocese

Spending Policy:
Distributions from the portfolio will be made in accordance with the Spending Policy which currently requires 4% of the asset value of the Endowment, averaged over the most recent 12 quarters, to be distributed on a pro-rata basis, at least annually, to each of the sub-endowment accounts.

Investment Policy
Investment Objective:
The overall investment objective is to preserve the purchasing power of the assets for future use as needed and to maximize the return of the portfolio within reasonable and prudent levels of risk. Given the above assumptions and needs, the overall long-term expected return will be 6-8% compounded annually and evaluated over a three to five year business cycle.

Asset Allocation Limitations:
The Investment Policy Statement will define the asset allocation policy among various asset classes given the Endowment Fund's objectives, time horizon, constraints, and risk tolerance. Stocks may represent 50% to 70% of the portfolio based on the market value at the time of the purchase. Bonds/money funds will make up the remainder of the portfolio. Assets may be temporarily invested in short-term U. S. treasury/agency obligations and/or money market funds. Cash balances will be kept at a minimum.
NOTE 10. **ENDOWMENTS (Continued)**

**Risk Tolerance:**
Total investment risk refers to the volatility of the return of total fund assets. It is defined as the unpredictability of investment returns, the chance that actual returns of individual investment are different from expected returns and the possibility that overall portfolio performance does not meet target expectations. The Diocese’s Endowment Fund has a conservative to moderate tolerance for risk. As such, it is willing to accept some volatility in the portfolio in order to achieve its return objectives. The Finance Committee/Board of Trustees understands that the actual level of risk, as well as returns, may be higher or lower than the stated risk tolerance and return objective.

**Endowment Net Asset Composition**
Endowment net asset composition as of December 31, 2017:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donor-restricted endowments</td>
<td>$</td>
<td>$367,718</td>
<td>$515,546</td>
<td>$883,264</td>
</tr>
<tr>
<td>Board-designated endowments</td>
<td>$1,636,037</td>
<td></td>
<td></td>
<td>$1,636,037</td>
</tr>
<tr>
<td><strong>Total funds</strong></td>
<td>$1,636,037</td>
<td>$367,718</td>
<td>$515,546</td>
<td>$2,519,301</td>
</tr>
</tbody>
</table>

**Changes in Endowment Net Assets**
Changes in endowment net assets for the year ended December 31, 2017:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at Beginning of Year</td>
<td>$1,452,634</td>
<td>$231,195</td>
<td>$515,546</td>
<td>$2,199,375</td>
</tr>
<tr>
<td>Investment return:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income</td>
<td>2,638</td>
<td>1,671</td>
<td></td>
<td>4,309</td>
</tr>
<tr>
<td>Realized gain (loss)</td>
<td>8,758</td>
<td>5,525</td>
<td></td>
<td>14,283</td>
</tr>
<tr>
<td>Unrealized gain (loss)</td>
<td>214,393</td>
<td>136,055</td>
<td></td>
<td>350,448</td>
</tr>
<tr>
<td><strong>Total investment return</strong></td>
<td>$225,789</td>
<td>$143,251</td>
<td></td>
<td>$369,040</td>
</tr>
<tr>
<td>Investment fees</td>
<td>(11,709)</td>
<td>(6,728)</td>
<td></td>
<td>(18,437)</td>
</tr>
<tr>
<td>Appropriation of endowment assets for expenditure</td>
<td>(30,677)</td>
<td></td>
<td></td>
<td>(30,677)</td>
</tr>
<tr>
<td><strong>Balance at End of Year</strong></td>
<td>$1,636,037</td>
<td>$367,718</td>
<td>$515,546</td>
<td>$2,519,301</td>
</tr>
</tbody>
</table>
NOTE 11. ECONOMIC DEPENDENCY

The Diocese is comprised of missions and parishes which are required to pay their monthly fair share to the Diocese. The Diocese is economically dependent upon those fair shares to continue operations. The fair share revenue for the year ended December 31, 2017 was $1,293,474.
SUPPLEMENTAL SCHEDULE
### THE EPISCOPAL CHURCH

#### IN THE DIOCESE OF EL CAMINO REAL

**SCHEDULE OF BUDGETED REVENUES AND EXPENSES – OPERATING AND NON–OPERATING BASIS**

**FOR THE YEAR ENDED DECEMBER 31, 2017**

<table>
<thead>
<tr>
<th></th>
<th>BUDGET</th>
<th>ACTUAL</th>
<th>VARIANCE WITH BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OPERATING REVENUES, GAINS AND OTHER SUPPORT:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parish and mission pledges</td>
<td>$1,302,000</td>
<td>$1,293,474</td>
<td>$(8,526)</td>
</tr>
<tr>
<td>Contributions</td>
<td>–</td>
<td>309,480</td>
<td>309,480</td>
</tr>
<tr>
<td>Designated revenue</td>
<td>130,000</td>
<td>49,457</td>
<td>(80,543)</td>
</tr>
<tr>
<td>Fees</td>
<td>2,105</td>
<td>685</td>
<td>(1,420)</td>
</tr>
<tr>
<td>Other revenue</td>
<td>500</td>
<td>5,760</td>
<td>5,260</td>
</tr>
<tr>
<td><strong>Total operating revenues, gains and other support</strong></td>
<td>1,434,605</td>
<td>1,658,856</td>
<td>224,251</td>
</tr>
<tr>
<td><strong>OPERATING EXPENSES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mission beyond the Diocese:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic and foreign mission</td>
<td>188,466</td>
<td>197,130</td>
<td>(8,664)</td>
</tr>
<tr>
<td>Province VIII Mission Program</td>
<td>500</td>
<td>500</td>
<td>–</td>
</tr>
<tr>
<td>Companion Diocese Mission</td>
<td>10,000</td>
<td>6,519</td>
<td>3,481</td>
</tr>
<tr>
<td>Seminary support</td>
<td>1,000</td>
<td>1,000</td>
<td>–</td>
</tr>
<tr>
<td>Department of Missions:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clergy salaries and benefits</td>
<td>190,000</td>
<td>183,662</td>
<td>6,338</td>
</tr>
<tr>
<td>Ministry to congregation and clergy:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clergy conference</td>
<td>–</td>
<td>(2,074)</td>
<td>2,074</td>
</tr>
<tr>
<td>Commission on ministry</td>
<td>12,000</td>
<td>10,720</td>
<td>1,280</td>
</tr>
<tr>
<td>Diocesan website</td>
<td>4,800</td>
<td>4,105</td>
<td>695</td>
</tr>
<tr>
<td>Webmaster</td>
<td>1,000</td>
<td>–</td>
<td>1,000</td>
</tr>
<tr>
<td>Translation</td>
<td>600</td>
<td>1,161</td>
<td>(561)</td>
</tr>
<tr>
<td>Convention expenses</td>
<td>–</td>
<td>2,205</td>
<td>(2,205)</td>
</tr>
<tr>
<td>Risk management fees</td>
<td>22,500</td>
<td>22,500</td>
<td>–</td>
</tr>
<tr>
<td>Development officer</td>
<td>25,000</td>
<td>21,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Ordination expenses</td>
<td>–</td>
<td>443</td>
<td>(443)</td>
</tr>
<tr>
<td>Education ministries:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CERT programs</td>
<td>9,800</td>
<td>5,974</td>
<td>3,826</td>
</tr>
<tr>
<td>Leadership grants</td>
<td>3,000</td>
<td>513</td>
<td>2,487</td>
</tr>
<tr>
<td>Youth program expenses</td>
<td>2,500</td>
<td>(58)</td>
<td>2,558</td>
</tr>
<tr>
<td>Youth Ministers program expenses</td>
<td>3,000</td>
<td>3,000</td>
<td>–</td>
</tr>
<tr>
<td>Resource Center</td>
<td>1,300</td>
<td>1,300</td>
<td>–</td>
</tr>
<tr>
<td>Specialized ministries:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Higher education grants</td>
<td>39,200</td>
<td>39,200</td>
<td>–</td>
</tr>
<tr>
<td>Santa Maria Urban Mission</td>
<td>30,000</td>
<td>30,000</td>
<td>–</td>
</tr>
<tr>
<td>Prison Ministries</td>
<td>130,000</td>
<td>50,872</td>
<td>79,128</td>
</tr>
<tr>
<td>Support to the Missions and ministry:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bishop’s compensation and benefits</td>
<td>221,513</td>
<td>220,049</td>
<td>1,464</td>
</tr>
<tr>
<td>Executive staff compensation and benefits</td>
<td>320,806</td>
<td>319,672</td>
<td>1,134</td>
</tr>
<tr>
<td>Administration staff compensation and benefits</td>
<td>206,620</td>
<td>211,097</td>
<td>(4,477)</td>
</tr>
<tr>
<td><strong>Subtotal forward</strong></td>
<td>$1,423,605</td>
<td>$1,330,490</td>
<td>$93,115</td>
</tr>
</tbody>
</table>
## THE EPISCOPAL CHURCH
IN THE DIOCESE OF EL CAMINO REAL
SCHEDULE OF BUDGETED REVENUES AND EXPENSES –
OPERATING AND NON–OPERATING BASIS
FOR THE YEAR ENDED DECEMBER 31, 2017
(Continued)

<table>
<thead>
<tr>
<th></th>
<th>BUDGET</th>
<th>ACTUAL</th>
<th>VARIANCE WITH BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Subtotal forward</strong></td>
<td>$ 1,423,605</td>
<td>$ 1,330,490</td>
<td>$ 93,115</td>
</tr>
</tbody>
</table>

**OPERATING EXPENSES (Continued):**

<table>
<thead>
<tr>
<th>Expense</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance with Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Background checks</td>
<td>500</td>
<td>720</td>
<td>(220)</td>
</tr>
<tr>
<td>Hospitality and entertainment</td>
<td>8,000</td>
<td>4,689</td>
<td>3,311</td>
</tr>
<tr>
<td>Payroll service fees</td>
<td>1,500</td>
<td>536</td>
<td>964</td>
</tr>
<tr>
<td>Recruitment/Deployment expense</td>
<td>500</td>
<td>-</td>
<td>500</td>
</tr>
<tr>
<td>Staff development</td>
<td>3,500</td>
<td>2,097</td>
<td>1,403</td>
</tr>
<tr>
<td>Audit services</td>
<td>27,000</td>
<td>29,000</td>
<td>(2,000)</td>
</tr>
<tr>
<td>Computer service</td>
<td>19,500</td>
<td>18,727</td>
<td>773</td>
</tr>
<tr>
<td>Insurance – property and casualty</td>
<td>13,500</td>
<td>19,030</td>
<td>(5,530)</td>
</tr>
<tr>
<td>Insurance – worker’s compensation</td>
<td>5,000</td>
<td>3,969</td>
<td>1,031</td>
</tr>
<tr>
<td>Equipment maintenance</td>
<td>3,000</td>
<td>2,417</td>
<td>583</td>
</tr>
<tr>
<td>Building maintenance</td>
<td>11,500</td>
<td>12,692</td>
<td>(1,192)</td>
</tr>
<tr>
<td>Telephone</td>
<td>10,000</td>
<td>9,255</td>
<td>745</td>
</tr>
<tr>
<td>Utilities</td>
<td>8,000</td>
<td>6,882</td>
<td>1,118</td>
</tr>
<tr>
<td>Bishop’s auto expense</td>
<td>7,500</td>
<td>4,928</td>
<td>2,572</td>
</tr>
<tr>
<td>Office supplies</td>
<td>7,500</td>
<td>7,131</td>
<td>369</td>
</tr>
<tr>
<td>Postage</td>
<td>2,500</td>
<td>2,448</td>
<td>52</td>
</tr>
<tr>
<td>Printing</td>
<td>3,000</td>
<td>2,479</td>
<td>521</td>
</tr>
<tr>
<td>Publications and dues</td>
<td>2,000</td>
<td>1,515</td>
<td>485</td>
</tr>
<tr>
<td>Bank service fees</td>
<td>1,000</td>
<td>145</td>
<td>855</td>
</tr>
<tr>
<td>Travel expenses</td>
<td>22,000</td>
<td>19,990</td>
<td>2,010</td>
</tr>
<tr>
<td>Depreciation</td>
<td>-</td>
<td>26,054</td>
<td>(26,054)</td>
</tr>
<tr>
<td><strong>Total operating expenses</strong></td>
<td>1,580,605</td>
<td>1,505,194</td>
<td>75,411</td>
</tr>
</tbody>
</table>

**CHANGE IN NET ASSETS FROM OPERATIONS**

$ (146,000) $ 153,662 $ 299,662
<table>
<thead>
<tr>
<th></th>
<th>Budget</th>
<th>Actual</th>
<th>VARIANCE WITH BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NON–OPERATING REVENUES,</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>(EXPENSES) AND OTHER CHANGES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rents</td>
<td>$ –</td>
<td>$ 19,073</td>
<td>$ 19,073</td>
</tr>
<tr>
<td>Investment income</td>
<td>3,000</td>
<td>820,168</td>
<td>817,168</td>
</tr>
<tr>
<td>Investment expenses</td>
<td>–</td>
<td>(33,462)</td>
<td>(33,462)</td>
</tr>
<tr>
<td>Rental expenses</td>
<td>–</td>
<td>(1,134)</td>
<td>(1,134)</td>
</tr>
<tr>
<td>Miscellaneous expenses and fees</td>
<td>–</td>
<td>(22,188)</td>
<td>(22,188)</td>
</tr>
<tr>
<td>Fund expenses:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>–</td>
<td>(23,750)</td>
<td>(23,750)</td>
</tr>
<tr>
<td>Mission grants</td>
<td>–</td>
<td>(104,740)</td>
<td>(104,740)</td>
</tr>
<tr>
<td>Earthquake insurance</td>
<td>–</td>
<td>(10,293)</td>
<td>(10,293)</td>
</tr>
<tr>
<td>Salaries and benefits</td>
<td>–</td>
<td>(5,495)</td>
<td>(5,495)</td>
</tr>
<tr>
<td>Convention</td>
<td>–</td>
<td>(2,000)</td>
<td>(2,000)</td>
</tr>
<tr>
<td>Standing committee</td>
<td>–</td>
<td>(1,350)</td>
<td>(1,350)</td>
</tr>
<tr>
<td>Travel</td>
<td>–</td>
<td>(7,676)</td>
<td>(7,676)</td>
</tr>
<tr>
<td>Education/training</td>
<td>–</td>
<td>(5,500)</td>
<td>(5,500)</td>
</tr>
<tr>
<td>Bishop’s discretionary</td>
<td>–</td>
<td>(19,980)</td>
<td>(19,980)</td>
</tr>
<tr>
<td>Building R &amp; M</td>
<td>–</td>
<td>(11,509)</td>
<td>(11,509)</td>
</tr>
<tr>
<td>Telephone</td>
<td>–</td>
<td>(1,184)</td>
<td>(1,184)</td>
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<tr>
<td>Computer services</td>
<td>–</td>
<td>(1,532)</td>
<td>(1,532)</td>
</tr>
<tr>
<td>Professional services</td>
<td>–</td>
<td>(17,905)</td>
<td>(17,905)</td>
</tr>
<tr>
<td>Website</td>
<td>–</td>
<td>(6,239)</td>
<td>(6,239)</td>
</tr>
<tr>
<td>Software license</td>
<td>–</td>
<td>(7,410)</td>
<td>(7,410)</td>
</tr>
<tr>
<td>Development consultant</td>
<td>–</td>
<td>(21,050)</td>
<td>(21,050)</td>
</tr>
<tr>
<td>Mailings</td>
<td>–</td>
<td>(6,892)</td>
<td>(6,892)</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>–</td>
<td>(230)</td>
<td>(230)</td>
</tr>
<tr>
<td>Membership</td>
<td>–</td>
<td>(3,985)</td>
<td>(3,985)</td>
</tr>
<tr>
<td>Printing</td>
<td>–</td>
<td>(8,710)</td>
<td>(8,710)</td>
</tr>
<tr>
<td>Meals</td>
<td>–</td>
<td>(2,726)</td>
<td>(2,726)</td>
</tr>
<tr>
<td>Bank fees</td>
<td>–</td>
<td>(449)</td>
<td>(449)</td>
</tr>
<tr>
<td><strong>Total fund expenses</strong></td>
<td>–</td>
<td>(270,605)</td>
<td>(270,605)</td>
</tr>
<tr>
<td><strong>Total non-operating revenues,</strong></td>
<td>3,000</td>
<td>511,852</td>
<td>508,852</td>
</tr>
<tr>
<td><em>(expenses) and other changes</em></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td>$ (143,000)</td>
<td>$ 665,514</td>
<td>$ 808,514</td>
</tr>
</tbody>
</table>
SECTION F
PARISHES & MISSIONS
IN UNION WITH THE CONVENTION
EPISCOPAL DIOCESE OF EL CAMINO REAL

PARISHES AND MISSIONS
IN UNION WITH THE CONVENTION

Thirty-eighth Annual Meeting
October 26 & 27, 2018

Monterey Deanery

The Rev. Bob Ott, Rector, St. John’s Chapel, Monterey- Co-Convener
Phone: 831-375-4463/FAX: 831-374-4350
The Rev. Blaine Hammond, Rector, St. Andrew’s, Ben Lomond- Co-Convener
Phone: 831-336-5994/FAX: 831-336-1070
Mr. Richard Smith, St. George’s Parish, Salinas – Co-Convener
Phone: 831-663-0900

All Saints’ Parish, Carmel
All Saints’/Cristo Rey Parish, Watsonville
Calvary Parish, Santa Cruz
Epiphany Lutheran/Episcopal Church, Marina
The Parish of the Good Shepherd, Salinas
La Congregación del Obispo de San Pablo Apostol, Seaside
St. Andrew’s Parish, Ben Lomond
St. Dunstan’s Parish, Carmel Valley
St. George’s Parish, Salinas
St. James’ Parish, Monterey
The Parish of St. John the Baptist, Aptos
The Parish of St. John’s Chapel, Monterey
St. Luke’s Parish, Hollister
St. Luke’s Mission, Jolón
St. Mark’s Mission, King City
The Parish of St. Mary by the Sea, Pacific Grove
St. Paul’s Parish, Salinas
Parish of St. Philip the Apostle, Scotts Valley
St. Stephen’s Parish, Gilroy
Santa Clara Valley Deanery

Mr. William Shreve, St. Timothy’s, Mountain View – Convener
Phone: 408-736-4155/FAX: 408-736-8655

All Saints’ Parish, Palo Alto
The Parish of the Episcopal Church in the Almaden, San José
Good Samaritan Parish Church, San José
The Parish of the Holy Family, San Jose
St. Andrew’s Parish, Saratoga
St. Francis’ Parish, San José
The Parish of St. John the Divine, Morgan Hill
The Parish of St. Jude the Apostle, Cupertino
St. Luke’s Parish, Los Gatos
St. Mark’s Parish, Santa Clara
The Parish of St. Stephen in the Fields, San José
St. Thomas’ Parish, Sunnyvale
St. Timothy’s Parish, Mountain View
Trinity Cathedral, San José

San Luis Obispo Deanery

Mr. David Ottesen, St. Barnabas, Arroyo Grande – Convener
Phone: 805-543-7212/FAX: 805-543-0744

St. Barnabas’ Parish, Arroyo Grande
St. Benedict’s Parish, Los Osos
St. James’ Parish, Paso Robles
St. Luke’s Parish, Atascadero
St. Matthew’s Mission, San Ardo
St. Paul’s Parish, Cambria
The Parish of St. Peter by the Sea, Morro Bay
St. Stephen’s Parish, San Luis Obispo
SECTION G

CLERICAL MEMBERS OF CONVENTION
CERTIFIED LIST
CLERICAL MEMBERS OF THE CONVENTION
DIOCESE OF EL CAMINO REAL

In accordance with Canon 1, Section 1, of the Canons of the Diocese of El Camino Real, I hereby certify that the following members of the clergy canonically resident in the Diocese on October 26 are Members of the Convention, being entitled to seat, voice, and vote therein, as provided in Article 6, Section 3, of the Constitution of the Diocese of El Camino Real.

Mary Gray-Reeves, Bishop

Ain, Judith P. Non-Parochial
Anderson, Joan Wilkinson Non-Parochial
Arnold, Susan St. Barnabas', Arroyo Grande
Avila, Ricardo St. Luke's, Los Gatos
Bacigalupo, Joe Good Samaritan, San Jose
Barford, Lee Alton Trinity Cathedral, San Jose
Barney, Roger Alexander St. Andrew's Church, Saratoga
Bennett, Lisa C. All Saints, Carmel/Epiphany, Marina/St. John's Chapel, Monterey

Bennett, Rachel M. St. Paul's/San Pablo, Salinas
Bird, David John Dean, Trinity Cathedral, San Jose
Blessing, Mary Elizabeth Brunner St. Philip's Church, Scotts Valley
Boyer, Ernest Leroy St. Stephen's in-the-Field, San Jose
Bramlett, Bruce St. Jude's, Cupertino
Brannon, Lecia Diaz Calvary, Richmond, TX
Breuer, David Robison St. Luke's Church, Los Gatos
Bryan, Peggy St. Andrew's Church, Saratoga
Burley, Clarence Augustus St. Stephen's Church, Gilroy
Casipit Paguio, Ruth Alegre Church of the Holy Family, San Jose
Collins, James E. Non-parochial
Conrad, Matthew McMillan Non-Parochial
Cooke, Philip Ralph St. John's Church, Morgan Hill
Cooper, Stephenie Rose Holy Family & St. Francis, San Jose
Creed, Christopher D. Non-parochial
Crowe, Kathleen Ann Chaplain Canterbury SJSU
Cuffie, Karen St. Stephen's in-the-Field, San Jose
Delinger, Ian M. St. Stephen's, San Luis Obispo
Denney, Shelley Booth Episcopal Church in Almaden

ECR Convention 2018
Doar, Katherine Baginski
Dresbach, Michael G.
Elder-Holifield, Donna Ellen Carter
Eustace, W. Paul
Ezell, James Vance
Ferrito, Michael Louis
Fisher, Robert W.
Frisch, Floyd Charles
Gleeson, Terence P.
Gray-Reeves, Mary
Grosjean, Lyle W.
Hall, Caroline J. A.
Hansen, Carl R.
Hautecoeur, Mario Macias
Hedlund, Arnold
Heidmann, Tina Jeanine
Hudson-Louis, Holly
Hughes, Mary London Carswell “Maly”
Jakobsen, Wilma Terry
Juarez, Martin
Keim, Robert Lincoln
Kohn, George Frederick “Jeff”
Lapenta-H, Sarah
Leininger, Austin
Leslie, Richard Black III
Lewis, Jeffrey C.
Linley, Eliza
Lockwood, Marcia Miller
Mackenzie, Andrea
Mann, Lucretia Winslow
McConnell, Linda
McDonnell, George Ann
Mclndoo, Lisa
McNeill, Nayan
Miller, Barbara Ruth
Miller, Joel Prescott
Montague, Cynthia Russell
Morrison, Mary Kathleen
Nagarajah, Bertram
Nelson, Julie M.
Nordwick, Brian Paul
Palmer, John Avery
Perez, Jon Arnold
Philips, John Kevin
St. Francis’ Church, San José
All Saints’ & Cristo Rey, Watsonville
St. Paul’s/San Pablo, Salinas
Non-parochial
St. Paul’s/San Pablo, Salinas
Good Samaritan Church, San Jose
St. Dunstan’s, Carmel Valley
St. Andrew’s, Saratoga
All Saints’ Church, Palo Alto
Bishop of El Camino Real
St. James’, Paso Robles
St. Benedict’s, Los Osos
St. Mark’s, King City
St. Paul’s/San Pablo, Salinas
St. Paul’s/San Pablo, Salinas
St. George’s Church, Salinas
Non-Parochial
St. Francis, San Jose
St. Jude’s Church, Cupertino
San Pablo Apostol, Seaside
St. Barnabas’, Arroyo Grande
St. James’ Church, Monterey
St. Jude’s, Cupertino
Calvary, Santa Cruz
Non-Parochial
St. Mary’s by-the-Sea, Pacific Grove
St. John the Baptist, Aptos
St. Dunstan’s Church, Carmel Valley
St. Andrew’s, Saratoga
Non-Parochial
Good Shepherd, Salinas
St. Mark’s, Santa Clara
St. Timothy’s, Mountain View
St. Luke’s Church, Los Gatos
St. James’, Paso Robles
Non-Parochial
Church of the Good Shepherd, Salinas
Non-parochial
St. Thomas’, Sunnyvale
Non-parochial
Canon to the Ordinary for Finance and Administration
St. Francis’, San Jose
Epiphany Church, Marina
St. Mary’s Church, Pacific Grove
This list does not include canonically resident clergy who have been released for the 38th Annual Convention on October 26 & 27, 2018.
SECTION L
PARISH STATISTICS FOR 2018
# Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2017

<table>
<thead>
<tr>
<th>City</th>
<th>Congregation</th>
<th>Plate &amp; Pledae Income</th>
<th>Operating Revenue</th>
<th>Total Revenue</th>
<th>Operating Expense</th>
<th>To the Diocese &amp; Development</th>
<th>Total Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aptos</td>
<td>Episcopal Church of St John the Baptist, Aptos, CA</td>
<td>324,704</td>
<td>344,095</td>
<td>390,033</td>
<td>306,664</td>
<td>42,576</td>
<td>7,769</td>
</tr>
<tr>
<td>Arroyo Grande</td>
<td>St Barnabas Episcopal Church</td>
<td>232,619</td>
<td>276,114</td>
<td>327,938</td>
<td>276,116</td>
<td>33,069</td>
<td>30,206</td>
</tr>
<tr>
<td>Atascadero</td>
<td>St Lukes Episcopal Church</td>
<td>122,123</td>
<td>152,575</td>
<td>186,657</td>
<td>149,638</td>
<td>15,230</td>
<td>62,179</td>
</tr>
<tr>
<td>Ben Lomond</td>
<td>St Andrew Episcopal Church</td>
<td>93,710</td>
<td>111,681</td>
<td>117,467</td>
<td>107,738</td>
<td>10,486</td>
<td>4,843</td>
</tr>
<tr>
<td>Cambria</td>
<td>St Paul Episcopal Church</td>
<td>135,100</td>
<td>141,875</td>
<td>189,875</td>
<td>154,286</td>
<td>15,650</td>
<td>2,001</td>
</tr>
<tr>
<td>Carmel</td>
<td>All Saints Episcopal Church</td>
<td>142,877</td>
<td>380,707</td>
<td>457,932</td>
<td>380,965</td>
<td>55,078</td>
<td>21,157</td>
</tr>
<tr>
<td>Carmel</td>
<td>St Dunstan Episcopal Church</td>
<td>444,615</td>
<td>456,642</td>
<td>676,378</td>
<td>446,175</td>
<td>69,599</td>
<td>93,483</td>
</tr>
<tr>
<td>Cupertino</td>
<td>St Jude the Apostle Episcopal</td>
<td>591,820</td>
<td>652,724</td>
<td>833,131</td>
<td>655,472</td>
<td>103,394</td>
<td>48,771</td>
</tr>
<tr>
<td>Gilroy</td>
<td>St Stephen Episcopal Church</td>
<td>131,803</td>
<td>139,418</td>
<td>151,831</td>
<td>150,639</td>
<td>15,159</td>
<td>18,029</td>
</tr>
<tr>
<td>Hollister</td>
<td>St Lukes Episcopal Church</td>
<td>97,825</td>
<td>112,251</td>
<td>116,769</td>
<td>99,314</td>
<td>9,000</td>
<td>3,722</td>
</tr>
<tr>
<td>Jolon</td>
<td>St Lukes Church Episcopal</td>
<td>22,245</td>
<td>23,070</td>
<td>25,639</td>
<td>20,440</td>
<td>3,230</td>
<td>12,174</td>
</tr>
<tr>
<td>King City</td>
<td>St Mark Episcopal Church</td>
<td>32,371</td>
<td>52,367</td>
<td>61,337</td>
<td>34,733</td>
<td>3,793</td>
<td>34,373</td>
</tr>
<tr>
<td>Los Osos</td>
<td>St Benedict Episcopal Church</td>
<td>137,403</td>
<td>177,320</td>
<td>308,655</td>
<td>165,495</td>
<td>16,518</td>
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## Financial Statistics of Congregations and Missions

*Year in parentheses is last year of filing if not 2017*

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<th>City</th>
<th>Congregation</th>
<th>Plate &amp; Pledge Income</th>
<th>Operating Revenue</th>
<th>Total Revenue</th>
<th>Operating Expense</th>
<th>To the Diocese &amp; Development</th>
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## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2017

**BAPTISMS**

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<tr>
<th>City</th>
<th>Congregation</th>
<th>Active Members</th>
<th>Communicants in Good Standing</th>
<th>Others Active</th>
<th>Average Sunday Attendance</th>
<th>Sunday Fortress</th>
<th>16 yrs and Older</th>
<th>Under 16 yrs</th>
<th>Confirmed or Receipted</th>
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### Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2017

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<th>City</th>
<th>Congregation</th>
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<th>Communicants in Good Standing</th>
<th>Others Active</th>
<th>Others Attendance</th>
<th>Sunday Expenditures</th>
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<th>Under 16 yrs</th>
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SECTION H
LAY DELEGATES TO
2018 CONVENTION
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<td>Elizabeth</td>
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<td>Cohen</td>
<td>Nancy</td>
<td>All Saints', Palo Alto</td>
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SECTION I
LAY ALTERNATES TO
2018 CONVENTION
**EPISCOPAL DIOCESE OF EL CAMINO REAL**

*Lay Alternates to Convention*

*Thirty-eighth Annual Diocesan Convention, October 26 & 27, 2018*

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SECTION J

CANONICALLY RESIDENT CLERGY

IN ORDER OF SENIORITY
# The Episcopal Diocese of El Camino Real
## Clergy Canonically Resident and in Good Standing
### by Seniority
#### as of November 2018

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</table>

* = Member of Convention
SECTION M

CLERGY DIRECTORY
Canonically Resident Clergy: Retired (Ret) and Members of Convention (MC)

Adams, The Rev. Gary J. (Margaret) 
ECR – 12/21/87 P – 1/6/65 
Priest 
3002 Hauser Court, Carson City, NV 89701 
(H) 702-884-4535 adamsstni@pacbell.net

Adams, The Rev. John S. (Tracey) 
ECR – 8/10/92 P – 12/14/69 
Priest 
24745 Summit Field Road, Carmel, CA 93923 
(O) 831-625-9382 (H) 831-625-9382 johnadams@redshift.com

Ahlvin, The Rev. Judith L. (Bruce) 
ECR – 6/24/98 D – 6/24/98 
Deacon 
12160 Summerhome Park Rd., Forestville, CA 95436 
(H) 707-887-2802 jahlvin@me.com

Ain, The Rev. Judith P. 
ECR – 6/29/84 D – 6/29/84 
Deacon 
286 Thompson Rd Rear, Watsonville, CA 95076 (H) 831-761-2721 judithain@gmail.com

Allen, The Rev. Susan V. L. 
ECR – 11/26/96 P – 6/24/97 
Assoc. Priest, St. Matthew's, San Ardo 
P. O. Box 173, King City, CA 93930 
(H) 831-566-5860

Anderson, The Rev. Joan W. 
ECR – 2/7/09 D – 2/7/09 
Deacon 
328 Loyola Drive, Aptos, CA 95003 
(H) 831-662-3957 deaconjoananderson@gmail.com

Anderson, The Rev. Rosemarie 
ECR – 3/8/81 P – 12/5/87 
Priest 
P. O. Box 120, Williams, OR 97544 
(H) 541-846-6061

Arnold, The Rev. Susan (Jim) 
ECR – 6/6/15 D – 6/6/15 
Deacon, St. Barnabas Arroyo Grande 
2798 Elm, Morro Bay CA 93442 
805-772-6879 Susanarnold2010@gmail.com

Avila, The Rev. Ricardo 
ECR – P – 12/4/10 
Rector, St. Luke's Los Gatos 
PO Box 801, San Mateo CA 94401 
(M) 415-572-1447 revrico@stlukestlq.org

November 28, 2018
Bacigalupo, The Rev. Joseph A. Ret
ECR — 9/27/72 P — 7/25/81
Assoc. Priest, Good Samaritan (O) 408-374-4440
443 Alberto Way #B216, Los Gatos, CA 95032 (H) 408-395-6248
opajoe2001@yahoo.com

Barford, The Rev. Lee A., Ph. D. (Kirsten) MC
ECR — 6/17/05 D — 6/17/05
Deacon, Trinity Cathedral, San Jose (M) 408-802-3285
15851 Rica Vista Way, San Jose, CA 95127 (H) 408-258-5763
561 Keystone Ave. #434, Reno, NV 89503 (winter)Lee.barford@trinitysi.org

Barnard, The Rev. N. A. “Sandra” Ret
ECR — 12/19/87 P — 6/27/88
Priest
6507 Ocean Crest Dr. V-120, Rancho Palos Verdes, CA 90275

Barney, The Rev. Roger A. (Dorothy) MC
ECR — 3/25/82 P — 3/19/84
Assoc. Priest, St. Andrew’s, Saratoga (Cell) 408-828-6059
1637 Fruitwood Ct., San Jose, CA 95125 (H) 408-440-8282
rogerbarney@comcast.net

Beizer, The Rev. Canon Lance K., J. D. (Ann) Ret
ECR — 12/18/04 P — 9/10/05
Priest (Cell) 408-393-7900
P. O. Box 1047, Canaan, CT 06018 (H) 860-453-4010
lbeizer@yahoo.com

Bender, The Rev. Rick (Sharon) MC
ECR 10/22/11 D — 10/22/11
Deacon (M) 408-540-9194
21000 Boyce Rd., Saratoga, CA 95070 (H) 408-867-0510
thebenderclan@gmail.com

Bennett, The Rev. Lisa C. MC
ECR—6/2/2018 D—6/2/2018
Deacon (M) 831-375-5865
214 Ridge Rd., Pacific Grove CA 93950 (H) 831-375-4934
Lisa@realepiscopal.org

Bennett, The Rev. Rachel M. MC
ECR — 12/2/96 D — 12/2/96
Deacon, St. Paul’s/San Pablo, Salinas
49 Montsalas Drive, Monterey, CA 93940-5245 (M) 310-948-6177
montsalasmando@gmail.com

Bird, The Very Rev. David J., Ph. D. (Diane) MC
ECR — 7/25/03 P — 6/27/71 (M) 202-905-5178
Dean, Trinity Cathedral, San José (O) 408-293-7953
770 Shetland Ct., San José, CA 95127 (H) 408-258-7531
david3933@aol.com

November 28, 2018
Blessing, The Rev. Mary B. (James)  
ECR — 10/20/98 P — 6/7/97  
Rector, St. Philip's, Scotts Valley  
197 Spreading Oak Drive, Scotts Valley, CA 95066  
(H) 831-600-7633  
pastor.stphilips.sv@gmail.com  

Deacon  
5500 Calle Real #117-C, Santa Barbara 93111  
(H) 805-883-3127  
billblundell@thegrid.net  

Booth, The Rev. James A. (Bridget-Marie)  
ECR — 6/6/92 D — 6/6/92  
St. Dunstan's, Carmel Valley  
P.O. Box 427, Monterey, CA 93942  
(O) 831-373-4925  
(H) 831-659-5450  
james.booth@hubinternational.com  

Bourne-Raiswell, The Rev. Margaret L. (Peter)  
ECR - 6/29/91 P — 6/3/92  
Priest  
2313 Palo Alto Rd., Sequim, WA 98382-8466  
(H) 360-681-4450  
revmlbr@aol.com  

ECR — 6/6/09 P — 12/12/09  
Assoc. Priest, Holy Family, San Jose  
433 Sylvan Ave. #24, Mountain View, CA 94041  
(M) 650-793-9327  
(H) 650-567-0075  
boyer.ernest@gmail.com  

Bramlett, The Rev. Bruce R.  
ECR — 10/03/03 P — 2/1/78  
Priest  
6028 El Dorado St., El Cerrito, CA 94530  
Cell: 415-302-4681  
bracebramlett@sbcglobal.net  

Brannon, The Rev. Lecia Diaz (Matthew)  
ECR—6/4/16 P—12/9/16  
Priest, Calvary Episcopal, Richmond, TX  
6819 Manor Terrace Lane, Richmond TX 77469  
(M) 805-674-3624  
lecia.brannon@gmail.com  

Breuer, The Rev. David R. (Nancy)  
Ret, MC  
ECR — 4/1/93 P — 12/26/75  
Priest  
17991 Rose Court, Monte Sereno, CA 95030  
(H) 408-354-4855  
drbreuer3@gmail.com  

Bryan, The Rev. Peggy L.  
ECR — 12/5/09 P — 06/25/10  
Assoc. Rector, St. Andrew’s, Saratoga  
1359 Arroyo Seco Drive, Campbell, CA 95008  
(O) 408-867-3493 x244  
(M) 408-679-0240  
peg06262@yahoo.com  

November 28, 2018
Buck, The Rev. Martha
ECR – 8/15/02  D – 12/6/97
Deacon
651 Sinex, Apt. L 115, Pacific Grove, CA 93950  631-657-4109
mbccg@aol.com
Ret., MC

Buenz, The Rev. John F. (Marilyn)
ECR – 5/1/03  P – 12/27/03
Priest
22115 Dean Court, Cupertino, CA 95014  (H) 408-343-0655
ibuenz0635@att.net
Ret, MC

Burley, The Rev. Clarence "Terry" A. (Dana)
ECR – 5/1/05  P – 11/1/78
Rector, St. Stephen’s, Gilroy
651 Broadway, Gilroy, CA 95020  (O) 408-842-4415
(H/C) 408-310-9648
revcab@sti.net
MC

Casipit Paguo, The Rev. Ruth (Adorito)
ECR – 12/21/05 P – 8/22/92
Rector, Church of the Holy Family, San Jose
2644 Tannhauser Ct., San Jose, CA 94121  (H) 650-498-9058
(M) 408-821-5961
ruthcasipit_paguo@yahoo.com
MC

Catalano, The Rev. Patricia
ECR – 4/30/05  P – 2/28/06
Priest
300 C St., NE, WA DC 20002  Cell 831-277-6072
rev.pati@gmail.com

Cockrell, The Rev. Ernest W. (Jill)
ECR – 9/14/92  P – 1/9/65
Associate Priest, St. Luke’s, Los Gatos
1538 Koch Lane, San José, CA 95125  (H) 408-445-0554
ewcisc@sbcglobal.net
Ret, MC

Collins, The Rev. James L. (Janet)
ECR – 3/16/07  P – 9/14/75
Interim, St. George’s, Salinas (in ofc Tu/We)
615 Santa Paula Drive, Salinas, CA 93901  (M) 831-809-3370
(H) 831-751-0791
Personal Email: revjamescollins@gmail.com
Work Email: reviecollins@gmail.com
MC

Conrad, The Rev. Matthew M. (Diana)
ECR – 2/25/82  P – 7/18/81
Priest
7620 Cristobal Avenue, Atascadero, CA 93922  (M) 805-550-1609
(O) 805-466-0379
(H) 805-461-0491
Fax: 805-466-6399
frmattcorrad@hotmail.com
Ret., MC

Cooke, The Rev. Philip R. (Karen)
ECR – 2/1/01  P – 6/10/82
Rector, St. John’s, Morgan Hill
815 Encino Drive, Morgan Hill, CA 95037  (O) 408-779-9510
(H) 408-782-2623
philipcooke@msn.com
MC

November 28, 2018
Cooper, The Rev. Stephenie Rose  
ECR – 6/5/10 D – 6/5/10  
Deacon, Holy Family, SJ/St. Francis, SJ  
1461 Alma Loop, San Jose, CA 95125  
408-289-8963 (M) 408-506-6603  
goib2you@earthlink.net

Coverston, The Rev. Harry S. (Andrew)  
ECR – 12/21/94 P – 6/22/95  
Priest  
630 Roberta Ave., Orlando, FL 32803

Crawley, The Rev. Clayton D. (Roy Kim)  
EVP, CIO, The Church Pension Group, New York (O) 212-592-8201  
20 Pine St., #2106, NY, NY 10005  
(O) ccrawley@cpg.org  
(H) clayton@ccrawley.net

Creed, The Rev. Christopher D. (Barbara)  
ECR – 6/15/00 P – 6/1/96  
Priest  
501 Portola Rd. #8185, Portola Valley 94028  
(Barbara Mobile: 415-624-9095)  
(M) 650-450-0626  
(H) 650-424-4265  
frcreed@aol.com

Crowe, The Rev. Kathleen A.  
ECR – 9/8/07 D – 9/8/07  
Deacon, Chaplain, Canterbury Bridge, San Jose State Univ.  
4271 N. First Street #74, San Jose, CA 95134  
Cell 408-506-3554  
(H) 408-894-6117  
kathleencrowe@sbcglobal.net

Cuffie, The Rev. Karen (Craig)  
ECR – 6/6/15 P – 1/23/16  
Priest-in-Charge-St. Stephen’s in-the-Field, San Jose  
361 Fletcher Dr., Atherton, CA 94027  
408-781-1826  
revkaren@gmail.com

Dalrymple, The Rev. Sharon (Shelley)  
ECR – 2/28/2017 D  
Deacon, St. Benedict’s, Los Osos  
18124 Wedge PKY #440, Reno NV 89511  
(M) 210-422-6284  
sgdalrymple@aol.com

Delinger, The Rev. Ian M.  
ECR – 5/4/16 P – 7/2/05  
Rector, St. Stephen’s SLO  
1750 San Luis Drive, SLO 93401  
(M) 805-235-7242  
rector@ststephehsslc.org

Denney, The Rev. Robin Elaine  
ECR – 12/17/16 D – 12/17/16  
Curate, St. Cross, Hermosa Beach  
1818 Monterey St., Hermosa Beach, CA 90254  
redenney@gmail.com

November 28, 2018
Denney, The Rev. Shelley Booth (David Starr)  
ECR – 11/3/15  P – 12/21/08  
Rector, Episcopal Church in Almaden, San Jose  
6884 Burnside Dr., San Jose 95120  
(M) 805-550-0582  
shelleydenney@gmail.com

Doar, The Rev. Katherine B. (Matthew)  
ECR – 6/22/02  P – 3/1/03  
Associate Priest, St. Francis’, San José  
1225 Pine Ave., San José, CA 95125  
(M) 408-506-9865  
(O) 408-292-7090  
(H) 408-445-8524  
doarkdoar@pobox.com

Dod, The Rev. David S. (Judith)  
ECR – 8/1/86  P – 12/21/71  
Priest  
8294 Carmelita Ave., Atascadero, CA 93422  
(M) 805-423-4097  
revdod44@aol.com

Dresbach, The Rev. Michael G. (Mona)  
ECR – 6/21/97  P – 12/22/97  
All Saints/Cristo Rey, Watsonville  
794 Bronte Ave., Watsonville, CA 95076  
(O) 831-724-5338  
(H) 831-536-5016  
mgdbach@gmail.com

ECR – 7/1/67  P – 9/11/67  
Exec. Director  
14801 Whipple Court, San José, CA 95127  
(Cell) 408-806-4506  
jdrlino@gmail.com

Duffty, The Rev. Bryan  
ECR – 5/26/85  D – 5/26/85  
Deacon  
5830 Robin Hill Dr., Space 10, Lakeport 95453  
(H) 408-842-8913

Elder-Holfield, The Rev. Donna E. C.  
Deacon, St. Paul’s, Salinas  
64 San Pedro, Salinas, CA 93901  
(H) 831-424-7739  
bonprofesseur@yahoo.com

Ellis, The Rev. Steven M. (Robin)  
ECR – 8/14/95  P – 6/2/79  
Priest  
1408 Beaumont Dr. NW, Salem, OR 97304  
(Cell) 831-816-3148  
(H) 971-600-3951  
slleevets@gmail.com

Emerson, The Rev. R. Clark  
ECR – 8/20/85  P – 1/6/73  
Assoc. Priest, St. Luke’s, Los Gatos  
1412 Maysun Court, Campbell, CA 95008  
(H) 408-378-7444  
bellsandincense@att.net

November 28, 2018
Ennolikara, The Rev. Jacob, Ph.D. (Mary) Ret
ECR – 12/21/96 P – 12/27/78
Assoc. Priest, St. Philip’s, San José (O) 408-251-8621
722 Creekfield Drive #1, San José, CA 95136 (H) 408-265-3014

Eustace, the Rev. Paul MC
ECR – 6/18/05 D – 6/18/05
1604 E. Nectarine Ave, Lompoc CA 93436 (M) 650-224-2083
(H) 805-606-3276
warrenope@gmail.com

Ezell, The Rev. James V. (Lynn) MC
ECR – 11/1/07 P – 12/7/79
Rector, St. Paul’s/San Pablo, Salinas (O) 831-424-7331
532 Powell St., Salinas, CA 93901 (M) 831-512-7412
ivermailbox-stpauls@yahoo.com

Ferrito, The Rev. Michael L., Ph. D. (Gwen) MC
ECR – 6/26/99 P – 6/14/00
Rector, Good Samaritan, San Jose (M) 408-772-6617
1391 Market St., Santa Clara, CA 95050 (O) 408-377-0158
frmike@goodsamaritanchurch.net

Fisher, The Rev. Robert W. (Sarah Wood) MC
Rector, St. Dunstan’s, Carmel Valley (O) 831-624-6646
24C Virginia Way, Carmel Valley, CA 93924 fisher_ro@yahoo.com

Frisch, The Rev. Floyd C., J.D. (Lani) MC
ECR – 4/12/69 P – 2/18/71
Assoc. Priest, St. Andrew’s, Saratoga (M) 408-655-4217
196 Las Encinitas Ct, Los Gatos 95032
floydfrischesq@gmail.com

Garcia, The Rev. Hope J. Ret
ECR – 8/22/92 D – 8/22/92
Deacon (H) 831-424-4544
1492 E. Browning Ave. Fresno, CA 93710

Gardner, The Rev. Joan M. Ret
ECR – 12/11/87 P – 1/19/85
Priest (M) 831-801-5006
Walnut Creek, CA

ECR – 3/1/92 P – 6/24/60
Dean Emeritus, Trinity Cathedral, San José (H) 408-225-7282
6524 Hercus Court, San Jose, CA 95119 pagetch@comcast.net

ECR – 8/15/99 P – 6/16/99
480-779-7618 (Phoenix)
9868 No. Niobrara Way, Tucson, AZ 85742 520-891-8914 (Tucson)
dolphinpresbyter@gmail.com

November 28, 2018
Gleeson, The Rev. Terence P. (Dennis)  
Rector, All Saints’, Palo Alto  
338 Turkshead Lane, Redwood City, CA 94065  
(H) 650-264-8070  
(M) 650-740-0454  
gpleeson@asaints.org

Gray-Reeves, The Rt. Rev. Mary  
ECR – 9/1/07  B – 11/10/07  
Third Bishop of El Camino Real  
16 El Caminito del Sur, Monterey 93940  
(H) 831-641-0460  
bishopmary@realepiscopal.org

Griffin, The Rev. Ronald  
ECR – 6/8/13  P – 8/5/00  
Priest  
Tennessee  
(M) 720-891-9990  
marshilwg@gmail.com

Grosjean, The Rev. Lyle W. (Sue)  
ECR – 2/9/04  P – 2/12/66  
Priest  
3255 Amber Drive, Paso Robles, CA 93446  
(H) 805-434-2813  
grosjean@charter.net

Hall, The Rev. Dr. Caroline J. A. (Jill)  
ECR – 6/28/03  P – 2/21/04  
Rector, St. Benedict’s, Los Osos  
1724 13th Street, Los Osos, CA 93402  
(O) 805-528-0654  
(H) 805-534-0827  
caro@stbenslososos.org

ECR – 9/1/09  P – 1/28/89  
Priest  
3126-B Portage Bay Pk., E., Seattle WA 98102  
(M) 831-334-0796  
bainerh@gmail.com

Hansen, The Rev. Dr. Carl R. (Susan)  
Priest-in-Charge, St. Mark’s, KC  
437 Park Place, King City, 93930  
Carl’s: (M) 805-975-9269  
Susan’s: (M) 805-835-9210  
soubbee@gmail.com  
reycarkc@gmail.com

Hansen, The Rev. Robert F., Jr. (Mary Carol)  
ECR – 6/11/79  P – 12/18/66  
Priest  
16 Salisbury Dr. #7217, Asheville, NC 28803  
(M) 843-705-7514  
RRRFHMC@aol.com

Hart, The Rev. Valerie A.  
ECR – 10/16/06 P – 6/6/92  
Priest  
17100 Cambridge Way #310, Tustin CA 92782  
(Cell) 805-709-6211  
Blog: http://spiritedhart.blogspot.com  
valerieannhart@aol.com
Hauttecoeur, The Rev. Mario Macias  
ECR – 9/17/03  P – 5/24/96  
Assoc. Priest, St. Paul's/San Pablo, Salinas  
1265 Tyler St., Salinas, CA 93906  
(M) 831-970-7932  
mariohmacias@hotmail.com

Hedlund, The Rev. Arnold M. (Janet)  
ECR – 12/7/92  P – 4/28/93  
Assoc. Priest, St. Paul's, Salinas  
P. O. Box 2131, Salinas, CA 93902  
(H) 831-422-6607  
jan@ajhedlund.com

Heidmann, The Rev. Tina (David)  
ECR – 10/26/13  D-10/26/13  
Deacon, St. George's, Salinas  
280 Paradise Rd., Salinas, CA 93907  
831-663-3614  
ticordy@yahoo.com

Higgitt, The Rev. Noel (Anne)  
Priest  
1325 San Mateo Drive, Menlo Park, CA 94025  
(H) 650-324-8377

Howe, The Rev. Wendy S. (Kevin)  
ECR – 5/18/97  P – 11/20/97  
Priest  
203 Lighthouse Avenue, Pacific Grove, CA 93950  
(H) 831-372-8459  
whowe@comcast.net

Hudson-Louis, The Rev. Holly (Augie)  
Priest  
65 Highway 1, Carmel, CA 93923  
(H) 831-624-2664  
4hhlhome@gmail.com

Hughes, The Rev. Mary London Carswell - “Maly” (Allan)  
ECR – 11/18/96/P – 6/3/97  
Rector, St. Francis', San Jose  
902 California Avenue, San Jose, CA 95125  
(M) 650-776-7344  
(H) 408-430-9007  
maly@stfranciswillowcien.org

Hutchison, The Rev. Canon Sheldon B., Ph. D. (Eileen)  
ECR – 6/28/03  P – 1/31/04  
Canon Missioner  
921 Eton Way, Sunnyvale, CA 94087  
(H) 408-749-9320  
sheldonhutchison@aol.com

Jakobsen, The Rev. Wilma Terry  
ECR – 10/23/13P – 9/29/92  
Rector, St. Jude’s, Cupertino, CA  
20920 McClellan Rd. Cupertino CA 95014  
(O) 408-252-4156x303  
20920 McClellan Rd. Cupertino CA 95014  
(M) 626-375-4632  
18942 Sara Park Circle, Saratoga, CA 95070  
wilma@saintjude.org  
Use St. Jude’s address for correspondence
Johnston, The Rev. Laurel Ann E.  
ECR – 6/24/06 D – 6/24/06  
2767 Delpha Ct., Thousand Oaks CA 91362  
(M) 805-630-6244  
laureljohnston@earthlink.net  
johnston@trinitysb.org

Jones, The Rev. David G., Ph.D. (Sandra)  
ECR – 7/15/75 P – 12/24/57  
Assoc. Rector, Trinity, Santa Barbara  
1061 Garcia Rd., Santa Barbara, CA 93103-2125

Jones, The Rev. David J. (Marty)  
ECR – 6/27/70 P – 5/1/71  
Rector Emeritus, Calvary, Santa Cruz  
Le Bourg, Loubes-Bernac 47120 Duras, France  
(H) 0-553-94-7181  
109B Bluebonnet Ln. SV, 95066  
davidjones47@yahoo.com

Juarez, the Rev. Martin (Esperanza)  
ECR – 11/2013 P – 12-03-03  
Vicar, San Pablo Apostol, Seaside  
950 Main St. #314, Redwood City, CA 94063  
(M) 831-200-5775  
sanpabloseaside@gmail.com

Keim, The Rev. Rob (Jeff Diehl)  
ECR – 11/3/15 P-12/5/2009  
Rector, St. Barnabas, Arroyo Grande  
2327 Lopez Dr., Arroyo Grande CA 93420  
408-718-7990  
rkeim11@gmail.com

King, The Rev. J. Christopher  
ECR – 6/26/99 P – 1/28/00  
Priest  
220 W. Penn Street, Long Beach, NY 11561  
(H) 516-665-2186  
(O) 516-432-1080  
(M) 646-236-7466  
frchris@stjameslongbeach.org

Kohn, The Rev. Dr. George “Jeff” (Molly)  
ECR – 3/1/85 P – 12/13/75  
Rector, St. James’, Monterey  
980 Franklin St., Monterey, CA 93940  
(M) 831-915-3408  
(O) 831-375-8476  
(H) 831-655-4810  
therevdrgfkohn@gmail.com

Lapenta-H, The Rev. Sarah  
ECR – 6/21/17 P-1/8/2011  
Assoc. Rector, St. Jude’s Episcopal Church  
937 W. Julian St., San Jose 95126  
(M) 866-578-2611  
sarah@saintjude.org

LeBeau, The Rev. Philip “Hank” (Sheryl)  
ECR – 6/28/03 P – 3/13/04  
Assoc. Priest, St. Philip’s, San José  
521 Sheridan Pl., San Jose 95111  
(M) 408-613-5897  
(O) 408-254-2894  
(H) 408-561-4538

November 28, 2018
Leininger, Ph. D., The Rev. Austin Lee (Jane Northrup)  
ECR—6/21/17  P-12/2/06  
Rector, Calvary, Santa Cruz  
339 Southview Ter, Santa Cruz 95000  
(M) 408-410-0850  
aleininger@calvarysantacruz.org

Lentz, The Rev. Julian C., III (Lisa)  
ECR — 8/11/89  P—4/2/78  
Priest  
1295 Inman Avenue, Edison, NJ 08820-1006  
(O) 908-754-1882

Leslie, The Rev. Richard B. (Kathleen)  
Ret, MC  
ECR - 2/21/00  P - 5/27/78  
Priest, interim at St. George's, Salinas  
520 Lobos, Pacific Grove, CA 93950  
(H) 831-333-1706  
(M) 510-331-3698  
rls@icloud.com

Ret  
ECR — 9/5/89  P — 7/1/71  
Priest  
RETURNED MAIL AND DISCONNECTED PHONE!  
720 3rd St. #5, San Jose, 95112  
(H) 408-283-9122

Lewis, The Rev. Jeffrey C. (Susan Boyd Geehr-Lewis)  
MC  
ECR— — 6/10/2006  
Rector, St. Mary's, PG  
146 12th St., Pacific Grove CA 93950  
207-691-2754  
jeff@stmarysbythesea.org

Lieb, The Rev. James (Cathe)  
Ret  
ECR — 9/5/07  D — 12/3/88  
Deacon  
20240 SW Lela Ln, Aloha OR 97003  
(H) 831-295-9317  
lieb@sea-troll.net

Linley, The Rev. Eliza (David Richardson)  
MC  
ECR — 3/1/07  P — 12/8/91  
Assoc. Priest, St. John's, Aptos  
210 Lake Court, Aptos, CA 95003  
(H) 831-684-2553  
ammaeliza@iqc.org

Linville, The Rev. Harriet L. B.  
Ret  
ECR — 9/11/96P — 11/1/83  
Priest, Trinity Cathedral, Portland OR  
10372 SW Windwood Way, Portland, OR 97225  
(M) 805-235-2296  
linville@gmail.com

Lockwood, The Rev. Marcia M. (George)  
MC  
ECR — 12/16/91P — 6/29/88  
Assoc. Priest, St. Dunstan's, Carmel Valley  
PO Box 345, Carmel Valley, CA 93924  
(M) 831-277-2469  
revmlockwood@gmail.com

Lucas, The Rev. Alison C. C.  
Ret  
ECR — 12/2/91  D — 12/2/91  
Deacon  
19315 Vineyard Lane, Saratoga, CA 95070  
(H) 408-446-0162  
Acl222@aol.com

November 28, 2018
Mackenzie, The Rev. Andrea
ECR—6/2/2018 D—6/2/2018
Deacon
257 Navajo Dr., Salinas 93906 (M) 408-408-504-2951 andreashort@yahoo.com

Mann, The Rev. Lucretia
ECR – 10/26/13 P-10/11/2014
Assoc. Priest, St. Philip’s, SV
3210 Winkle Ave., Santa Cruz, CA 95060 831-295-2617 Lwm9795@gmail.com

Mather-Hempler, The Rev. Portia A. (James)
ECR – 9/27/91 P – 6/7/85
Priest
Port Townsend, WA revpmh7@yahoo.com

Priest
430 West 24th Avenue, Spokane, WA 99203 (M) 209-327-1134 rickmatters@gmail.com

McConnell, The Rev. Linda J.
ECR – 6/15/09 P – 3/8/03
Rector, Church of the Good Shepherd, Salinas
P. O. Box 364, Seaside, CA 93955 (O) 831-484-2153 (M) 831-595-9804 revlinda@goodshepherdcorral.org

McDermott, The Rev. George Anne (Elizabeth [Betsy])
ECR – P – 1/25/03
Rector, St. Mark’s, Santa Clara
101 N. Henry Ave., Sta Clara 95050 (M) 360-357-2877 therevgeorgemcdonnell@gmail.com

McIndoo, The Rev. Lisa Stanley (Bill)
ECR – P – 12/11/16
Rector, St. Timothy’s, Mt. View
1007 Persimmon Ave., Sunnyvale, CA 94087 901-335-3800 sttimssreector@gmail.com

McKenney, The Rev. Mary Lou R. (John)
ECR – 9/1/02 P – 3/20/99
Associate Priest, St. John’s, Aptos
5265 Starr Way, Watsonville, ca 95076 (HM) 831-763-2692 revmckenney@gmail.com

McLeod, The Rev. Canon James W., D.Min. (Frankie)
Rector Emeritus, All Saints’, Palo Alto (O) 650-322-4528 (H) 510-441-3871 mcleodjames3@gmail.com
McNeill, The Rev. Nayan, Ph.D. (Jo Greiner)  
ECR – 11/16/01 P – 5/25/02  
Assoc. Priest, St. Luke’s, Los Gatos  
225 Johnson Ave., Los Gatos, CA 95030  
(C) 408-354-7011  
(Cell) 408-506-3380  
navarimcneill@gmail.com

Miller, The Rev. Barbara  
ECR – 2/15/14 P – 8/15/14  
Rector, St. James’, Paso Robles  
207 Lippizan Lane, Paso Robles 93446  
(O) 805-238-0819  
(M) 805-712-0650  
revbmiller@stjamespasorobles.org

Miller, The Rev. Joel P. (Christina)  
ECR – 12/12/06 P – 6/16/99  
Priest  
160 Robideaux Road, Aptos, CA 95003  
(H) 831-687-0281  
(M) 209-585-7951  
rector@calvarya santacruz.org

Miller, The Rev. Canon M. Renée (Richard)  
Priest  
800 Alice St. Apt. 18, Monterey, CA 93940  
(M) 831-917-8196  
www.reneemiller.org  
thesespirit@gmail.com

Miller, The Rev. Susan H. (Allen)  
ECR – 6/28/03 P – 1/10/04  
Priest  
25020 Pine Hills Drive, Carmel, CA 93923  
(H) 831-624-3375  
susanhmiller@earthlink.net

Mills, The Rev. Stephen H. (Eleanor)  
ECR – 9/10/2 P – 12/21/84  
Priest  
713 Helen Drive, Hollister, CA 95023  
(H) 408-802-5347  
stephermills09@gmail.com

Montague, The Rev. Cynthia R. (Marilyn Westerkamp)  
ECR – 5/4/02 D – 5/4/02  
Deacon, Good Shepherd, Salinas  
17574 Winding Creek Rd., Salinas, CA 93908  
(O) 831-755-3890  
(H) 831-455-1197  
39cmont27@sbcglobal.net

Montgomery, The Rev. Ian B. (Diane)  
ECR – 11/3/05 P – 12/19/98  
Priest  
345 E. 80th St., Apt. 20C, New York, NY 10028  
Cell 650-391-4015  
(O) 917-470-9623  
ibmontgomery@gmail.com  
ian@viamediaenergy.com

Morrison, The Rev. Mary K. (Jo)  
ECR – 6/24/00 P – 4/26/01  
Priest  
1217 Vanderbilt Way, Sacramento CA 95825  
Ret, MC  
mkmorrison1@me.com  
(M) 408-348-6323
Nagarajah, Bertram  
ECR—6/2/2018  D—6/2/2018  
Deacon  
2093 Main St., Santa Clara CA 95050  (M) 202-438-1650  
bertramemail@gmail.com

Neal, The Rev. Linda  
Deacon  
Box 540, Moravian Falls, NC 28654  coaster1149@aol.com

Nelson, The Rev. Julie M.  
ECR – 6/21/08  P – 1-24-09  (H) 650-996-8199  
Priest  
532 Tyrella Ave. #30, Mt. View, CA 94043  julien650@gmail.com

Newlin, The Rev. Melissa D. (Jeffrey Lucas)  
ECR – 10/29/91 D – 6/13/73  
Deacon  
1965 Luzern Street, Seaside, CA 93955  (H) 831-899-3046

Nordwick, The Rev. Canon Brian P. (Sheila)  
Canon for Administration and Finance  
670 Clearview Drive, Hollister, CA 95023  (O) 831-394-4465  
(H) 831-636-5382  
brian@realepiscopal.org

Ott, The Rev. Robert M. (Bonnie)  
ECR – 8/1/09  P – 12/5/04  
Rector, St. John’s Chapel, Monterey  
3600 High Meadow Drive #31, Carmel, CA 93923  Cell 843-367-5274  
(H) 831-624-0133  
bobstjohnschapel@redshift.com

Pace, The Rev. David F.  
ECR – 6/1/98  P – 4/15/78  Ret, MC  
Priest  
514 Central Ave, Menlo Park, CA 94025  (H) 650-325-5562  
padav381@aol.com

Palmer, The Rev. Brian G.  
Priest-in-Charge, St. Paul’s, Cambria  
2430 Windsor Blvd.  
Cambria, CA 93428  (M) 310-913-0386  
Cambria, CA 93428  (O) 805-927-3239  
bpalmer@stpaulscambria.org

Palmer, The Rev. John Avery (Sherrill)  
ECR – 9/20/91 D – 9/20/91  MC  
Deacon, St. Francis, Willow Glen, SJ  
981 South Clover Avenue, San José, CA 95128  (M) 408-373-0802  
(408-249-0725  averysaloha@hotmail.com
Pearce, The Rev. W. Philip D.  
ECR — 7/12/89  P — 6/29/57  
Priest  
1037 Olympic Lane, Seaside, CA 93955  
(H) 831-393-2176  
Chips26stan@att.net

Perez, The Rev. Jon A. (Robert Munoz)  
ECR — 4/16/05  P — 12/3/05  
Vicar, Epiphany Lutheran & Episcopal, Marina  
949-6 Nantucket Blvd., Salinas, CA 93906  
(M) 831-578-2545  
(O) 831-384-6323  
(H) 831-449-7806  
vicarion@epiphanymarina.org

Philipps, The Rev. J. Kevin  
ECR — 10/30/90 P — 12/7/82  
Assoc. Priest, St. Mary’s, Pacific Grove  
P. O. Box 51871, Pacific Grove, CA 93950  
(H) 831-649-3834  
kphilips@jtm-esc.org

Pinkerton, The Rev. Patricia E. L.  
ECR — 5/4/81  P — 12/21/82  
Priest  
97 Kings Gate Rd. - H21, Lake Oswego, OR 97035  
lammascottage@yahoo.com

Popoff, The Rev. Robin M.  
ECR — 6/4/16  D — 6/4/16  
Deacon, St. Stephen’s in-the-Field, San Jose  
137 Orchard Ave., #3, Mt. View 94043  
(M) 650-450-0656  
deaconassilf.org  
rmpbailey@sbcglobal.net

Raj, The Rev. Vincent S. (Carol)  
ECR — 1/25/02  P — 9/5/71  
Priest, Interfaith Liaison  
P. O. Box 551, Carmel Valley, CA 93924  
(H) 831-298-7539  
vincenraij.ca@gmail.com

Reid, The Rev. Michael E. (Bill Robnett)  
ECR — 11/1/08  P — 07-02-09  
Priest  
420 Hannon Avenue, Monterey, CA 93940  
(M) 831-915-7799  
(H) 831-649-4073  
reidcdsp@yahoo.com

Reyes, The Rev. Canon Jesus (Robin)  
ECR — 11/1/08  P — 12/8/84  
Canon for Church Growth and Development  
1116 Shafer Street, Seaside, CA 93955  
Cell 831-333-6635  
(O) 831-394-4465  
jesusreyes@realepiscopal.org

Rice, The Rev. Canon Randolf J., J.D. (Klaus Merrell)  
ECR — 12/15/84 P — 1-6/73  
Assoc. Priest, Trinity Cathedral, San José  
2534 Dumbarton, San José, CA 95148  
(H) 408-445-2966

Ridgway, The Rev. Michael W. (Kari)  
MC

November 28, 2018
ECR – 11/1/08  D – 11/1/08  (M) 408-829-2326
Deacon  (H) 408-829-2326
365 Stowell Avenue, Sunnyvale, CA 94085  (W) 408-924-7314
revridgway@gmail.com
Robles, The Rev. Lawrence A.  (Carmen)  MC
ECR – 9/16/07  P – 3/29/08
daytime: (O) 831-682-0880
Priest  (M) 408-592-5156
225 Capitol Ave. #1, San Jose CA 95127
la_robles8@yahoo.com
robiesla@natividadfoundation.org
Ross, The Rev. Donna B. (Robert)  Ret
ECR – 10/31/95 P – 1/18/85
Priest  5555 Montgomery Dr. #11, Santa Rosa 95409  (Cell) 805-235-5117
donna@faithmatters.us
Schlegel, The Rev. Stuart A., Ph.D.  Ret
ECR – 2/4/81  P – 1/25/61
Rector Emeritus, St. Luke’s, Los Gatos 3400 Paul Sweet Road #B-213, Santa Cruz, CA 95065
(H) 831-464-6961
sturtschlegel@cruzio.com
Sebro, The Rev. Jacqueline M.  MC
Deacon, St. James’, Paso Robles 718 Queenanne Rd., Paso Robles, 93446-3664  (H) 805-712-2389
jmsebro@hotmail.com
Seifert, The Rev. Canon Robert J.  Ret, MC
ECR – 9/23/84  D – 9/23/84
Administrative Vicar, St. Luke’s, Jolon 1) PO Box 136, Jolon CA 93928  (H) 831-227-1202
2) Callejon de los Suspiros Nr. 5, Colonial Centro, 37700 San Miguel de Allende, Guanajuato, Mexico
robsiefer@sbcglobal.net
Shan, The Rev. Becky King-Chu  Ret, MC
Priest  578 Ironwood Ter. #5, Sunnyvale CA 94086  (H) 408-737-1822
beckvkcshan@yahoo.com
Smith, The Rev. Channing R. (Mary)  MC
Rector, St. Andrew’s, Saratoga 227 Loma Alta, Los Gatos, CA 95030  (Cell) 650-759-2792
csmith@st-andrews.org
Smith, The Rev. Wendy M, PhD. (Meredith Ross)  Ret., MC
ECR – 6/24/96  P – 2/9/77
Priest  (M) 650-924-8107
4061 Sutherland Dr., Palo Alto, CA 94303  (H) 650-856-2560
wsmithca@earthlink.net
Somes, The Rev. Norman F., Ph. D. (Patricia) Ret
ECR – 4/1/92  P – 6/3/89
Rector Emeritus, St. Barnabas, Arroyo Grande
P. O. Box 43, Jacksonville, OR 97530 somes@charter.net

Sommer, The Rev. Rob MC
ECR – 10/22/11 D – 10/22/11
Deacon
201 Glenwood Circle # 21D, Monterey CA 93940 831-917-9178 caflyboy1@yahoo.com

Spencer, The Rev. Cynthia M. Ret
ECR – 6/13/13  P – 4/13/91
15375 North Lago del Oro Parkway, Tucson 85739(M) 520-260-5158 cms614@me.com

Stearns, The Rev. Fellow C. "Sonny" (Molly) Ret, MC
ECR – 1/272  P – 5/11/75
Assoc. Priest, St. Andrew’s, Saratoga
37 Peralta Avenue, Los Gatos, CA 95030-5832 (H) 408-354-1241 fellowssterms@gmail.com fcsmmws@me.com

Stewart, The Rev. Natalie A. Ret
Deacon
4058 Mora Lane, Pebble Beach, CA 93953 (H) 831-624-1323 nataliestewart@earthlink.net

Swanson, The Rev. Karen (The Rev. David Ota) MC
ECR – 9/1/2010 P – 6/1/1984 (O) 510-569-7020
Interim, All Saints’, San Leandro,
983 Vasco da Gama Lane, Foster City, CA 94404 (H) 650-345-3843 karen2.swanson@gmail.com

Symington, The Rev. Sidney S. MC
ECR – 6/9/13  P – 2/10/10
Rector, St. Peter’s, Morro Bay
545 Shasta Ave., Morro Bay, CA 93442 sssymington@gmail.com

Deacon
610 Le Point St., Arroyo Grande, CA 93420 (H) 805-481-9474 pammyers@charter.net

Taylor, The Rev. Canon Linda S. Ret/MC
ECR – 6/26/99  P – 1/22/00
Priest
2305 Ashland Ave., Ft. Worth, TX 76107 (M) 408-772-4369
(H) 408-866-2321 canonlinda@gmail.com

Thomas, The Rev. M. Lucie MC
ECR – 10/14/14 P—12/20/95
Assoc. Priest
PO Box 536, Morgan Hill, CA 95038 mithomas@dakotacom.net
Thompson, The Rev. Peggy R. (Gene)  Ret
ECR – 6/26/87  D – 6/26/87
Deacon
18357 Pinewood Ct., Hidden Valley Lake, CA 95467(H) 707-987-9343
pmaereid@gmail.com

Turner, The Rev. C. Barry (Ruth)  Ret., MC
ECR – 6/18/97  P – 4/25/81
Associate Rector, St. Benedict's, Los Osos
891 Vista Del Brisa, San Luis Obispo, CA 93405  (H) 805-784-0670
carltonba@gmail.com

Wall, The Rev. Anne F.  Ret
ECR – 12/12/07 D – 6/3/00
Deacon
134 Summit Drive, Pismo Beach 93449
PO Box 246 Pismo Beach 93448  (M) 805-709-1760
annefwall@aol.com

Weber, The Rev. Claudia Jo (Mary)  Ret/MC
ECR – 5/31/03  D – 5/31/03
Archdeacon
1217 Vanderbilt Way, Sacramento CA 95825
joweber@alum.vassar.edu

Wells Miller, The Rev. Tracy J. (Thomasjohn)  MC
ECR-6/21/17  P-6/24/12
Rector, St. John's, Aptos
PO Box 1588, Aptos CA 95001  831-531-7190
mtrtracy@gmail.com

Wharton, The Rev. Roger E. (Marc Fuentes)  MC
ECR – 1/9/07  P – 7/10/76
Chaplain, Season's Hospice, San Jose, CA
1404 Arnold Avenue, San José, CA 95110  (Cell) 408-605-1687
(H) 408-481-9310
roger@ecospirit.org

White, The Rev. Carolyn C. "Connie"  Ret, MC
ECR – 6/24/88  P – 5/31/89
Priest
5602 Dona Alan Loup NE, Rio Rancho, NM 87144  831-760-0442
conniewht8@gmail.com

White, The Rev. Karin (Stephen)  MC
Priest
390 S. Winchester Blvd. # 9B, Santa Clara 95050 (M) 408-691-3620
karinreedwhite@gmail.com

Whitten, The Rev. W. Roy (Jeanne)  Ret
ECR – 6/23/73  P – 2/20/74
Priest
481 Rockmont Cir, Sacramento CA 95835  (M) 530-305-0802
roy@wrpartnership.com
Wild, The Rev. Janet (Jani) H. (Deborah)  
ECR—9/13/17  P—4/7/2018  
Deacon, St. Andrew's, Saratoga  
275 Navajo Dr., Salinas, 93906  
(M) 408-504-2951  
whrab1@qamil.com

Williams, The Rev. Robert E. (Patricia)  
ECR – 12/17/69 D – 12/17/69  
Deacon  
455 Ives Terrace, Sunnyvale, CA 94087  
(H) 408-245-2290  
bob_williams1@comcast.net

Wilson, The Rev. Catherine A. "Kate"  
ECR – 6/24/06  P – 8/4/07  
Priest  
6111 Dellingham Dr. Apt. A, Indianapolis, IN 46260  
(H) 317-222-4025  
(M) 317-318-3645  
Katewilson725@yahoo.com

Wilson, The Rev. Dr. Edward A.  
ECR – 9/24/02  P – 7/21/84  
Priest  
90 Cashew Blossom Dr., San Jose, CA 95123  
(M) 408-348-1473  
shalomed@live.com

Wiltsee, The Rev. L. Lamont (Edie)  
ECR – 7/1/87  P – 6/14/75  
Priest  
13083 Middle Canyon Rd, Carmel Valley 93924  
Fax: 831-659-3139  
(H) 831-659-3123  
lamontwiltsee@comcast.net

Wong, The Rev. Salying (Shannon Preto)  
ECR – 5/3/16  P—12/3/05  
Rector, St. Thomas, Sunnyvale  
77 Ciellito Dr., San Francisco 93134  
(M) 408-753-6480  
salying@gmail.com

Wratten, The Rev. Kenneth B. (Ruth)  
ECR – 6/22/02  P – 1/4/03  
Interim rector, St. Luke's, Hollister  
471 Verona Place, Hollister, CA 95023  
(M) 408-981-7855  
frken@kwratten.com
Spouses of Deceased Clergy

Laurel Beason
801 Sycamore Canyon Road, Paso Robles, CA 93440 (H) 805-230-7119
kenbeason@att.net

Lizz Beitzel
751 – 26th Ave., San Francisco CA 94121 (H) 760-744-4178
lizzbeitzel@yahoo.com

Ginger Brock
1262 Trunchard Lane, Lincoln, CA 95648-8144

Clancey, Nancy
802 Windridge Circle, San Marcos, CA 92078 (H) 650-941-0857
wpc0302@sbcglobal.net

Daunton, Nancy
1042 Riverside Drive, Los Altos, CA 94022 (H) 805-772-2834
lennychas@gmail.com

Deming, Heath
92 Del Mesa Carmel, Carmel 93923 (H) 831-455-2276
Heather.deming@sbcglobal.net

Edwards, Rosi
P. O. Box 853, Pacific Grove, CA 93950 (H) 831-375-2000
853 Sea Palm, Pacific Grove 93950 (M) 831-277-0388
dwightandrosi@redshift.com

Erickson, Lenor (Lenny)
424 Bernardo Avenue, Morro Bay, CA 93442 (H) 707-823-2207
lennychas@gmail.com

Farmer, Beva
7235 Hayden Avenue, Sebastopol, CA 95472 (H) 831-338-7405
farmer707@sbcglobal.net

Fuselier, Margo MC
44870 Carmel Valley Rd., Greenfield, CA 93927-9761 (H) 831-674-1435

Hall, Jill
206 Bernard Lane, Santa Cruz, CA 95060 (H) 831-423-2526

Horsley, John
308 Lilac Dr., Los Osos, CA 93490 (H) 805-528-7497

Kennedy, Jennifer
225 Mt. Hermon Rd., Scotts Valley 93923-7950 (H) 831-321-1471
(k) 831-338-7405
jenkennedy@msn.com

Kottmeier, Stephen
18600 Blythwood, Los Gatos, CA 95030

Joanna Mayer
5703 Rotterdam Ln., San José, CA 95118 (H) 408-841-9478

McCabe, Evelyn
23500 Cristo Rey Dr. #315D, Cupertino, CA (H) 408-348-2333
eadmccabe@gmail.com

McCoid, Carolyn
25 Oakmore Drive, San José, CA 95127 (H) 408-258-3133
dmccoid@sbcglobal.net

McHugh, Mary
1860 Tice Creek Drive #1318, Walnut Creek, CA 94595(H) 925-939-5924

November 28, 2018
Meikle, Robert
570 Idlewild Dr., Cave Junction, OR 97523       (H) 541-592-4618

Metz, Gwen
676 Albion Drive, San José, CA 95136       (H) 408-723-0691

Politzer, Beverly
3770 Whitman Circle, Carmel, CA 93923       (H) 831-624-9721

Robohm, Carteena
7427 S. Granite Ave., Tulsa OK 74136-7111       (H) 831-663-6218

paws4music@redshift.com

Shimpky, Jamei
42 Kira Lane, Ridgewood, NJ 07450       (H) 201-389-3299

Sundquist, Harold
1385 Sydney Drive, Sunnyvale, CA 94087       (H) 408-738-4687

Slagle, Virginia
13543 Debbie Lane, Saratoga, CA 95070       (H) 408-867-1548

Tavernetti, David
702 Timber Trail Loop, El Dorado Hills, CA 95762

Wright, Ann
200 Winchester Circle #C322, Los Gatos 95032     (O) 408-867-3493

     (H) 408-370-9851

annwright6@comcast.net

November 28, 2018
Clergy Licensed to Officiate

Ayers, The Rev. Cameron
Diocese of California
407 Sanchez St., #1110
San Francisco, CA 94114
(H) 415-279-4481
cavers@st-andrews.org

Bond, The Rev. Jeremy (Kathy)
Diocese of Central Pennsylvania
Assoc. Priest, St. Barnabas’, Arroyo Grande
676 N. 12th Street #25, Grover Beach, CA 93433
(H) 805-489-5181
kaiog@charter.net

Diocese of Chicago
599 Colton St., Monterey, CA 93940
(H) 831-375-1378
(M) 831-224-3213
Johnhb11@att.net

Dallmann, Tha Rev. Donald J.
Lutheran ELCA P – 7/14/63
2375 Adams Street, Cambria, CA 93428
(H) 805-927-5807
5.26ii@gmail.com

Diaz, The Rev. Filemon
Lutheran ELCA
Latin Ministry Missioner, Iglesia Episcopal San Marcos
301 Bassett St., King City CA 93930
(o) 831-525-8044
Revdiaz18@gmail.com

Duckworth, The Rev. Penelope Tuleys
Diocese of California P – 09/25/1983
Assoc. Priest, Trinity Cathedral, San Jose
1719 Fabian Dr., San Jose, CA 95124
(H) 408-267-8314
Penelope.duckworth@yahoo.com

Duncan, The Rev. John L. (Janet)
Diocese of Northern California
Assoc. Priest, St. Philip’s, Scotts Valley
Assoc. Priest, St. John the Baptist, Aptos
110 San Benito Ave., Aptos, CA 95003-4415
(H) 831-688-1383
injduncan@yahoo.com

Greeley, The Rev. Horace
Diocese of California
Priest
14 Pyxie Lane, San Carlos, CA 94070
(M) 650-954-6620
(H) 650-654-6620

Greenwood, The Rev. Merritt (John Konopka)
Diocese of Ohio
Priest
322 S. Mason St., Arroyo Grande 93420,
(M) 802-380-9806
merrittgreenwood@gmail.com

Hall, The Rev. Canon Mark H.
Diocese of San Joaquin
2300 Cienaga St. Space 20, Oceano 93445
(H) 805-904-6519
(M) 209-609-7044
krametoc@cell2000.net

November 28, 2018
Hansen, The Rev. Jessica V.
Diocese of California
Chaplain, St. Andrew’s School
850 Park Ave. #140
Capitola, CA 95010
650-722-1100
jv.nansen3@gmail.com

Hogan, The Rev. Faye
Diocese of Los Angeles
Assistant, St. Benedict’s, Los Osos
1237 Laguna Lane, San Luis Obispo, CA 93405 (Cell) 805-302-2624
fayehogan@earthlink.net

Kempson-Thompson, The Rev. Deborah
Diocese of Nevada
PO Box 207, Pacific Grove 93950
(H) 831-277-8047
revdebt@gmail.com

Leehan, The Rev. James
Diocese of ?
2470 S. Bascom Ave. #6, Campbell CA 94008
(M) 505796-9170
jmllehan@msn.com

Low-Skinner, The Rev. Debra
Diocese of California
Priest-in-Charge, Christ Church Sei Ko Kai in SF (Dio Cal)
137 Redding Rd. Apt. C, Campbell, CA 95008
revdeb95008@gmail.com

Patronik, The Rev. Joseph A.
Diocese of San Diego
PO Box 1283, Marina, CA 93933
(M) 760-715-7516
patronikj@gmail.com

Ramsden, The Rev. Charles L.
Diocese of Idaho
9001 Castlewood St., Oakland 94605
(H) 895-5541
(M) 510-461-3633
charles.ramsden@comcast.net

Schmidt, The Rev. Herbert F.
ELCA
Assoc. Clergy Calvary, Sta. Cruz
317 Centennial St., Santa Cruz, CA 95060
(H) 831-423-5777
graceherb@aol.com

Siegfriedt The Rev. Karen (Stephanie Sherman)rectororders@yahoo.com
Diocese of Northern California
170 Verdon St., Morro Bay CA 93442
(M) 209-304-2879
(H) 805-225-1165

Smith, The Rev. Ann-Lining
Diocese of California
Assoc. Priest Calvary Sta. Cruz
750-47th Ave., SPC 34, Capitola 95010
(H) 831-662-1804
mightoftheloon@gmail.com

November 28, 2018
Stafford, the Very Rev. William "Bill" (Barbara)
Diocese of Florida
Assoc. Priest, St. Luke's, Los Gatos
4316 Hampshire Pl., San Jose, CA 95136
(H) 408-375-6457
(M) 408-375-6255
villagrande3@gmail.com

Starr, The Rev. David (The Rev. Shelley Denney)
Diocese of Los Angeles
Assoc. Rector, Holy Family SJ
6884 Burnside Dr., San Jose CA 95120
909-327-5590
dhs@starrnet.com
rector@ssif.org

Sturgess, The Rev. Amber
Diocese of California
Priest-in-Charge, All Saints' Carmel
PO Box 5538, Carmel 93923
(M) 925-628-5494
asturgess@msn.com
SECTION N
CHURCHES, SCHOOLS, & CHARITABLE ORGANIZATIONS DIRECTORY
All Saints', Carmel
Mailing Address: P.O. Box 1296
Carmel, CA 93921
Phone: 831-624-3883
FAX: 831-624-1459
Email: information@allsaintscarmel.org
Parish Administrator: Ray Krise
Type: P
Street Address: 9th & Dolores St.
Carmel, CA 93921
DCL: Open
Organized: 06/28/1912
Priest-in-Charge: Amber Sturgess
Assoc. Priest: The Rev. Holly Hudson-Louis 831-624-2664
The Rev. John Burk 831-224-3213
The Rev. Deborah Kempson-Thompson
Sr. Warden: Edwin Fincke 831-626-8081
Jr. Warden: Sherry Shollenbarger 831-224-0043
Treasurer: Mike Raggett 831-620-0638
amber.sturgess@allsaintscarmel.org
Johnhb11@att.net
Qualitywise@aol.com
sshollenbarger@yahoo.com
mmragg@redshift.com

All Saints', Palo Alto
Mailing Address: 555 Waverley Street
Palo Alto, CA 94301
Phone: 650-322-4528
FAX: 650-322-4552
Email: office@asaints.org
Parish Administrator: Susan Reaves
Type: P
Street Address: Same
DCL: Susan Reaves, office@asaints.org
Organized: 02/03/1893
Rector: The Rev. Terence (Terry) Gleeson 650-322-4528
tpgleeson@gmail.com
(O) 646-943-3500
j.kivett@yahoo.com
Sr. Warden: Jacob Kivett (O) 707-280-0112
Jr. Warden: John Toccalino (H)650-329-8013
Treasurer: Lauren Bonomi lpbonomi@att.net
Stewardship: Susan Reaves, Parish Admin. See above

October 17, 2018
All Saints’/Cristo Rey, Watsonville
Mailing Address: 437 Rogers Avenue
Watsonville, CA 95076
Phone: 831-724-5338
FAX: 831-724-5338
Email: churchoffice1@att.net
DCL: churchoffice1@att.net
Organized: 02/03/1874
Priest-in-charge: The Rev. Michael G. Dresbach
(C) 507-232-4065
mgdbach@gmail.com
Co-Sr. Wardens: Veronica Dominguez
831-454-6871
Churchoffice1@att.net
Mary Scannell
831-722-8104
mscannell@csumb.edu
Co-Jr. Wardens: Gerardo Nava
831-740-9428
nava.maria39@yahoo.com
Joseph Young
831-251-0329
Treasurer: Berta Rodriguez
831-840-3540
brr251@gmail.com
Stewardship: Don Cooley
831-724-8133
cooldon26@aol.com

Calvary, Santa Cruz
Mailing Address: 532 Center Street
Santa Cruz, CA 95060
Phone: 831-423-8787
FAX: 831-423-8795
Email: office@calvarysantacruz.org
DCL: Audrey Nickel, nickel@cruzers.com
Church Secretary:
Organized: 03/28/1864
Nicole MacArgel
Rector: The Rev. Austin Leininger
408-410-0850
aleininger@calvarysantacruz.org
Assisting Priest: The Rev. Ann-Lining Smith
831-662-1804
mightoftheloon@gmail.com
Sr. Warden: Liz Wesolowski
831-425-0805
wesocruz@comcast.net
Jr. Warden: John Vesecky
831-247-5228
vesecky@cse.ucsc.edu
Treasurer: Patrick Dexter
831-600-8834
Patricksdexter@gmail.com
Stewardship: Patrick Dexter (see Treasurer)
The Church of the Good Shepherd, Salinas

Mailing Address:
301 Corral de Tierra Road
Salinas, CA 93908
Phone: 831-484-2153
www.goodshepherdcorral.org
DCL: Dot Fuller: dotfuller@aol.com
Organized: 04/11/1955

Email: office@goodshepherdcorral.org
Parish Administrator: Izabelle Woods
office@goodshepherdcorral.org

Rector: The Rev. Linda J. McConnell 831-595-9804
revlinda@goodshepherdcorral.org

Deacon: The Rev. Cynthia R. Montague 831-755-3890
39cmont27@sbcglobal.net

Sr. Warden: Richard (Dick) Smith 831-262-4352
mrrasmit@aol.com

Jr. Warden: Timothy Knapp 831-484-6242
Lostshaker09@yahoo.com

Treasurer: Shannon Brandt 831-484-1344
Brandts.ca@gmail.com

Stewardship: The Rev. Linda McConnell See above

The Church of the Holy Family, San Jose

Mailing Address:
Same as street address
San Jose CA 95127
Phone: 408-251-1963

Email: info@holysfamvsi.org
Organized: 1/1/2016
Church Secretary:
Rey Abing

Rector: The Rev. Ruth Caspit Paguio Cell 408-821-5961
ruth@holysfamily.org

Assoc. Rector: The Rev. David Starr 909-327-5590
dhs@starrnet.com

Assoc. Priest: The Rev. Hank LeBeau 408-613-5897
goib2you@earthlink.net

Deacon: The Rev. Stephenie Cooper 408-289-8963

Sr. Warden: Gary Thomas 1-408-362-9018
Gary167dad@gmail.com

Jr. Warden: Lucia Meneses 408-396-6295
Ramirezlucia13@yahoo.com

Treasurer: Marge Smith 408-759-2124
rdpeacocks@sbcglobal.net

Stewardship:
Epiphany Lutheran & Episcopal Church in Marina
Joint Congregation of the Episcopal Church & ELCA
Mailing Address: 425 Carmel Avenue
Marina, CA 93933
831-384-6323
www.epiphanymarina.org
DCL: Marsha Lind
Organized: 01/06/1964
Vicar: The Rev. Jon A. Perez
831-449-7806
vicarjon@epiphanymarina.org
Sr. Warden: Jody Lynn Rogers
831-869-0192
jilrogers111@gmail.com
Jr. Warden: Open
Treasurer: Andrea Baltzegar
831-233-0216
andreabaltzegar@gmail.com
Stewardship: Jonathan Brinkmann

The Episcopal Church in Almaden
Mailing Address: 6581 Camden Avenue
San José, CA 95120
Phone: 408-268-0243
FAX: 408-268-4207
www.eca-si.org
DCL: Kimberly Axtell, kimberchik_1@aol.com
Organized: 11/01/1967
Rector: The Rev. Shelley Denney
Sr. Warden: Marianne Schmidt
408-914-8775
marianneschmidt8025@gmail.com
Jr. Warden: Don Hall
408-997-1599
Dih5@pge.com
Treasurer: Ruthanne Adams Martinez
408-268-0243
office@eca-si.org
Stewardship: Mary McPherson
marymcp@aol.com
Good Samaritan Church, San José

Mailing Address:
15040 Union Avenue
San José, CA 95124
Phone: 408-377-0158
FAX: 408-377-0129
DCL: Margo Janiak
Organized: 01/06/2014

Rector: The Rev. Mike Ferrito
Assoc. Priest: Joseph A. Bacigalupo
Sr. Warden: Godwin Roberts
Jr. Warden: Daniel Subia
Treasurer: Nancy DeSaedeleeer
Stewardship: Mitch Herzog (see Sr. Warden info above)

Email: info@goodsamaritanchurch.net
Parish Administrator: Rachel Subia
Rector: frmike@goodsamaritanchurch.net
Assoc. Priest: gcrq5008@aol.com
Sr. Warden: rachaelsubia@gmail.com
Jr. Warden: Nanc971@sbcglobal.net
Treasurer: (H) 408-286-0228
Stewardship: Same above

San Pablo Apostol, Seaside

Mailing Address:
1092 Noche Buena Street
Seaside, CA 93955
Phone: 831-393-0396
FAX: 831-394-7133
Email: sanpabloseaside@gmail.com
Organized: 05/12/2001

Vicar: The Rev. Martin Juarez
Sr. Warden: Juana Aquino
Jr. Warden: Walberto Ortiz
Treasurer: Esther Hernandez
Stewardship: Esther Hernandez

Church Secretary: None

831-200-7990 sanpabloseaside@gmail.com
831-521-6336 Juanaaquino0127@gmail.com
831-917-8540 Hernandezester913@gmail.com
831-383-8060 Same as above
St. Andrew's, Ben Lomond
Mailing Address:
P.O. Box 293
Ben Lomond, CA 95005
Phone: 831-336-5994
FAX: 831-336-1070
Organized: 07/00/1905

Type: P
Street Address:
(use PO box for mail) 101 Riverside Avenue
Ben Lomond, CA 95005
Email: staoffice@sbcglobal.net

Administrator:
Sharon Fishel
(O) 831-336-1069
(H) 831-338-3312
starector@sbcglobal.net

Rector: The Rev. Blaine R. Hammond
Sr. Warden: Ray Wentz
831-336-8421
W6spw@sbcglobal.net
Jr. Warden: Janet Butler
(H) 831-336-2755
hermph@comcast.net
Treasurer: Sharon Fishel
831-336-5157
staoffice@sbcglobal.net
St. Andrew's, Saratoga
Mailing Address: P.O. Box 2789
Saratoga, CA 95070
Phone: 408-867-3493
FAX: 408-867-3496
Email: bfriesen@st-andrews.org

Street Address: 13601 Saratoga Avenue
Saratoga, CA 95070

Parish Administrator: Bruce Friesen
Church Secretary: Michelle McCarthy

DCL: Bruce Friesen, brucef@st-andrews-saratoga.org
Organized: 06/01/1957
Church Secretary: mmccarthy@st-andrews.org

Rector: The Rev. Channing R. Smith 650-631-3825
csmith@st-andrews.org

Pastoral Assoc.: The Rev. Peggy Bryan 408-679-0240
pbryan@st-andrews.org

Assoc. Priests: The Rev. Roger A. Barney 408-828-6059
rogerbarney@comcast.net
The Rev. Floyd C. Frisch, Ph.D. 408-354-0674
The Rev. Fellow C. Stearns 408-354-1241

Deacons: The Rev. Alison Lucas (retired) ac1222@aol.com
Deacons: The Rev. Jani Wild whrab1@gmail.com

Sr. Warden: Ann Wright 408-605-2914
annwright6@comcast.net

Jr. Wardens: Marcelo Provencher 408-241-4289
marcel@provencher.com
Betsy James 408-876-7135
betsyhousejames@gmail.com

Treasurer: Randy Simmons 408-209-3817
Verbs11@sbcglobal.net

Stewardship: Marcel Provencher (See Sr. Warden above)
Bookkeeper: Melanie Ovanezian movanezian@st-andrews-saratoga.org

Children's Ministries: Taylor Ashlock
tashlock@st-andrews.org
Youth Ministries: Joel Martinez
jmartinez@st-andrews.org

Wedding/Funeral Coord. Darlene Friesen: darlenef@st-andrews-saratoga.org
Head of Music Ministries: Leroy Kromm lKromm@aol.com
St. Barnabas', Arroyo Grande
Mailing Address: 301 Trinity Avenue
Arroyo Grande, CA 93420
Phone: 805-489-2990
FAX: 805-489-1221
DCL: Tricia Ottesen, ottesen11@icloud.com
Organized: 09/01/1901
Rector: The Rev. Rob Keim
Assoc. Priests: The Rev. Jeremy Bond
Sr. Warden: Shirley Holgate
Jr. Warden: Carlos Ortiz
Treasurer: Brian Petersen
Stewardship: Janette Sofranko
Email: saintbarnabas.ag@gmail.com
Parish Office Administrator: Sandy Matson
Rector: rkeim11@gmail.com
Assoc. Priests: kajog@charter.net
Sr. Warden: 408-718-7990
tsh@att.net
Jr. Warden: (H) 805-598-5862
Treasurer: 805-489-5181
Stewardship: 805-801-6092
detente2@gmail.com

St. Benedict's, Los Osos
Mailing Address: P.O. Box 6877
Los Osos, CA 93412
Phone: 805-528-0654
FAX: 805-534-1718
DCL: Organized: 07/22/1987
Rector: The Rev. Dr. Caroline J. A. Hall
Assoc. Priests: The Rev. Barry Turner
Sr. Warden: Pamela Bleisch Strawn
Jr. Warden
Treasurer: Lisa Gonzalez
Stewardship: Rector
Email: caro@stbenslososos.org
Church Secretary: None
Rector: caro@stbenslososos.org
Assoc. Priests: carltonba@gmail.com
Sr. Warden: 805-534-0827
Treasurer: 805-748-0670
Stewardship: 805-541-4595
Email: fayehogan@earthlink.net
Treasurer: 805-502-1240
Stewardship: Pr.bleisch@gmail.com
Treasurer: 805-544-2895
Stewardship: lgonzo@fix.net

8 October 17, 2018
<table>
<thead>
<tr>
<th><strong>St. Dunstan’s, Carmel Valley</strong></th>
<th><strong>St. Francis’, San José</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Mailing Address: 28005 Robinson Canyon Road, Carmel Valley, CA 93923</td>
<td>Mailing Address: 1205 Pine Avenue, San José, CA 95125-2400</td>
</tr>
<tr>
<td>Phone: 831-624-6646</td>
<td>Phone: 408-292-7090</td>
</tr>
<tr>
<td>FAX: 831-624-6634</td>
<td>FAX: 408-292-7091</td>
</tr>
<tr>
<td>Email: <a href="mailto:stdunstanschurch@gmail.com">stdunstanschurch@gmail.com</a></td>
<td>Email: <a href="mailto:office@stfranciswillowglen.org">office@stfranciswillowglen.org</a></td>
</tr>
<tr>
<td>Parish Administrator: Louis Powell</td>
<td>Parish Administrator: Carrie Maietta</td>
</tr>
<tr>
<td>Organized: 12/13/1955</td>
<td>Organized: 06/01/1947</td>
</tr>
<tr>
<td>Rector: The Rt. Rev. Robert W. Fisher 831-659-2728 <a href="mailto:rob@stdunstanschurch.org">rob@stdunstanschurch.org</a></td>
<td>Rector: The Rev. Maly Hughes 650-776-7344 <a href="mailto:maly@stfranciswillowglen.org">maly@stfranciswillowglen.org</a></td>
</tr>
<tr>
<td>Assoc. Priest: The Rev. Marcia M. Lockwood 831-659-4145 <a href="mailto:revmlockwood@gmail.com">revmlockwood@gmail.com</a></td>
<td>Assoc. Priest: The Rev. Katherine Baginski Doar 408-445-8524 <a href="mailto:katherine@stfranciswillowglen.org">katherine@stfranciswillowglen.org</a></td>
</tr>
<tr>
<td>Sr. Warden: Sarah Felsing 831-601-8914 <a href="mailto:sarahfelsing@gmail.com">sarahfelsing@gmail.com</a></td>
<td>Deacon: The Rev. Stephenie Cooper 408-289-8963 <a href="mailto:goib2you@earthlink.net">goib2you@earthlink.net</a></td>
</tr>
<tr>
<td>Jr. Warden: Don Kirk 831-238-7432 <a href="mailto:kirkid@comcast.net">kirkid@comcast.net</a></td>
<td>Deacon: The Rev. John Avery Palmer (ret) 408-249-0725 <a href="mailto:averysaloha@hotmail.com">averysaloha@hotmail.com</a></td>
</tr>
<tr>
<td>Treasurer: Art Pasquinelli (H) 831-601-9497 <a href="mailto:arthurpasquin@gmail.com">arthurpasquin@gmail.com</a></td>
<td>Sr. Warden: Renee Nichols 408-688-7637 <a href="mailto:reneefivecents@yahoo.com">reneefivecents@yahoo.com</a></td>
</tr>
<tr>
<td>Stewardship: George Lockwood <a href="mailto:georgeslockwood@aol.com">georgeslockwood@aol.com</a></td>
<td>Jr. Warden: Chris Peacock 650-906-6578 <a href="mailto:Peacockc@gmail.com">Peacockc@gmail.com</a></td>
</tr>
<tr>
<td>Treasurer: Beth McKone 408-718-4008 <a href="mailto:Elizabeth.mckone@sunpower.com">Elizabeth.mckone@sunpower.com</a></td>
<td>Stewardship: Cristine Mincheff 650-804-2471 <a href="mailto:novacris@earthlink.net">novacris@earthlink.net</a></td>
</tr>
</tbody>
</table>
St. George's, Salinas
Mailing Address:
98 Kip Drive
Salinas, CA 93906
Phone: 831-449-6709
FAX: 831-449-2831
Email: Office@stgeorgessalinas.net
Clerk:
Organized: 09/02/1951
DCL: Richard Smith: rcsbsmith@razzolink.com
Interim: The Rev. James Collins: reviejcollins@gmail.com
Deacon: The Rev. Tina Heidmann
831-663-3614
tjcordv@yahoo.com
Deacon: The Rev. Hope J. Garcia
831-424-4544
Sr. Warden: Guadalupe Sylvester
831-594-6935
Guadsquad.inc@gmail.com
Jr. Warden: Curtis Baudour
831-210-7840
curtandirma@gmail.com
Treasurer: John Walworth
831-710-1766
jpwalworth@razzolink.com
Stewardship:

St. James', Monterey
Mailing Address:
381 High Street
Monterey, CA 93940
Phone: 831-375-8476
FAX: 831-375-8744
www.saintjamesmonterey.org
DCL:
Organized: 08/27/1879
Church Secretary: None
Rector: The Rev. George “Jeff” Kohn
831-655-4810
therevdrgkohn@gmail.com
Sr. Warden: Ellen Clarkson
831-657-4115
eclarksonew@yahoo.com
Jr. Warden: Merrilyn Mancini
831-394-6480
Treasurer: Elizabeth Williams
831-375-1097
Stewardship: Elizabeth Williams
831-659-3252
St. James', Paso Robles
Mailing Address: 514 14th Street
Paso Robles, CA 93446
Phone: 805-238-0819
Email: office@stjamespasorobles.org
DCL: Darlene Westbrook, darwestbrook@gmail.com
Organized: 03/11/1891
Rector: The Rev. Barbara Miller
Deacon: The Rev. Jacqueline M. Sebro
Sr. Warden: Michael Coffin
Jr. Warden: Lucy Simola
Treasurer: Denise Chouinard
Stewardship: Mike Plants

St. John's Chapel, Monterey
Mailing Address: 1490 Mark Thomas Drive
Monterey, CA 93940
Phone: 831-375-4463
FAX: 831-375-4350
Email: stjohnschapel@redshift.com
Organized: 06/14/1891
Rector: The Rev. Robert M. Ott
Sr. Warden: Geoffrey Holland
Jr. Warden: Dr. Paul Turner
Treasurer: Dr. Bill Locke
Stewardship: Dr. Bill Locke (above)
### St. John the Baptist, Aptos

**Mailing Address:**
PO Box 188
Aptos, CA 95001

**Phone:** 831-708-2278  
**FAX:** 831-708-2293

**Email:** sjbaptos@gmail.com

**Organized:** 06/24/1889

**Type:** P

**Street Address:**
125 Canterbury Drive  
Aptos, CA 95003

**DCL:**

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rector</td>
<td>The Rev. Tracy J. Wells Miller</td>
<td><a href="mailto:mtrtracy@gmail.com">mtrtracy@gmail.com</a> 831-531-7190</td>
</tr>
<tr>
<td>Assoc. Priests</td>
<td>The Rev. John Duncan</td>
<td>831-688-1383</td>
</tr>
<tr>
<td></td>
<td>The Rev. Eliza M. Linley</td>
<td><a href="mailto:injduncan@yahoo.com">injduncan@yahoo.com</a> 831-648-2553</td>
</tr>
<tr>
<td></td>
<td>The Rev. Mary Lou McKenney</td>
<td><a href="mailto:revmckenney@gmail.com">revmckenney@gmail.com</a></td>
</tr>
<tr>
<td></td>
<td>The Rev. Stuart A. Schlegel, Ph.D.</td>
<td>831-621-0338 <a href="mailto:staurtschlegel@gmail.com">staurtschlegel@gmail.com</a></td>
</tr>
<tr>
<td>Sr. Warden</td>
<td>Bill Kell</td>
<td>831-345-3565</td>
</tr>
<tr>
<td>Jr. Warden</td>
<td>Andrea Seitz</td>
<td>831-818-0780</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Anne Baker</td>
<td><a href="mailto:annesterbaker@gmail.com">annesterbaker@gmail.com</a></td>
</tr>
<tr>
<td>Stewardship</td>
<td>Suzanne Krakover-Nickel</td>
<td></td>
</tr>
</tbody>
</table>

### St. John the Divine, St. Morgan Hill

**Mailing Address:**
17740 Peak Avenue  
Morgan Hill, CA 95037

**Phone:** 408-779-9510

**Email:** sjdivinemh@verizon.net

**DCL:** Philip Cooke, PhilipCooke@msn.com  
**Church Secretary:** Debbie Gangitano

**Organized:** 02/07/1987

**Type:** P

**Street Address:**
Same

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rector</td>
<td>The Rev. Philip R. Cooke</td>
<td>408-782-2623</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:philipcooke@msn.com">philipcooke@msn.com</a> 408-234-5519</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:inwardpath@charter.net">inwardpath@charter.net</a></td>
</tr>
<tr>
<td>Sr. Warden</td>
<td>Jane-Marguerite Russell</td>
<td>408-779-7062</td>
</tr>
<tr>
<td>Jr. Warden</td>
<td>Bob Dwyer</td>
<td><a href="mailto:bobtdwyer@gmail.com">bobtdwyer@gmail.com</a></td>
</tr>
<tr>
<td>Treasurer</td>
<td>Virginia R. Scott</td>
<td>408-782-6942</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:51996ma@gmail.com">51996ma@gmail.com</a></td>
</tr>
<tr>
<td>Stewardship</td>
<td>Mimi O’Donnell</td>
<td>717-332-9321</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:Kemi2888@gmail.com">Kemi2888@gmail.com</a></td>
</tr>
</tbody>
</table>
**St. Jude the Apostle, Cupertino**

**Mailing Address:**
20920 McClellan Road  
Cupertino, CA 95014-2967

**Phone:** 408-252-4166  
**FAX:** 408-252-4167  
**Email:** office@saintjudes.org

**DCL:** Linda Morris, lindamorris24@yahoo.com  
**Organized:** 12/11/1961  

**Rector:** The Rev. Wilma Jakobsen  
**Assoc. Rector:** The Rev. Sarah Lapenta-H  
**Assoc. Priest:** The Rev. Bruce Bramlett  
**Music Director:** Laura Green  
**Sr. Warden:** Kathy Yates  
**Jr. Warden:** Ken Foot  
**Treasurer:** Jeffrey Pugh  
**Stewardship:** The Rev. Wilma Jakobsen, Rector

**Type:** P  
**Street Address:** Same  

**Email:** Wilma@saintjudes.org  
**408-252-4166**  
**510-984-0552**  
**brucebramlett@sogloml.net**  
**408-247-2809**  
**408-833-0456**  
**408-761-3647**  
**408-316-2311**  
**jdugh@gmail.com**

---

**St. Luke's, Atascadero**

**Mailing Address:**
5318 Palma Avenue  
Atascadero, CA 93422

**Phone:** 805-466-0379  
**FAX:** 805-466-6399  
**Email:** office@stlukesatascadero.org

**DCL:** Alice Baker-Taber, rtaber@tcsn.net  
**Organized:** 1/27/52  

**Rector:**

**Sr. Warden:** Brian Ellis  
**Jr. Warden:** Steve Price  
**Treasurer:** Mike Ferree  
**Stewardship:** Kathryn Showers

**Type:** P  
**Street Address:** Atascadero, CA 93422  

**Office Administrator:** Alice Baker-Taber

**Email:** cs2251a@hotmail.com  
**805-704-6273**  
**steve@chamisa.net**  
**805-461-5281**  
**rchferr4@aol.com**  
**kathryshowers@gmail.com**

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13  
October 17, 2018
St. Luke’s, Hollister
Mailing Address: 720 Monterey Street
Hollister, CA 95023
Phone: 831-637-7570
FAX: 831-637-7631
Website: www.stlukesh.org
Organized: 11/12/1894
Interim: The Rev. Kenneth Wratten
Sr. Warden: Dee Sigismond
Jr. Warden: Dave Heidmann
Treasurer: Debra Scherer
Stewardship: The Rev. Ken Wratten

Church Secretary: Danyell Ortez
frken@stlukesh.org
408-223-7077
Dee Sigismond
408-4235-5101
wdcw1@aol.com
daveheidmann@gmail.com
408-307-4042
Debra L scherer@yahoo.com
408-307-4042
frken@stlukesh.org

St. Luke’s, Jolon
Mailing Address
P.O. Box 233
Jolon, CA 93928-0233
Phone: 831-227-1202
Website: www.stlukesjolon.com
DCL: Susan Raycraft, rayfill@inreach.com
Organized: 10/21/1883
Bishop’s Warden: Grace Salley-Foster
Church Warden: John Thomas Foster
Treasurer: June Brown
Stewardship: Administrative Vicar

Church Secretary: None
408-458-1260
robcseifert@sbcglobal.net
831-385-5327
blueoak2@gmail.com
831-385-5327
blueoak3@gmail.com
805-238-5447
june@pressuretek.org
robcseifert@sbcglobal.net
St. Luke's, Los Gatos
Mailing Address: 20 University Avenue
Los Gatos, CA 95030
Phone: 408-354-2195
FAX: 408-354-4066
Email: office@stlukeslg.org
DCL: Pam Thistle, office@stlukeslg.org
Organized: 09/17/1886
Interim: The Rev. Ricardo Avila
415-572-1447
revrico@stlukeslg.org
Assoc. Priests: The Rev. R. Clark Emerson
The Rev. Nayan McNeill, Ph. D.
The Rev. Ernest Cockrell
The Very Rev. Bill Stafford (ret)
408-354-7405
408-354-7011
408-445-0554
408-375-6457
bellsandincense@att.net
nayanmcneill@gmail.com
ewcisc@sbcglobal.net
villagrande3@gmail.com
Parish Administrator:
Pam Thistle
Sr. Warden: Kathy Gomez
kgomez@mac.com
408-528-9285
Jr. Warden: Warren Hackbarth
warren@surveillancegrid.com
408-399-0154
Treasurer: Art Feather
afeather@stlukeslg.org
Stewardship: Kathy Lucas
St. Mark's, King City
Mailing Address: P.O. Box 847
King City, CA 93930
Phone: 831-385-5119
FAX: 831-385-1957
www.stmarkskingcity.org
Email: office@stmarkskingcity.org
DCL: Church Secretary:
Organized: 04/01/1889
Administrative
Priest-in-Charge The Rev. Dr. Carl Hansen
805-975-9269
revcarlkc@gmail.com
Sr. Warden: Cheryl Harrison
831-385-5977
cbb5656@yahoo.com
Jr. Warden: Sherie Hinkle
831-386-9277
hinklefamily@rocketmail.com
Treasurer: Bea Hayes
831-214-5776
Busybea47@gmail.com
Stewardship: Sherie Hinkle (see above)
St. Mark’s, Santa Clara
Mailing Address: 1957 Pruneridge Avenue
Santa Clara, CA 95050-6515
Phone: 408-296-8383
Fax: 408-247-4781
Website: www.st-marks.org
Email: office@st-marks.org
DCL: Carrie Morton, office@st-marks.org
Parish Administrator: Carrie Morton
Organized: 08/27/1955
Rector: The Rev. George McDonnell
Email: therevgeorgemcdonnell@gmail.com
Pastoral Assoc.: The Rev. Karin White
Email: karinreedwhite@gmail.com
Sr. Warden: Shari Corbett
Email: Shair.corbett@gmail.com
Jr. Warden: Dave Muller
Email: drmuller@sonic.net
Treasurer: Carol Kozow
Email: korzow@gmail.com
Stewardship: Patti Wilczek
Email: Pattwilczek@gmail.com

St. Mary’s by-the Sea, Pacific Grove
Mailing Address: 146 12th Street
Pacific Grove, CA 93950
Phone: 831-373-4441
Fax: 831-373-4443
Website: officemanager@stmarysbythesea.org
DCL: Marilyn Ryan
Organized: 03/25/1886
Email: officemanager@stmarysbythesea.org
Interim Rector: The Rev. Jeffrey C. Lewis
Email: jeff@stmarysbythesea.org
Sr. Warden: Jim Riedel
Email: jimriedel@comcast.net
Jr. Warden: Mickey Welsh
Email: mwelsh@comcast.net
Treasurer: Ann Pettit
Email: twopeptits@yahoo.com
Stewardship: Jack Herbig
Email: 207-691-2754
St. Matthew's, San Ardo
Mailing Address: The Rev. Susan Allen
    c/o St. Matthew's Episcopal Church
    P.O. Box 126
    San Ardo, CA 93450
Phone: (31)-565-5860, The Rev. Susan Allen
DCL: Bart Bartosh, wbartosh@kcxb.net
Organized: 09/22/1885
Lay Vicar: William "Bart" Bartosh
Assoc. Priest: The Rev. Susan V. L. Allen
Sr. Warden: Beverly Kelley
Jr. Warden: Kaeda Kelley Barrios
Treasurer: Fred Golin
Stewardship:

St. Paul's, Cambria
Mailing Address: 2700 Eton Road
    Cambria, CA 93428
Phone: 805-927-3239
www.stpaulscambria.org
DCL: Michelle Costa, stpauls@stpaulscambria.org
Organized: 11/12/1957
Rector: The Rev. Brian Palmer
Pastor Assoc.: The Rev. Dr. Don Dallmann
Sr. Warden: Ann Glaser
Jr. Warden: Anne Harris Smith
Treasurer: Georgianne Jackson
Stewardship: See Sr. Warden/Treasurer above
St. Paul's/San Pablo, Salinas
Mailing Address: Street Address:
1071 Pajaro Street
Salinas, CA 93901
Phone: 831-424-7331
FAX: 831-424-7332 Email: stpauls.salinas@gmail.com
DCL: Lucy Murguia, stpauls.salinas@gmail.com Church Secretary:
Organized: 08/27/1879 Lucy Murguia
Rector: The Rev. James V. Ezell 831-758-8112
Assoc. Rector: The Rev. Mario M. Hauttecoeur 831-424-5210
Assoc. Priest: The Rev. Arnold M. Hedlund 831-422-6607
Deacon: The Rev. Donna E. Elder-Holifield 831-424-7739
The Rev. Rachel Bennet 310-948-6177
Sr. Warden: Dave Mora 831-595-7964
Jr. Warden: Howard Coe (H) 831-424-6607
Treasurer: Arnold Hedlund 831-422-6607

St. Peter's, Morro Bay
Mailing Address: Street Address:
545 Shasta Avenue
Morro Bay, CA 93442
Phone: 805-772-2368
FAX: 805-772-5765 Email: stpeters1@sbcglobal.net
DCL: Dianne Ellis, dennis@calpoly.edu Church Secretary:
Organized: 01/14/1949 Judy Burke
Rector: The Rev. Sid Symington 203-209-2339
Sr. Warden: Lynn Enns
Jr. Warden: Sarah DeLong 641-990-3104
Treasurer: David Bufo 805-801-3862
Stewardship: Mr. Lee Johnson
St. Philip the Apostle, Scotts Valley
Mailing Address: Street Address:
5271 Scotts Valley Drive Same
Scotts Valley, CA 95066
Phone: 831-438-4360 Email: stphilips_sv@gmail.com
DCL: Jane Ellis: Church Secretary:
Organized: 01/03/1988 Anita Dilts
Rector: The Rev. Mary B. Blessing 831-600-7633
pastormary@stphilip-sv.net
Assoc. Priests: The Rev. John Duncan 831-688-1383
induncan@yahoo.com
The Rev. Lucretia Mann 831-477-1749
Lwm9795@sbcglobal.net
Sr. Warden: Jon Neff 310-529-6514
Jon.m.neff@gmail.com
Jr. Wardens: Clive Ellis (H) 831-438-7959
specirwarden@gmail.com
Treasurer: Greg Kintz 828-551-0336
greg@kintz.net
Stewardship: Anne Austin

St. Stephen's, Gilroy
Mailing Address: Street Address:
651 Broadway Same
Gilroy, CA 95020
Phone: 408-842-4415 Email: ststgilroy@ststephesgilroy.net
DCL: Jane Olcott, OlcottT@aol.com Office Administrator:
Organized: 07/30/1875 Virginia Gomer
Rector: The Rev. Clarence “Terry” Burley 408-310-9648
revcab@aol.com
Sr. Warden: Richard Wallstrom
Richard_wallstrom@yahoo.com
Jr. Warden: Nick Hilton 408-842-3444
Kari.hilton@gilroyunified.org
Treasurer: Gabe Paul 408-842-3344
gabepauljr@gmail.com
Stewardship: Richard Wallstrom richard_wallstrom@yahoo.com
St. Stephen’s in-the-Field, San José

Mailing Address: 7269 Santa Teresa Boulevard
San José, CA 95139
Phone: 408-629-1836
Pre-School: 408-629-1843

www.ssitf.org

DCL: Susie Good: susiegood@thegoodconnection.com Church Secretary:
Organized: 12/22/1974 Jane Provazek: office@ssitf.org
Interim: The Rev. Karen Cuffie 909-327-5590
rector@ssitf.org
Sr. Warden: Edy Unthank 408-227-4323 edyunthank@yahoo.com
Jr. Warden: Janet Thorsrud 408-281-3501 thorsrud@sbcglobal.net
Treasurer: Gregg Hall 408-656-2459 greggahall@gmail.com
Stewardship: Tom Good (See Jr. Warden info above)

St. Stephen’s, San Luis Obispo

Mailing Address: 1344 Nipomo St.
San Luis Obispo, CA 93401
Phone: 805-543-7212
FAX: 805-543-0744

www.ststephensslo.org Email: ststephenslo@gmail.com

DCL: Ann Patry Organized: 08/21/1867
Rector: The Rev. Ian Delinger rector@ststephensslo.org
Deacons: The Rev. Thomas W. Tarwater 805-481-9474
The Rev. Anne F. Wall 805-473-2258
annefwall@aol.com
Sr. Warden: Bud Zeuschner 805-543-0265 rfzir@aol.com
Jr. Warden: Bruno Giberti (H) 805-541-3374 Bruno.giberti@icloud.com
bgiberti@sbcglobal.net
Treasurer: Katie Arndt 805-441-2030 katie@tbo.net
St. Thomas', Sunnyvale
Mailing Address:
231 S. Sunset Avenue
Sunnyvale, CA 94086
Phone: 408-736-4155
FAX: 408-736-8655
www.stthomas-svale.org
DCL:
Organized: 12/21/1911
Interim Rector: The Rev. Salying Wong
Email: office@stthomas-svale.org
Parish Administrator:
Anne Buelteman
pastorsalying@stthomas-svale.org
Canon Missioner &
Assoc. Priests: The Rev. Becky Shan (ret)
Deacons: The Rev. Bob Williams (ret)
408-736-1822
408-245-2290
bob_williams1@comcast.net
Sr. Warden: Joe Gutierrez
408-729-4826
joe@archalliance.net
Jr. Warden: Keri Williams
408-481-0984
Keri_a_williams@yahoo.com
Treasurer: Jim Cobb
jim.cobb@lmco.com
finance@stthomas-svale.org
Stewardship: Arcadio Morales
Resource Ctr. Sp. Carol Campbell
408-736-4155
resourcecenter@stthomas-svale.org
http://library.stthomas-svale.us/

St. Timothy's, Mountain View
Mailing Address:
2094 Grant Road
Mountain View, CA 94040
Phone: 650-967-4724
FAX: 650-967-4694
www.sttims.org
DCL:
Organized: 04/19/1953
Interim: The Rev. Lisa McIndoo
Sr. Warden: Susan Slakey
408-249-7114
susanlslakey@aol.com
Jr. Warden: Will Watkins
650-766-6953
will.watkins@gilead.com
Treasurer: Jim Hutchinson
703-400-8288
Hutchinson.jim@gmail.com
Stewardship: Anne Wilde
408-379-2235
anneaerobic@aol.com
Trinity Cathedral, San José
Mailing Address:  
81 North Second Street  
San José, CA 95113  
Phone: 408-293-7953  
FAX: 408-293-4993

Email: trinicat@pacbell.net  
Cathedral Administrator/ 
Office Manager:  
Heike Merino  
408-258-7531  
david3933@aol.com

DCL: Sara Calkins, calcinsk3@ix.netcom.com  
Organized: 02/22/1861  
Dean: The Very Rev. David J. Bird  
408-258-7531  
david3933@aol.com

Priest Associate: The Rev. Lance Beizer  
Assoc. Priests: The Rev. Penelope Duckworth  
The Rev. Jerry W. Drino  
408-293-7900 
Cell 408-393-7900  
pduckworth@stlukeslg.org  
408-251-8696  
jdrino@gmail.com

Deacon: The Rev. Lee A. Barford  
408-293-7900  
lee.barford@gmail.com

Sr. Warden: Anne Wilke  
Jr. Warden: Graciela Velazquez  
Treasurer: James Haddad  
408-582-2090  
408-477-9134  
408-733-9838  
annewilke@sbcglobal.net  
GracielaVelazquez2011@yahoo.com  
Haddad_james@yahoo.com

Stewardship: Greg Calkins  
Heike Hastings  
trinicat@pacbell.net

P=Parish/M=Mission/BC=Bishop’s Congregation/PM=Parochial Mission/O=Organizing Congregation

October 17, 2018
CHARITABLE SERVICE ORGANIZATIONS

SANTA MARIA URBAN MINISTRY
778 s. Almaden Ave.
San Jose, CA 95110
Phone: 408-292-3314
FAX: 408-292-0728
Operations Manager: Alfonso Mendez, 19smum83@gmail.com

SCHOOLS

York School
9501 York Rd.
Monterey, CA 93940
Phone: 831-372-7338
www.york.org
Head of School: The Rev. Chuck Harmon, chuck@york.org

Parochial Schools

All Saints’ Day School (pre-Kindergarten-8th Grade)
Route 2, Box 763
8060 Carmel Valley Rd.
Carmel, CA 93923
831-624-9171
info@asds.org
www.asds.org
Head of School: Michele Rench, mrench@asds.org
Chaplain: The Rev. Holly Hudson-Lois

Good Shepherd Episcopal Preschool
301 Corral de Tierra
Salinas, CA 93908
831-484-2153
www.goodshepherd Episcopal.org
Director: Sandy French, cogspsp@gmail.com

St. Andrew’s Pre-School
St. Andrew’s Episcopal Church
101 Riverside Ave.
Ben Lomond, CA 95005
Phone: 831-336-5994
FAX: 831-336-1070
http://www.saintandrewsbenlomond.org/node
Director: Allison Maxon
St. Dunstan’s Pre-School
P. O. Box 101
Carmel Valley, CA 93924
2803 Robinson Canyon Rd.
Carmel Valley, CA 93923
Phone: 831-624-9250
www.stdunstansschool.org
Director: Elizabeth Buche

St. Mark’s Pre-School
1957 Pruneridge Ave.
Santa Clara, CA 95050
Phone: 408-296-8383
www.st-marks.org
Director: Kate Mikami

St. Timothy’s Pre-School
2094 Grant Rd.
Mountain View, CA 94040
Phone: 650-967-4724
http://www.sttimothyspreschool.org/

Prison Ministry

Monterey County Jail
1414 Natividad Rd.
Salinas, CA 93906
Phone: 831-755-3890
Chaplain: The Rev. Cynthia R. Montague, 39cmont27@sbcglobal.net

Santa Cruz County Jail
259 Water St.
Santa Cruz, CA 95060
Phone: 831-454-2363
FAX: 831-454-2864
Chaplain:

Campus Ministry

California Polytechnic State University, SLO
University Christian Community
St. Stephen’s Episcopal Church
1344 Nipomo St.
San Luis Obispo, CA 93401
Phone: 805-543-7212 x 13
FAX: 805-543-0744
www.sloepiscopali ans.org/canterbury
e-mail: canterburyslo@gmail.com
Director/Chaplain: Berkeley Johnson
California State University, Monterey Bay
Personal Growth & Counseling Center
100 Campus Center
Seaside, CA 93955
http://www.epiphanymarina.org/campus-ministry-csumb.php
Phone: 831-582-3969
Chaplains: The Rev. Jon Perez, Episcopal Priest, email: jonperez1@csumb.edu
Pastor Clark Brown, Lutheran ELCA

San Jose State University
Canterbury Bridge
Spartan Memorial Chapel
299 Paseo de San Carlos
San Jose, CA 95112
www.canterburybridge.org
Phone: 408-506-3554
Chaplain: The Rev. Kathleen A. Crowe, kathleencrowe@sbcglobal.net
SECTION K
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* = Member of Convention