

The Episcopal Diocese of San Diego Convention 2015

February 13 & 14, 2015
St. John's Episcopal Church and School
760 First Avenue, Chula Vista, CA 91910

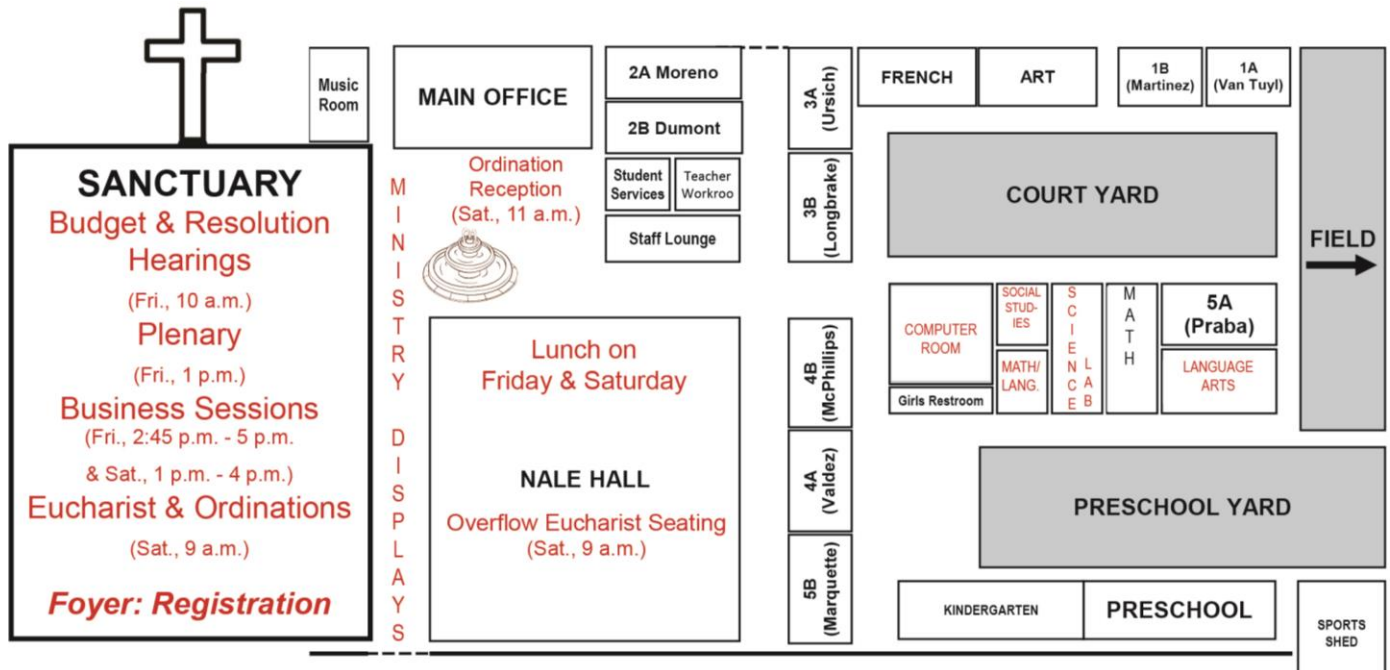
ALL
THINGS
NEW



41st Diocesan Convention

The Episcopal Diocese of San Diego
2083 Sunset Cliffs Blvd., San Diego, CA 92107 | 619-291-5947 | www.edsd.org

St. John's Episcopal Church



Legend

Registration (**FOYER**)

Friday Workshops

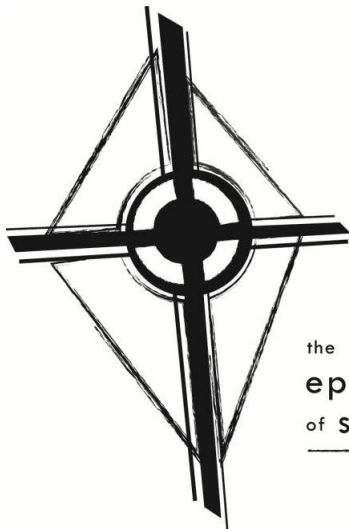
- Nuestra Iglesia en la Diócesis Episcopal de San Diego: El Perspectivo Latino (Our Church in the Episcopal Diocese of San Diego: The Latino Perspective) (**SCIENCE LAB**)
- Listening in a Loud World (**SOCIAL STUDIES**)
- What Makes an Episcopal School? (**MATH/LANG.**)
- Presentation on the Diocesan Youth Community and Roundtable Discussion (**COMPUTER ROOM**)
- The Diaconate – A Call to Serve Those with the Greatest Needs! (**LANGUAGE ARTS**)
- 2015 Budget & Resolutions Hearings (**SANCTUARY**)

The Rt. Rev. Sean Rowe Plenary Session (**SANCTUARY**)

Business Sessions (**SANCTUARY**)

Convention Eucharist & Ordinations (**SANCTUARY**)

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the
episcopal diocese
of san diego

fearless love

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Gala Dinner

Our ever popular Friday evening gala dinner this year will take place at the Bonita Golf Course – a short drive from St. John's. The Rt. Rev. Sean Rowe will give the keynote address. **Bonita Golf course is located at: 5540 Sweetwater Road, Bonita 91902. Directions are found on the back cover.**

Schedule

6:00 p.m.	Reception – no host bar
6:30 p.m.	Dinner
7:30 p.m.	Awards and Keynote Address

Dinner Choices

*Dual entrée of Seared Salmon and Grilled Herb Chicken

Seared Salmon – Atlantic Salmon, pan seared with a Shiitake soy sauce

Grilled Herb Chicken – with a Citrus Beurre Blanc

Dinner includes a mixed greens salad with raspberry vinaigrette, vegetables, roasted red potatoes, rolls and butter, dessert, and your choice of soda, coffee or tea.

*Vegetarian Option

Penne Pasta w/ Grilled Veggies in a Marinara Sauce

Dinner includes a mixed greens salad with raspberry vinaigrette, garlic bread, dessert, and your choice of soda, coffee or tea.

Agenda

Friday, February 13

8:30 a.m.	Registration Morning Hospitality	Narthex Nale Hall
10:00 a.m.	WORKSHOPS Nuestra Iglesia en la Diócesis Episcopal de San Diego: El Perspectivo Latino (Our Church in the Episcopal Diocese of San Diego: The Latino Perspective) Listening in a Loud World What Makes an Episcopal School? Presentation on Diocesan Youth Community and Roundtable Discussion The Diaconate: A Call to Serve Those with the Greatest Needs!	Science Lab Social Studies Math & Language Computer Romm Language Arts
	HEARINGS 2015 Budget Resolutions	Sanctuary Math Room
11:30 a.m.	LUNCH (<i>lunch is included in the registration fee</i>) Thrift Shop and Preschool Affinity Group Tables	Nale Hall
1:00 p.m.	PLENARY SESSION with the Rt. Rev. Sean Rowe	Sanctuary
2:30 p.m.	Break	
2:45 p.m.	OPENING WORSHIP	Sanctuary
3:00 p.m.	CONVENTION CONVENES FOR OPENING BUSINESS Welcome / Opening Business Report of Secretary of Convention Report of the Committee on Financial Review Delegate Briefing Report of the Judge of Elections – First Ballot Introduction of Special Guests & Others Report of the Committee on Resolutions (<i>Resolutions 15-01, 15-02, 15-03, 15-04</i>) Financial and Administrative Reports Audit Committee Treasurer's Report	Sanctuary Ms. Catherine Campbell Ms. Donna Watson Polly Getz, Esq. Mr. Scott Crispell The Rt. Rev. James Mathes The Rev. Joseph Dirbas Dr. Steve Crawford Canon Julie Young
4:00 p.m.	Special Greetings The Rev. Murray Finck, Bishop, Evangelical Lutheran Church of America The Very Rev. Msgr. Dennis Mikulanis, Ecumenical/Interreligious Officer Diocese of San Diego The Rev. Dr. Mark Mann, School for Ministry Bishop Mathes' Mutual Ministry Review	Ms. Donna Watson

Agenda continued

- 5:30 p.m. Transition to the Bonita Golf Course for dinner
 6:00 p.m. Reception at the Bonita Golf Course
 6:30 p.m. Dinner
 Servant Ministry Awards
 Bishop's Cross Award
 Keynote Address – The Rt. Rev. Sean Rowe
 Closing Prayers

Saturday, February 14

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|---|---|
| <p>8:00 a.m. Registration
 Morning Hospitality</p> <p>8:00 a.m. Choir Rehearsal</p> <p>9:00 a.m. CONVENTION EUCHARIST and ORDINATIONS</p> <p>11:00 a.m. Reception Honoring the Ordinands</p> <p>12:00 p.m. Lunch <i>(included in registration fee)</i></p> <p>1:00 p.m. CONVENTION RECONVENES BUSINESS SESSION
 Report of the Secretary of Convention
 Report of the Judge of Elections – Second Ballot
 BISHOP'S CONVENTION ADDRESS
 Report of the Judge of Elections – Third Ballot
 PRESENTATION OF THE 2015 BUDGET
 Report of the Committee on Resolutions
 <i>(Resolutions 15-15, 15-06, 15-07, 15-08, 15-09)</i>
 Report on General Convention and Volunteers
 Final Report of the Judge of Elections
 Recognition of Outgoing Governance Committee Members
 Closing Business
 Reports Received by Title
 Courtesy Resolutions
 Appointments and Announcements
 Next Convention – 42nd Convention
 November 7, 2015
 All Souls' Episcopal Church, Point Loma
 Closing Worship & Commissioning of Newly Elected Members</p> <p>4:00 p.m. Adjourn</p> <p>4:30 p.m. Convention Concludes</p> | <p>Nale Hall
 Nale Hall
 Choir Room
 Sanctuary
 Courtyard
 Nale Hall
 Sanctuary
 Ms. Catherine Campbell
 Mr. Scott Crispell
 The Rt. Rev. James Mathes
 Mr. Scott Crispell
 The Rev. Bill Zettinger
 The Rev. Joseph Dirbas</p> <p>Polly Getz, Esq.
 Mr. Scott Crispell
 The Rt. Rev. James Mathes</p> <p>Ms. Catherine Campbell
 The Rev. Joseph Dirbas
 The Rt. Rev. James Mathes</p> |
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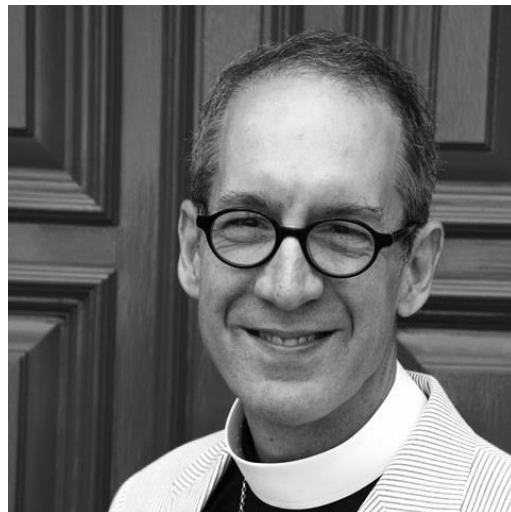
From Bishop Mathes

February 13, 2015

Dear Sisters and Brothers in Christ,

Welcome to the 41st Convention of the Episcopal Diocese of San Diego. In this booklet, you will find materials to assist you in fully participating in our convention activities.

The theme of this year's convention is "All things New." As we move forward after 40 years, much has been renewed by our successful "Build the Serving Church" campaign. Now, we face more subtle, and perhaps, more critical changes in how we are to be church in this time and place.



As we discern our future ministry as a church, our conversations and shared work is all the more important. I am pleased that Bishop Sean Rowe will provide our keynote address this evening. In addition, I have asked Bishop Rowe to reflect to us about what he is seeing and hearing in the course of this convention.

As always, I encourage you to review carefully the resolutions, which are important for our common life. To assist us in our legislative and business session, please attend the budget and resolution hearing if you have a particular interest in, or contribution to, the debate that will follow.

I am grateful for your ministry and your presence here. May God bless us as we take counsel for the renewal and mission of the Church. Through conversations, listening, and resolutions, we pray that we will accept the mission that God has given to us.

Faithfully,

A handwritten signature in dark ink, appearing to read "Jim" with a cross above the first letter.

The Rt. Rev. James R. Mathes
Bishop of San Diego

Del Obispo Mathes

13 de Febrero del 2015

Queridos Hermanas y Hermanos en Cristo,

Bienvenidos a la cuadragésima convención de la Diócesis Episcopal de San Diego. En este libreto encontrara materiales que le asistirán a participar completamente en nuestras actividades de la convención.

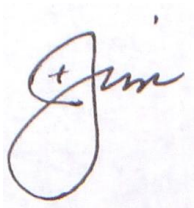
El tema de la convención de este año es “Todas las Cosas Nuevas.” Conforme nos movemos hacia adelante después de 40 años, muchas cosas han sido renovadas gracias a nuestra exitosa campaña “Construyendo a la Iglesia que Sirve.” Ahora nos encontramos con cambios más sutiles y a lo mejor más críticos en cómo somos como iglesia en este tiempo y lugar.

Conforme discernimos nuestro futuro ministerio como iglesia, nuestras conversaciones y trabajo compartido es mucho más importante. Estoy complacido que el Obispo Sean Rowe nos presentara con nuestro discurso de apertura esta noche. También, le he pedido al Obispo Sean Rowe que reflexione con nosotros sobre lo que él está viendo y escuchando durante el transcurso de esta convención.

Como siempre, les invito a que revisen cuidadosamente las resoluciones las cuales son importantes para nuestra vida común. Para asistir a nuestra sesión legislativa y de negocio, por favor asista a la audición de presupuesto y resolución si está usted interesado en contribuir al debate que le prosiga.

Estoy agradecido por tu ministerio y tu presencia en este lugar. Que Dios nos bendiga mientras tomamos consejo por la renovación y misión de la Iglesia. Pedimos que a través de nuestras conversaciones, nuestro oír y nuestras resoluciones, podamos aceptar la misión que Dios nos ha dado.

Fielmente,

A handwritten signature in blue ink, appearing to read 'Jim', with a small cross-like mark above the first letter.

The Rt. Rev. James R. Mathes
Obispo de San Diego

Keynote Speaker

The Rt. Rev. Sean Rowe

Sean Rowe was ordained and consecrated as the eighth bishop of the Episcopal Diocese of Northwestern Pennsylvania in September of 2007. He is also currently serving in the Diocese of Bethlehem, where he was elected the bishop provisional in 2014.

In his diocese, Bishop Rowe leads thirty-three congregations in the thirteen counties that make up northwestern Pennsylvania. He has instituted a new mission statement and strategy, which center on transformational leadership and ministry, and worked on fostering a unified identity within the diocese.

At the church-wide level, Bishop Rowe currently serves as the parliamentarian for the House of Bishops, a member of the President of the House of Deputies' Advisory Board, a member of the C095 Task Force on Structure of The Episcopal Church, the board chair of the Episcopal Church Building Fund, and a member of the General Board of Examining Chaplains.

Born in Sharon, Pennsylvania, Bishop Rowe graduated from Grove City College in 1997 with a bachelor of arts degree in history. He immediately entered the Virginia Theological Seminary and graduated in 2000 with a master in divinity. Bishop Rowe recently completed work on his Ph.D. in organizational learning and leadership at Gannon University.

Bishop Rowe resides in both Fairview and Bethlehem, Pennsylvania, with his wife, Carly, and their daughter, Lauren.



Plenary Session with Bishop Rowe

Friday, February 13, 1:00 p.m., Sanctuary

The Future Church: Reclaiming Our Ancient Roots

Bishop Rowe will explore the idea of the future church, particularly as it relates to the Episcopal Church. Bishop Rowe is a member of the Task Force for Reimagining the Episcopal Church (TREC) and has wisdom to share about the future church, what it is, and how we can change our thinking to embrace it, instead of fearing it. There will be plenty of time for questions about the future church work in our diocese, and members of the Future Church Task Force will be present and available for conversation. All are welcome.

Workshops

Workshop Session: Friday, February 13, 10:00 – 11:30 a.m.
See map on inside front cover for location of rooms.

Nuestra Iglesia en La Diócesis Episcopal de San Diego: El Perspectivo Latino	Listening in a Loud World	What Makes an Episcopal School	Diocesan Youth Community & Discussion	The Diaconate	Budget and Resolution Hearings
Science Lab	Social Studies	Math & Language	Computer Room	Language Arts	Sanctuary

Nuestra Iglesia en la Diócesis Episcopal de San Diego: El Perspectivo Latino

The Rev. Colin Mathewson, Priest Associate for Mission, St. Paul’s Cathedral
Becky Gleason, Program Intern, Office of the Bishop, Episcopal Diocese of San Diego

El condado de San Diego y sus alrededores son el hogar de un gran número de latinos/hispanos, pero la mayoría de las iglesias episcopales en la Diócesis de San Diego tienen un número de miembros latinos/hispanos proporcionalmente bajo. Sin embargo, las personas latinas/hispanas son parte de nuestra iglesia, y una parte importante.

Este taller discutirá los siguientes temas: por qué se importa ministerio latino; cómo se vea un ministerio latino “crecido en casa”; qué funciona y qué no funciona en San Diego; y cómo empieza un ministerio latino en su iglesia. El taller incluirá conversaciones de los miembros de la comunidad latino de la iglesia episcopal.

Servicios de traducción será previsto.

Our Church in the Episcopal Diocese of San Diego: The Latino Perspective

San Diego County and its surrounding areas are home to a large number of Latinos/Hispanics, but the majority of the Episcopal churches in the Diocese of San Diego have a proportionately low number of Latino/Hispanic members. However, Latino/Hispanic people are part of our church, and a very important part.

This workshop will cover the following topics: why Latino ministry matters; what does “home grown” Latino ministry look like; what works and what doesn’t work in San Diego; and how to begin a Latino ministry at your church. The workshop will include witness talks given by members of the Episcopal Latino community.

Translation services will be provided.

Listening in a Loud World

The Rev. Canon Allisyn Thomas, Canon to the Ordinary, Episcopal Diocese of San Diego

Canon Thomas will help us explore the importance of listening – and the challenge of listening in our “loud” world, and how listening with intention and devotion enriches our spiritual lives and relationships, drawing on Julian Treasure’s TED talk, “5 Ways to Listen Better.”

What makes an Episcopal School?

The Rev. Dave Marshall, Rector, St. John’s Episcopal Church and School, Chula Vista

The Rev. Anne Bridgers, Rector, Christ Church, Coronado

Throughout the Episcopal Church, there are nearly 1,200 Episcopal schools and early childhood education programs. In this workshop, leaders from some of our diocesan Episcopal schools will share the philosophy behind Episcopal education—what it is, what makes it unique, and why our diocese and our society need it.

Presentation on the Diocesan Youth Community and Roundtable Discussion

Kelly Mahon, Youth Minister, Trinity, Escondido and St. Bartholomew’s, Poway

Kelly Mahon will present findings and conclusions from the survey taken in December 2014 as a part of his ministry project to become a postulant. After the presentation there will be a discussion with Kelly and members of the Diocesan Youth Collaborative. This session will be a great opportunity to connect with some of the clergy and laity who minister to our youth at the diocesan level.

Handouts of the report will be provided.

The Diaconate – A call to serve those with the greatest needs!

Tom Morelli, Diaconal Candidate, Christ Church, Coronado

David Rhodes, Diaconal Candidate, St. Margaret’s, Palm Desert

Phil Loveless, Diaconal Candidate, St. David’s, San Diego

The diaconate of the Episcopal churches is an historic order, with roots in the ancient church, adapting to the needs of the church and the world in our own age. Deacons function in ministries of liturgy, word, and charity. They serve directly under the bishop of a diocese and help to carry out the bishop's ministry.

In this workshop, we will explore the “call” to the diaconate as a second vocation for three candidates who will be ordained on Saturday (Feb 14) and how the School for Ministry at the Diocese of San Diego has prepared them to fulfill their vocation. We will also learn more about the role of the deacon in the missional church.

Budget & Resolution Hearings

Budget Hearing

Julie Young, Canon for Finance and Administration, the Episcopal Diocese of San Diego
The Rev. Bill Zettinger, Budget Committee Chair, Deacon, St. Bartholomew's, Poway

This hearing will cover the proposed 2015 diocesan budget that will come before convention during the Saturday business session. Ample time will be provided to answer questions.

Resolution Hearing

The Rev. Joseph Dirbas, Resolutions Committee Chair & Rector, All Souls', Point Loma

At the time of this printing, there were nine (9) resolutions submitted for convention's consideration. The chair of the resolutions committee will present the resolutions, along with any others that came in after this printing. The proposing delegates will be available to speak to each resolution and answer questions.

Welcome Youth!

This is *your* church family and we are glad *you* are here!

We will lead opening worship on Friday at 2:45pm. If you would like to help lead, please contact Kelly Mahon. If you can't make it, don't stress, there is still plenty of fun to be had. Youth are welcomed and encouraged to attend the dinner on Friday evening - we'll have some reserved seating. Dress to impress - semi formal clothes.

Saturday morning we are invited to attend Convention Eucharist and the ordination of three deacons. We'll break for a pizza lunch, then we will attend some of the day's business session. Bishop Mathes would particularly like for us to participate in the table discussions about the future church.

To keep it fun, Saturday afternoon we are going to play outdoor games at the park across from St. John's. Please wear appropriate clothing.



If you need more info, or get lost feel free to call Kelly at (858)-774-6328.

Resolutions

RESOLUTION 15-01

Title: Exploration of a Sister Relationship with a Diocese of South Sudan

Proposed By: The Rev. Colin Mathewson, The Rev. Michael Stone, The Very Rev. Penny Bridges

Name, Address, Phone Number of Delegate: Dean Bridges and The Rev. Mathewson: St. Paul's Cathedral, 2728 Sixth Ave, San Diego, CA 92103 (619-298-7261); The Rev. Stone: Christ Church Coronado, 1114 Ninth St, Coronado, CA 92118 (619-435-4561)

Date: November 30, 2014

RESOLVED, that the 41st Convention of the Episcopal Diocese of San Diego asks the Bishop to explore a diocesan sister relationship with a diocese within The Episcopal Church of Sudan and South Sudan.

EXPLANATION OF RESOLUTION: Given the high Sudanese population of St. Luke's Episcopal Church in San Diego, a sister relationship with a Sudanese diocese may allow for the strengthening of our local ministry to this refugee population.

RESOLUTION 15-02

Title: Clergy Compensation

Proposed By: The Rev. Colin Mathewson, The Rev. Michael Stone, The Rev. Simon Mainwaring

Name, Address, Phone Number of Delegate: The Rev. Mathewson: St. Paul's Cathedral, 2728 Sixth Ave, San Diego, CA 92103 (619-298-7261); The Rev. Stone: Christ Church Coronado, 1114 Ninth St, Coronado, CA 92118 (619-435-4561); The Rev. Mainwaring, St. Andrew's-by-the-Sea, 1050 Thomas Ave, San Diego, CA 92109 (858-273-3022)

RESOLVED, that the 41st Convention of the Episcopal Diocese of San Diego form a task force to study clergy compensation and issue recommendations to the Bishop, Executive Council and the 42nd Convention, in order to consider

- the value of a diocesan minimum wage for full-time (and pro-rated for part-time) clergy serving parishes, mission-aided parishes, and missions of the diocese, taking into account the cost-of-living of the surrounding area;
- the value of a maximum compensation limit that maintains no more than a 2x gap between the highest and lowest paid clergy members in the diocese, using the Church Pension Fund's total assessable compensation as the benchmark and pro-rated for part-time clergy;
- the value of a compensation system coordinated by the diocese that would pool the resources available for clergy compensation across the diocese based on a particular percentage of each church's budget, and compensate clergy members based on years of experience and relative church attendance regardless of a particular church's ability to cover all of its clergy member's salary.

EXPLANATION OF RESOLUTION: Clergy compensation is a significant portion of every church budget, and as such deserves our attention and innovation as we continue imagining how our faith communities might work together in the most fair and collaborative ways possible. Our current market-based system for clergy compensation and the financial autonomy of our parishes are creating the wrong incentives for a future church dedicated to the service of the poor and the evangelism of all people. It is no coincidence that the financially strong parishes of the diocese are located in the wealthiest areas, and our current systems for redistributing some of this wealth through the Mission Share Pledge and voluntary church-to-church arrangements are inadequate to the task at hand. More needs to be done if we are to think of ourselves truly as one Body in Christ and as sharing equally in God’s mission; it is time for the financially strong communities of faith to build up our financially weak communities in real and lasting ways, including but not limited to strategic planning, technical assistance, pooled administrative tasks, and long-term financial support.

RESOLUTION 15-03

Title: Naming of Area Deans

Proposed By: The Rev. Colin Mathewson, The Rev. Michael Stone, The Very Rev. Penny Bridges, The Rev. Simon Mainwaring

Name, Address, Phone Number of Delegate: Dean Bridges and Rev. Mathewson: St. Paul’s Cathedral, 2728 Sixth Ave, San Diego, CA 92103 (619-298-7261); The Rev. Stone: Christ Church Coronado, 1114 Ninth St, Coronado, CA 92118 (619-435-4561); The Rev. Mainwaring, St. Andrew’s-by-the-Sea, 1050 Thomas Ave, San Diego, CA 92109 (858-273-3022)

Date: November 30, 2014

RESOLVED, that the 41st Convention of the Episcopal Diocese of San Diego ask the Bishop to create the non-stipendiary, term-limited diocesan role of “Area Dean” to serve alongside Area Missioners, the sole responsibility of such Area Deans being to convene regular meetings of leaders of his or her Mission Area churches; and to cause an Area Dean to be appointed for each Mission Area from among members of the clergy serving a church within that Area.

EXPLANATION OF RESOLUTION: The Mission Area concept is a good one but might be strengthened by naming Area Deans tasked with convening regular meetings of each area’s church leadership. These meetings will spur further collaboration, collegiality, and innovation in the years ahead.

RESOLUTION 15-04

Title: Calling for Environmentally Responsible Investing

Proposed By: The Rev. Colin Mathewson, The Rev. Michael Stone, The Rev. Maryanne Lacey

Name, Address, Phone Number of Delegate: The Revs. Mathewson and Lacey: St. Paul’s Cathedral, 2728 Sixth Ave, San Diego, CA 92103 (619-298-7261); The Rev. Stone: Christ Church Coronado, 1114 Ninth St, Coronado, CA 92118 (619-435-4561)

Date: November 30, 2014

RESOLVED that the 41st Convention of the Episcopal Diocese of San Diego calls upon all members of congregations and all affiliated organizations to, individually and in community, make a moral commitment to:

- change our lifestyles to reduce our carbon footprint, our use of fossil fuels, and our complicity with the fossil fuel industry;
- demand action from legislators, advocate for the enactment and enforcement of greenhouse gas reducing laws, and engage in activities, boycotts, and shareholder actions with companies, up to and including divestment; publicly witness to and create educational programs that highlight the dangers of climate change; and be it further

RESOLVED, that the 41st Convention of the Episcopal Diocese of San Diego establish a diocesan Creation Care Committee open to all interested members in supporting our diocese's efforts to live out the following Mark of Mission: "to strive to safeguard the integrity of creation and sustain and renew the life of the earth" and to explore options for the incremental divestment of diocesan investments in the fossil fuel industry.

EXPLANATION OF RESOLUTION: The first paragraph above was approved in almost identical form by the Episcopal Diocese of Massachusetts in 2013; thus far it and the Episcopal Diocese of Western Massachusetts are the only Episcopal dioceses to take leadership on fossil fuel divestment. The divestment movement continues to grow; institutions that have divested or plan to divest now include the World Council of Churches; Stanford University; the cities of Seattle, San Francisco, and Portland; and several Anglican dioceses in New Zealand. A diocesan Creation Care Committee might serve a helpful coordinating role in future diocesan and parish-based environmental initiatives, such as those related to environmentally responsible investing and sustainability reporting.

RESOLUTION 15-05

Title: Appointment of Diocesan Missioners

Proposed By: The Rev. Colin Mathewson, The Rev. Michael Stone

Name, Address, Phone Number of Delegate: The Rev. Mathewson: St. Paul's Cathedral, 2728 Sixth Ave, San Diego, CA 92103 (619-298-7261); The Rev. Stone: Christ Church Coronado, 1114 Ninth St, Coronado, CA 92118 (619-435-4561)

Date: November 30, 2014

RESOLVED, that the 41st Convention of the Episcopal Diocese of San Diego ask the Bishop to appoint Diocesan Missioners for Latino Ministry, Youth Ministry, and Young Adult Ministry; explore funding sources for modest stipends for their work; and report to Executive Council and the 42nd Convention their plans for enhancing the ministry of the Church among these groups.

EXPLANATION OF RESOLUTION: Key to the future health of the Episcopal Church, particularly in this diocese, is a vital ministry among Latinos, youth, and young adults. The appointment of diocesan missioners will aid in coordinating efforts, investment, and attention to ministry among these groups and result in a clearer picture of the particular opportunities and challenges in working in each of these areas.

RESOLUTION 15-06

Title: Annual Diocesan Convention

Proposed By: The Rev. Canon Allisyn Thomas, Canon to the Ordinary

Name, Address, Phone Number of Delegate: The Rev. Canon Allisyn Thomas, 2083 Sunset Cliffs Blvd., San Diego, CA 92107, 619-481-5451

Date: December 15, 2014

RESOLVED, that the 41st Annual Convention of the Episcopal Diocese of San Diego authorize the shift from holding our annual diocesan convention in February to holding it in November, beginning on Saturday, November 7, 2015.

EXPLANATION OF RESOLUTION: A November convention will approve an annual diocesan budget for the upcoming year. This enables the diocese to act with the convention's authority throughout the year, instead of the current practice, which is to act in good faith and receive the later ratification of the diocesan convention. An established budget will allow the diocese to delve immediately into the work of mission and ministry at the beginning of the year, instead of waiting, or working tentatively, for six weeks prior to the convention.

Further, the November convention will take place before the holiday rush, which often eclipses diocesan business. Mission share pledges, certification of delegates, nominations, and resolutions will all receive more attention if they are top of mind before the holidays and New Year.

Further, the November convention will allow congregations to launch into the church year without the administrative concern of diocesan business. As Advent I dawns, clergy and lay leaders alike will be able to focus on the spiritual nourishment of their flocks, knowing the direction and ethos of the diocese, having just attended the annual convention. Workshops and the keynote address will hopefully provide inspiration and support for the work God has called them to in the new church year.

RESOLUTION 15-07

Title: Dissolve the San Diego Episcopal Foundation

Proposed By: The Finance Committee of the Diocese, Approved by Executive Council

Name, Address, Phone Number of Delegate: The Rev. George Calvert, 3990 Bonita Road, Bonita, CA 91902, 619-479-0943

Date: December 15, 2014

RESOLVED, that the 41st Annual Convention of the Episcopal Diocese of San Diego dissolve the San Diego Episcopal Foundation, as recommended by the Diocesan Executive Council at their December 6, 2014 meeting.

EXPLANATION OF RESOLUTION: At the 2011 diocesan convention, Resolution 11-05 was passed creating the Foundation of the Episcopal Diocese of San Diego. The foundation, subsequently named, The San Diego Episcopal Foundation was duly formed and incorporated in the State of California. The purpose of the foundation was to encourage parishes to invest their money with the foundation and to

stimulate planned giving. The investment advisor chosen to manage the funds was The Episcopal Church Foundation (ECF). Because ECF has the infrastructure to manage endowments and report to the parishes, the need for a local foundation was eliminated. Furthermore, the tax and legal compliance requirements of the foundation took away from the time the foundation board could have been fulfilling the mission (planned giving and endowment creation.)

The Bishop, Foundation Vice President, Sibley (Sam) Ward met with Chancellor Charles Dick. They concluded that the foundation was not necessary and that it should be dissolved. This conclusion has been reviewed by the foundation board and the finance committee who both recommended this action to the Diocesan Executive Council at their December meeting. Executive Council approved this action.

RESOLUTION 15-08

Title: Extension of the Study Commission on Mission Share Pledges

Proposed By: The Mission Share Pledge Task Force

Name, Address, Phone Number of Delegate: The Rev. Joseph Dirbas, 3112 James St., San Diego, 92106, 619.840.9880

Date: January 3, 2015

RESOLVED, that the 41st Annual Convention of the Episcopal Diocese of San Diego extend the reporting and recommendations deadline for the Mission Share Pledge commission to the 42nd Annual Diocesan Convention.

EXPLANATION OF RESOLUTION: Resolution 14-01 of the 2014 Annual Convention called for the establishment of a Mission Share Pledge Commission appointed by the bishop comprised of six clergy and six lay members with broad representation across the diocese to evaluate alternative ways of computing Mission Share Pledges and to supply a report with recommendations to the 2015 Annual Convention. The Mission Share Pledge Task force was established and met for the first time on late July 2014. At the initial meeting there was expressed concern that our work could not be completed by the 2015 convention. At a subsequent meeting, the MSP task force agreed to request an extension to the deadline to complete our work thoughtfully and efficiently.

RESOLUTION 15-09

Title: Designation of Dorcas House as a Diocesan Institution

Proposed By: The Very Rev. Penny Bridges, Mr. Mark Lester, Ms. Carolyn Lief, Ms. Vicki Hoppenrath

Name, Address, Phone Number of Delegate: Dean Bridges: St. Paul's Cathedral, 2728 Sixth Ave, San Diego, CA 92103 (619-298-7261); Mark Lester: 4833 Filipino Street, San Diego, CA 92115 (619) 294-5913; Carolyn Lief, 3212 Eichenlaub St., San Diego, 92117-4420, 858-274-0587 (home), 858-342-7159 (cell); Vicki Hoppenrath: St. Paul's Cathedral, 2728 Sixth Ave, San Diego, CA 92103 (619-618-5434)

Date: January 12, 2015

RESOLVED, that the 41st Convention of the Episcopal Diocese of San Diego approve the Articles of Incorporation and the Bylaws of Dorcas House, a California Nonprofit Public Benefit Corporation, as an Institution of the Diocese in accordance with Canon III.5

EXPLANATION OF RESOLUTION: Dorcas House began as an outreach ministry of the Cathedral Chapter; its mission was to provide a safe place for the children who otherwise had been relegated to living with their incarcerated parents in a Tijuana prison. At present, Dorcas House is the only foster home in Tijuana to accept children of prisoners, and local social service agencies would like to place a larger number of children, including children of non-incarcerated parents, with Dorcas House. In order to expand its ministry, Dorcas House needs to broaden its fundraising program, so the organization has incorporated separately from the Cathedral and wishes to use its nonprofit character when soliciting tax deductible contributions. By becoming an Institution of the Diocese, the new nonprofit corporation can enjoy the tax exemption of the Episcopal Church without needing to expend the considerable time and resources that would be required to obtain separate 501(c)(3) status. The Articles of Incorporation and Bylaws of the new nonprofit corporation have been reviewed and approved by the Chancellor.

Nominees for Diocesan Positions

SECRETARY OF CONVENTION

Elect 1 clergy or lay person to serve to 2016



Ms. Catherine Campbell

Retired; St. Andrew's, Encinitas

Nominee's Statement in Favor of Their Candidacy: To make convention run smoothly and efficiently, and to assist the people of the diocese to participate more fully in their convention. I have served as Secretary of Convention for the last three conventions and have 20+ years in the legal field. I am skilled, dedicated and highly organized.

HISTORIOGRAPHER

Elect 1 clergy or lay person to serve to 2016



Mr. John J. Will

Retired, UCSD; St. Paul's Cathedral

Nominee's Statement in Favor of Their Candidacy: In each of our missions, parishes, institutions and diocese we make history every day. In recording and preserving this history, we not only honor the present, but also the legacy of those who preceded us. We can do no less than acknowledge and remember those from every generation who worked and sacrificed for us. I have served as diocesan historiographer since convention 2009, and serve as the archivist for St. Paul's Cathedral. I am a member of the National Episcopal Historians and Archivists.

STANDING COMMITTEE

Elect 1 priest or deacon to serve to 2019

Elect 1 lay person to serve to 2019



The Rev. Lane G. Hensley

Rector, St. Margaret's, Palm Desert

Nominee's Statement in Favor of Their Candidacy: Fr. Hensley was ordained in 2001 in Chicago after a career in publishing and information technology, and has served as Rector of St. Margaret's in Palm Desert since July 2010. He believes strongly that the Bishop's emphasis on mission and ministry are at the core of the Church's future. As Paul describes in 1 Cor. 3, the transition to a prophetic and missional church on the margins of culture will involve real loss, but will reveal a vital Body of Christ committed to justice, compassion, and spiritual maturity that will serve and change the world.



The Rev. Kathleen Kelly

Rector, Church of the Good Shepherd, Hemet

Nominee’s Statement in Favor of Their Candidacy: Good Shepherd, Hemet, is representative of many congregations in our diocese. Over the last 4 years, I have learned from faithful members as they have overcome a 40% deficit in the operating budget, launched bold new outreach programs with no funding, established an endowment, renewed a concert program, and welcomed enough new members to constitute 20% of those regularly attending. Their method has been to tenaciously stand on the promises and encouragement of Scripture. Having just completed a term on the Executive Council, I know that our Diocesan leadership is committed to the same methods. It would be my privilege to support our continuing transformation into a new kind of church which might just be the oldest kind of church—one where everyone has a place and deepens their experience of the living, loving God.



Mrs. Helen Astleford

Retired; Senior Warden, St. John’s, Indio

Nominee’s Statement in Favor of Their Candidacy: My experience as an Episcopalian has been very diverse over the years; each period of service expanding to prepare me for another. Presently I serve St. John’s, Indio, as Senior Warden and assist with the Hispanic ministry there. My B.A. degree in Spanish enticed me around the world with a leadership position in the airline industry. My travel allowed me to be a visiting member of Anglican parishes from Sydney to Seoul and Hong Kong; England, Istanbul and Paris. I have the privilege of being on the Board of St. Paul’s Senior Homes and Services and working at the Episcopal Outreach Center in the Coachella Valley. My Christian formation has been enriched by my membership in the Order of the Daughters of the King and by joining Education for Ministry. My vision is to serve Christ through the community as He leads me.

DIOCESAN EXECUTIVE COUNCIL

Elect 1 priest or deacon to serve until 2019

Elect 1 priest or deacon to serve until 2018

(to fill the unexpired term of the Rev. Kevin Warner)

Elect 2 lay persons to serve until 2019

Elect 1 lay person to serve until 2017

(to fill the unexpired term of Jay Powers)



The Rev. Joseph Dirbas

Rector, All Souls’, Point Loma

Nominee’s Statement in Favor of Their Candidacy: As we continue in the implementation of our diocesan mission plan in the wake of a successful capital campaign, the diocese needs leaders that understand both their responsibility as stewards of all of God’s resources as well as the call of the Holy Spirit as we continue to do God’s work in the world. I have demonstrated experience in managing resources in both my previous engineering career and in my current position of Rector of All Souls’. I am eager to participate in the discernment of our work together and how best to use the resources granted by God.



The Rev. Robert A. Nagy

Vicar, St. Thomas of Canterbury, Temecula

Nominee’s Statement in Favor of Their Candidacy: Now in our fifth decade as the Diocese of San Diego, we have such a bright future to serve God and the church. I hold and MBA with emphasis on management; have previously served as a hospital administrator and management consultant; hold certificate from the Church Development Institute of the General Theological Seminary in New York. I have served as the vicar of St. Thomas for over eight years, am a member of the Temecula Valley Hospital Community Leader Committee; over 20 years of experience as an Episcopal priest; co-chair of Holiness in Relationships Task Force; and served on Diocesan Councils in three dioceses, including San Diego. I pray that my skills, knowledge, and ability can be used to the glory of Almighty God as we continue to thrive in this special place. The opportunity once again to serve on the council of this diocese is one that I hold dearly.



The Rev. Thomas A. Wilson

EDSD Non-Parochial Clergy

Nominee’s Statement in Favor of Their Candidacy: I wish to offer my experience and skills in the areas of governance and finances by standing for election to the Diocesan Executive Council. I have experience managing the deliberations and operations of a non-profit board and currently serve as a board member of Interim Ministries in the Episcopal Church (IMEC). I also have extensive budgetary oversight experience in parish and non-profit settings.



Ms. Martha Curatolo

Communicant St. Paul’s Cathedral, San Diego

Nominee’s Statement in Favor of Their Candidacy: Many years have passed since 2005 when I worked at St. Paul’s Villa as a Social Services Coordinator, and Cheryl Wilson, CEO of St. Paul’s Senior Homes & Services inspired me to become an Episcopalian. I was drawn by the inclusive atmosphere, the diverse ministries, and the broad range of social services. In 2012 the Latino congregation of St. Paul’s was going through a transition time and out of concern for the congregation I left Christ the King in Alpine and started attending the Misa to support the congregation. I worked with Father Bjorn Marcussen, and now with Rev. Colin Mathewson trying to organize and foster the growth of the congregation. We have seen the congregation grow and we have also established a “Grupo Pastoral” (a committee). Being born and raised in Colombia, I have learned to appreciate cultural differences. My professional expertise includes over 14 years of experience as a case manager, crisis intervention, problem solving, community organizer and I acted as a liaison with social, health and community agencies.



Mr. Keen Haynes

Retired Marine/Computer Software Engineer; St. Thomas of Canterbury, Temecula

Nominee’s Statement in Favor of Their Candidacy: In my career as a U.S. Marine I learned the importance of working together as a team to accomplish goals. I have a “can do” attitude which I feel would be a positive asset to the Executive Council. I serve on the Bishop’s Committee at Saint Thomas of Canterbury, and this year was elected Junior

Warden. I am also the leader of the Stewardship ministries which follow the guidelines of the Diocesan Mission Plan, and focuses not only on a Fall Pledge Campaign, but over the year brings awareness to the areas of Health, Community and the Environment. This year I was selected to serve as Co-chair for the 2015 Fall Pledge Campaign. I would consider it an honor to serve on the Executive Council in any capacity, but would particularly welcome an opportunity to work with the Stewardship Ministry.



Mr. Jose Romulo Ituarte "Rom"
Communicant St. Philip's, Lemon Grove

Nominee's Statement in Favor of Their Candidacy: I am a Nutritionist and have my own practice in El Cajon. I've been an Episcopalian for the last 10 years, since my Family and I started to be members of Saint Philip the Apostle in Lemon Grove we started to get involved in the church's affairs. I have been privileged to serve as a member of the Vestry, Junior Warden, and Senior Warden among other ministries of the altar. I have learned about the business of the church which has given me a new set of skills that I want to offer for the service of the wider church. It is for that reason that I humbly offer my name to be considered for the honor of serving the executive council. My vision for our Diocese is that together we can grow and strengthen the bond between the multicultural reality of our people and to help the Hispanic Ministry grow and become a resource of hard work and good will for the glory of our Lord Jesus Christ.



Dr. Equilla Luke
Retired Psychologist, Church of the Good Samaritan, San Diego

Nominee's Statement in Favor of Their Candidacy: I, Equilla Luke, accept the nomination for Diocesan Executive Council. I am a communicant of Good Samaritan and formerly of St. Francis, Fair Oaks, California, and served on the vestry for both parishes. I was stewardship chair for St. Francis for one year. Currently, I serve on Good Samaritan's Health and Wellness Committee. I am a retired psychologist. My goal is to help our church continue its world mission work and social justice for all. I pray that I will be guided by God's hand on my shoulder, as I work to do God's will for the good of God's Church.



Ms. Lauren Prust
Communicant St. Bartholomew's, Poway

Nominee's Statement in Favor of Their Candidacy: I love the Episcopal Church and its dedication to inclusivity, social justice, and following Christ's teachings. There is so much untapped potential in San Diego. We must do more to engage our community, consider new ideas and fresh perspectives, and reach out to those who feel excluded by the church. I received my Master of Divinity degree from Boston University and led the Interfaith Council there for one year, facilitating dialogue and volunteerism among different faith backgrounds. I previously worked for several faith-based non-profits and have also served as a lector and Eucharistic minister. It would be an honor to serve our Diocese.

CATHEDRAL CHAPTER MEMBER

Elect 1 clergy or lay person to serve to 2016

(to fill the unexpired term of Canon Lee Teed)



Mrs. Susan Ward

Communicant Christ Church, Coronado

Nominee's Statement in Favor of Their Candidacy: I have been involved in Listening Hearts Ministries for about 25 years and introduced it to St Paul's Cathedral over 10 years ago. I have great interest in, and experience with, the process of discernment in a community and, if elected, will try to bring my skills in this area to Chapter meetings. I am a member of Christ Church Coronado and I love St Paul's, so I think serving as a diocesan representative to Chapter is a good fit. I am humbled by the request to serve.

DISCIPLINARY BOARD

Elect 1 priest or deacon to serve to 2018

Elect 1 lay person to serve to 2018



The Rev. ClayOla Gitane

Vicar, Grace Church, San Marcos

Nominee's Statement in Favor of Their Candidacy: Vision: I see the Disciplinary Board as an important body for the Diocese in safeguarding the church while offering reconciliation and justice to clergy and lay members. Qualifications: I have a Master of Science in Social Work degree and was a licensed Master Level Social Worker for 30 years before ordination. During part of this time, I taught social work ethics. Thus, I have a good understanding of the ethical issues in clergy/lay relationships and have practiced conflict resolution, restorative justice and investigative processes often. Experience: I served as President of the Disciplinary Board in the Diocese of Fort Worth 2010-2013.



Mr. Bart Slabbekorn

Attorney; St. Andrew the Apostle, Encinitas

Nominee's Statement in Favor of Their Candidacy: Resolving conflicts within the Church, particularly questions of misconduct by clergy or other personnel of the Church, are critical to the health of the Church. The moral credibility of our claim on the truth in the Gospel is jeopardized if we cannot resolve questions about misconduct in an ethical and fair manner. I am a licensed attorney and I have served both as a prosecutor, a criminal defense attorney, and general counsel legal advisor. I hold a Master of Laws from Georgetown University and a JD and an MA in Philosophy from The Catholic University of America. I served as the Senior Warden of St. Andrew's in Encinitas from 2012-2013. My work experiences, education, and Church service make me qualified to serve on the Disciplinary Board and my faith in the teachings of our Lord will allow me to handle matters before this board with justice and with mercy.

2015 Ballot

Uncontested Elections

The Judge of Elections recommends that the convention act by acclamation to elect the unopposed candidates to the following positions.

Secretary of Convention

Ms. Catherine Campbell

Historiographer of the Diocese

Mr. John J. Will

Standing Committee – Lay

Mrs. Helen Astleford

Disciplinary Board – Clergy

The Rev. ClayOla Gitane

Disciplinary Board – Lay

Mr. Bart Slabberkorn

Cathedral Chapter

Mrs. Susan Ward

Contested Elections

Before marking your ballots, please listen to instructions from the Judge of Elections.

Standing Committee – Clergy

1 The Rev. Lane Hensley

2 The Rev. Kathleen Kelly

Diocesan Executive Council – Clergy Vote for two (2) – one 2019 term, one 2018 term

11 The Rev. Joe Dirbas

12 The Rev. Robert Nagy

13 The Rev. Tom Wilson

Diocesan Executive Council – Lay Vote for three (3) – two 2019 terms, one 2017 term

21 Ms. Martha Curatola

22 Mr. Keen Haynes

23 Mr. Rom Ituarte

24 Dr. Equilla Luke

25 Ms. Lauren Prust

Tally Sheet

	1st Ballot		2nd Ballot		3rd Ballot
	Clergy	Lay	Clergy	Lay	Combined
SECRETARY OF CONVENTION					
Clergy or Lay (1) Votes cast.....					
Votes needed to elect.....					
CAMPBELL, Catherine					
HISTORIOGRAPHER					
Clergy or Lay (1) Votes cast.....					
Votes needed to elect.....					
WILL, John J.					
DISCIPLINARY BOARD					
Clergy (1) Votes cast.....					
Votes needed to elect.....					
GITANE, ClayOla					
DISCIPLINARY BOARD					
Lay (1) Votes cast.....					
Votes needed to elect.....					
SLABBERKORN, Bart					
STANDING COMMITTEE					
Clergy (1) Votes cast.....					
Votes needed to elect.....					
1 HENSLEY, Lane					
2 KELLY, Kathleen					

		1st Ballot		2nd Ballot		3rd Ballot
		Clergy	Lay	Clergy	Lay	Combined
STANDING COMMITTEE						
Lay (1)	Votes cast.....					
	Votes needed to elect.....					
ASTLEFORD, Helen						
DIOCESAN EXECUTIVE COUNCIL						
Clergy (2)	Votes cast.....					
	Votes needed to elect.....					
11	DIRBAS, Joe					
12	NAGY, Robert					
13	WILSON, Tom					
DIOCESAN EXECUTIVE COUNCIL						
Lay (3)	Votes cast.....					
	Votes needed to elect.....					
21	CURATOLA, Martha					
22	HAYNES, Keen					
23	ITUARTE, Rom					
24	LUKE, Equilla					
25	PRUST, Lauren					
CATHEDRAL CHAPTER						
Clergy or Lay (1)	Votes cast.....					
	Votes needed to elect.....					
WARD, Susan						

Treasurer's Report

For the year ending December 31, 2014, the diocese budgeted for operations 2,091,891 for all sources including program fees and donations. The budget was balanced. The preliminary, unaudited results for the year indicate that the year will end with a positive budget variance of \$37,000.

Sources of funds are worse than budget by \$61,000. Bishop's Appeal donations account for the majority of the variance. The other significant variance is in Temporarily Restricted Assets. Although the diocese used temporarily restricted assets as budgeted, at the end of the year donations that were received in 2014 but not spent according to the restriction placed on them were restricted for use in future years.

Operating expenses are projected to be lower than budget by \$98,000. Significant variance exists in most of the categories due to lower than budgeted expenses in a number of categories. No major area has a significant negative variance.

A capital budget was passed at convention separate from the operating budget. The purpose was to track Episcopal Church Center (ECC) construction costs, church related property improvements, capital campaign related expenditures and income. Because the ECC construction occurred prior to all the pledge payments were received, Executive Council authorized the use of unrestricted reserves to be loaned to the project at 4% interest. At year end, the loan balance was \$121,316. \$11,928 in interest was accrued in 2014 for the funds borrowed. Proceeds from the capital campaign will repay the reserves and the interest.

The diocese had a positive cash flow of \$785,000 for the year. The favorable cash flow results from the receipt of the \$1.26 million Miller Endowment which was in part offset by ECC construction costs less capital campaign donations.

As of December 2014, the Diocese held \$23.0 million in assets, \$3.0 million in liabilities, and \$20.0 million of net assets. Unrestricted investments plus cash totaled \$1.1million.

Respectfully submitted,

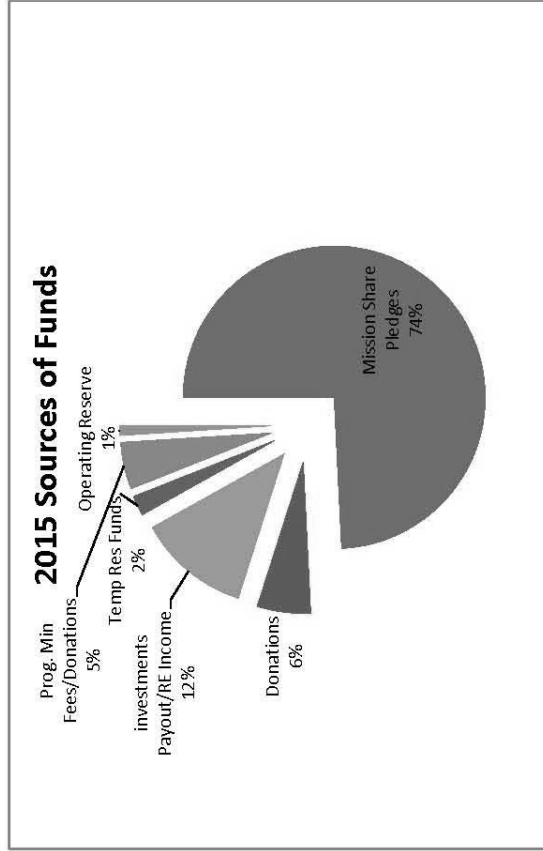
Julie H. Young
Treasurer and Canon for Finance and Administration

2015 Budget Summary

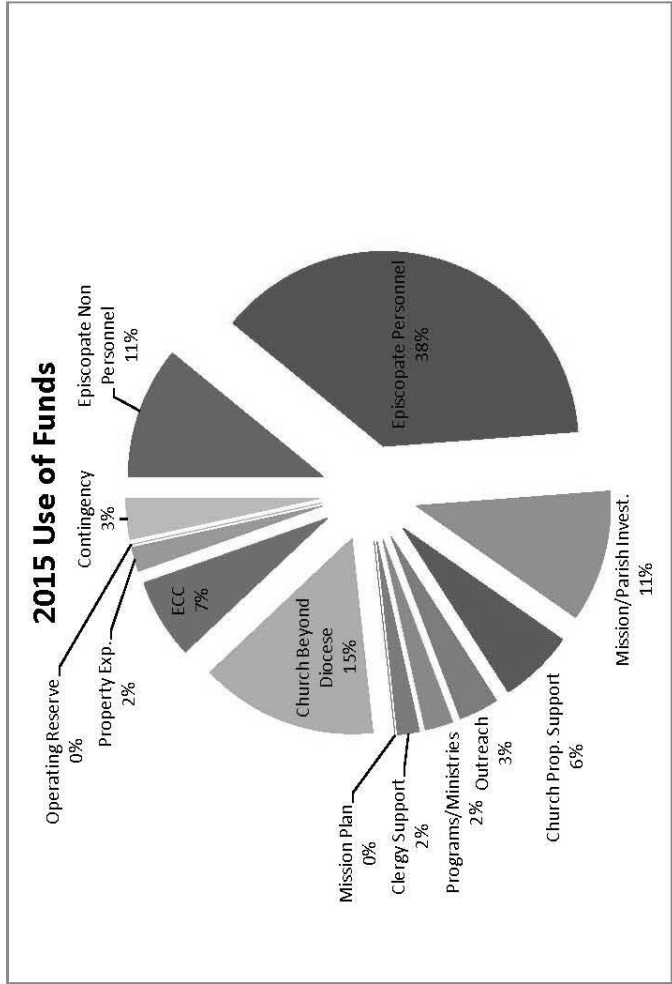
	2014 Budget	2014 Preliminary Actual	2015 Budget	%	
Sources of Funds					
Mission Share Pledges	1,561,881	1,560,381	1,576,612	74.3%	Actual Pledges
Donations	166,667	107,000	120,000	5.7%	
Investment Payout and R.E. Income	205,778	205,778	254,000	12.0%	Additional endowment received
Temporarily Restricted Assets	48,500	30,000	44,825	2.1%	Excludes optg reserve (shown on separate line)
Program/Ministry Fees and Donations	109,065	127,917	119,425	5.6%	
Operating Reserve			6,631	0.3%	Funding for general convention less reserve replenishment
Total Sources	2,091,891	2,031,076	2,121,493	1	
Uses of Funds					
Episcopate (NonPersonnel)	261,858	233,918	231,864	10.9%	
Episcopate Personnel	782,267	779,729	803,735	37.9%	3% Increase Direct support grants are 19% less than last year, more funds allocated to prop improvement
Mission/Parish Operating Support	338,200	327,976	230,901	10.9%	
Church Property Support	30,000	59,300	132,000	6.2%	Additional \$29,300 approved in 2014 Capital Budget pd for out of contingency but accounted for here
Outreach	79,149	81,074	70,600	3.3%	Fearless Love Grants moved here
Programs & Ministries	66,378	59,175	47,975	2.3%	Certain Program and ministry requests considered new initiatives in 2015
Clergy Support	37,708	32,300	37,838	1.8%	Restricted donation likely to be available from clergy conf 2014
Mission Plan	14,600	4,447		0.0%	2015 Mission Plan funding is included in New Initiatives
Church Beyond the Diocese	250,120	249,165	312,435	14.7%	10% increase per EC resolution plus general convention
Episcopal Church Center	127,345	130,107	140,898	6.6%	2015 is first full year of operations
Property Opt'g Expenses	19,000	19,648	41,581	2.0%	Property added that had been operated by St. Stephens
Operating Reserve	29,135	Auto Replaced		0.0%	Operating reserve funds general convention in 2015 so is shown as source of revenue
Contingency	56,131	17,031	71,666	3.4%	2015 budget equal to difference between minimum MSP and actual
Total Uses	2,091,891	1,993,870	2,121,493	1	
Net	0	37,206	0		
New Initiatives			100,000		New Initiatives are funded out of unrestricted reserves

Note: \$100,000 will be allocated from unrestricted reserves and will be used to fund new ways to be church including (but not limited to) Multi Cultural Ministries, new communities and young adult programs and collaborative opportunities.

Mission Share Pledges 74.3
 Donations 5.7
 Investments Payout/RE Income 12
 Temp Res Funds 2.1
 Prog. Min Fees/Donations 5
 Operating Reserve 1



Episcopate Non Personnel 10.9
 Episcopate Personnel 37.9
 Mission/Parish Invest. 10.9
 Church Prop. Support 6.2
 Outreach 3.3
 Programs/Ministries 2.3
 Clergy Support 1.8
 Mission Plan 0
 Church Beyond Diocese 14.7
 ECC 6.6
 Property Exp. 2
 Operating Reserve 0
 Contingency 3.4



Mission Share Pledges

Congregation	City	2014 MSP	2014 MSP Actual	2015 MSP
Christ the King	Alpine	6,540	6,540	7,634
Good Shepherd	Bonita	22,028	22,028	21,868
St. Barnabas'	Borrego Springs	11,391	11,391	12,247
All Saints'	Brawley	2,880	2,880	2,880
Holy Cross	Carlsbad	35,361	35,361	29,164
St. Michael's	Carlsbad	55,675	55,675	56,090
St. John's	Chula Vista	15,694	15,694	18,811
Christ Church	Coronado	75,000	75,000	80,000
St. Peter's	Del Mar	111,358	111,358	121,826
St. Anthony's	Desert Hot Springs	3,650	2,538	2,400
Santa Rosa Del Mar	Imperial	780	0	0
St. Alban's	El Cajon	25,200	25,200	26,400
Sts. Peter & Paul	El Centro	4,745	4,745	4,487
St. Andrew the Apostle	Encinitas	53,742	53,742	54,878
Trinity	Escondido	27,312	25,420	27,946
St. John's	Fallbrook	15,600	15,600	15,000
Good Shepherd	Hemet	22,800	22,800	22,800
St. Hugh's	Idyllwild	1,899	1,899	2,814
St. John's	Indio	8,888	8,888	9,117
St. James'	La Jolla	121,980	121,980	113,695
St. Andrew's	La Mesa	24,831	24,831	20,700
St Andrew's by the Lake	Lake Elsinore	5,861	5,861	6,500
St. Philip's	Lemon Grove	10,559	10,559	10,560
St. Matthew's	National City	11,728	11,728	9,483
St. Annes	Oceanside	8,859	8,859	10,215
St. Margaret's	Palm Desert	146,464	146,464	148,340
St. Paul in-the-Desert	Palm Springs	74,400	74,400	77,400
St. Francis'	Pauma Valley	28,335	28,335	22,185
St. Bartholomew's	Poway	85,652	85,652	87,785
St. Mary's	Ramona	12,854	12,854	12,340
All Saints'	San Diego	42,760	42,760	42,952
All Soul's	San Diego	47,520	47,520	48,084
Good Samaritan	San Diego	62,484	62,484	68,154
St. Andrew's by the Sea	San Diego	15,466	15,466	15,548
St. David's	San Diego	27,252	27,252	28,025
St. Dunstan's	San Diego	59,193	59,193	59,516
St. Luke's	San Diego	7,800	7,800	8,627
St. Mark's	San Diego	15,745	15,745	12,900
St. Paul's Cathedral	San Diego	133,725	133,725	145,687
St. Timothy's	San Diego	15,600	15,600	18,000
Grace Church	San Marcos	18,000	18,000	18,000
St. Columba's	Santee	4,440	4,440	5,286
St. Stephen's	Sun City	8,969	8,969	6,755
St. Thomas'	Temecula	30,682	30,682	30,300
All Saints'	Vista	18,209	18,209	17,381
St. Paul's	Yuma	21,969	21,969	19,390
TOTALS		1,561,880	1,558,096	1,580,169

Totals do not equal budget because 2 pledges were increased after budget was passed

2015 Proposed Budget

Episcopate										
	2014 Budget			2014 Actual Projections			2015 Budget			Restricted Assets Avail
	Revenue	Expenses	Net	Revenue	Expenses	Net	Revenue	Expenses	Net	
101 Mission Share Pledge	1,561,881		1,561,881	1,561,881		1,561,881	1,576,612		1,576,612	
102 Bishop's Appeal	166,667		166,667	111,000		111,000	120,000		120,000	
105 Investment Income (Excludes Gains on Investment)	85,676		85,676	117,000		117,000	80,000		80,000	
110 Episcopate Non-personnel		141,310	-141,310	100	140,000	-139,900	0	122,365	-122,365	
115 Office Bishop Personnel		782,267	-782,267	0	779,729	-779,729	0	803,735	-803,735	
120 Diocesan Convention	33,750	48,750	-15,000	36,605	37,674	-1,069	30,425	40,980	-10,555	
125 Governance		798	-798	0	769	-769	0	1,800	-1,800	
130 Communication		40,000	-40,000	0	33,000	-33,000	0	36,719	-36,719	
150 Bishop's Discretionary Fund	18,000	18,000	0	15,000	15,000	0	18,000	18,000	0	
180 Special Events			0	0	0	0	0	0	0	
190 Development		10,000	-10,000	0	7,350	-7,350	0	12,000	-12,000	
195 Foundation		3,000	-3,000	0	125	-125	0	0	0	
Total 100 Episcopate	1,865,974	1,044,125	821,849	1,841,586	1,013,647	827,939	1,825,037	1,035,599	789,438	
Church Beyond the Diocese										
510 Diocesan Assessment		242,000	-242,000	0	242,000	-242,000	0	266,200	-266,200	
515 Province VIII Assessment		3,850	-3,850	0	3,850	-3,850	0	4,235	-4,235	
520 General Convention			0	0	0	0	0	40,000	-40,000	
525 House of Bishops		4,270	-4,270	0	3,315	-3,315	0	2,000	-2,000	
500 Church Beyond the Diocese - Other			0	0	0	0	0	0	0	
Total 500 Church Beyond the Diocese		250,120	-250,120	0	249,165	-249,165	0	312,435	-312,435	

Specific Salary Approval			
	2014 Budget	2014 Actual	2015 Budget
Bishop	\$158,907	\$158,907	\$158,907
Treasurer/Canon for Finance & Administration	\$103,758	\$108,758	\$103,758

The Non Profit Integrity Act stipulates that the chief executive officer and the chief financial officer compensation be approved as a separate line item. Treasurer received a one time bonus in 2014.

Mission & Parish Operating Support

	2014 Budget			2014 Actual Projections			2015 Budget			Temporarily Restricted Assets
	Revenue	Expenses	Net	Revenue	Expenses	Net	Revenue	Expenses	Net	
	205 Santa Rosa Del Mar	6,453	-6,453		0	0	0	0	0	
210 Imp. Valley Ministry	0	0			0	0	0	4,400	-4,400	
212 St. John's, C.V.	15,000	-15,000		20,000	-20,000	0	0	5,000	-5,000	
215 Holy Cross, Carlsbad	33,750	-33,750		15,000	-15,000	0	Included in Area IV grant			
229 St. John's, Indio	11,250	-11,250		15,000	-15,000	0	0	15,000	-15,000	
233 St. Andrew's, Lake Elsinore	12,458	-12,458		15,000	-15,000	0	0	0	0	
235 St. Matthew's, Nat City	15,850	-15,850		20,000	-20,000	0	0	14,500	-14,500	
236 St. Anne's, Oceanside	20,250	-20,250		20,000	-20,000	0	Included in Area IV grant			
241 St. Mary's, Ramona	11,250	-11,250		15,000	-15,000	0	0	13,500	-13,500	
251 St. Luke's, San Diego	22,500	-22,500		30,000	-30,000	0	0	29,500	-29,500	
Area Four	0	0			0	0	0	51,675	-51,675	
255 Grace, San Marcos	15,000	-15,000		20,000	-20,000	0	Included in Area IV grant			
258 St. Stephen's, Menifee	18,704	-18,703		10,000	-10,000	0	0	8,500	-8,500	
259 St. Thomas, Temecula	62,625	-62,625		43,500	-43,500	0	0	38,250	-38,250	
273 Mission SUI Support	133	-133		12,000	-12,000	0	0	0	0	
274 Hispanic Ministry	291	4,709		22,000	-22,000	0	Funded by \$20,000 TEC grant and new initiatives			
275 Congregational Development	8,856	-5,831		13,000	-13,000	3,025	2,000	14,000	-12,000	
290 Missions Contingency	0	0		67,700	-67,700	0	0	36,576	-36,576	
Total Operating Support	254,369	-246,343	0	338,200	-338,200	3,025	2,000	230,901	-228,901	

Mission and Parish Property Improvements

Mission & Parish Property Improvements										
215 Holy Cross, Carlsbad Property		30,000	-30,000		30,000	-30,000	0	30,000	-30,000	30,000
251 St. Luke's, San Diego		13,800	-13,800		13,800	-13,800	0	10,000	-10,000	
235 St. Matthew's, Nat City			0			0	0	50,000	-50,000	
220 St. Anthony's, DHSprings			0			0	0	1,200	-1,200	
240 St. Philips		15,500	-15,500		15,500	-15,500	0	0	0	
Property Improvement Contingency			0			0	0	40,800	-40,800	
Total Property Improvement	0	59,300	-59,300	0	59,300	-59,300	0	132,000	-132,000	

Programs and Ministries

	2014 Budget			2014 Actual Projections			2015 Budget			Restricted Assets Avail
	Revenue	Expenses	Net	Revenue	Expenses	Net	Revenue	Expenses	Net	
Programs and Ministries										
405 UCSD Campus Ministries		8,000	-8,000	0	1,200	-1,200		Included in new initiatives		
410 SDSU Campus Ministries		7,500	-7,500	0	7,500	-7,500		Included in new initiatives		
412 Young Adult Ministries	1,000	4,900	-3,900	0	0	0		Funding below for Young Adult/Hispanic Intern		
415 Youth Ministries		8,000	-8,000	2,008	4,000	-1,992		Included in new initiatives		
420 Happening	2,000	3,000	-1,000	2,150	2,598	-448	3,400	4,400	-1,000	1,000
425 New Beginnings	240	240	0	0	0	0	1,000	1,000	0	0
430 Safeguarding God's People	1,400	1,600	-200	1,960	2,237	-277		Now online at no cost		
Young Adult/Hispanic Program Intern			0	0	8,333	-8,333	0	6,200	-6,200	0
435 Dignity & Diversity		500	-500	0	0	0	0	0	0	0
436 Commission on Ministry	1,000	6,855	-5,855	0	4,432	-4,432	0	0	0	0
437 Education For Ministry		1,500	-1,500	0	1,500	-1,500	0	0	0	0
446 Waddy Scholarship Fund Exp		825	-825	0	0	0	0	825	-825	825
455 Ecumenical Relations		1,800	-1,800	0	1,000	-1,000	0	1,800	-1,800	0
465 ERD Administration		500	-500	0	0	0	0	500	-500	0
475 Planned Giving Support		2,500	-2,500	0	2,500	-2,500	0	0	0	0
486 Armed Forces Ministry			0	0	0	0	0	0	0	0
487 School for Ministry	15,775	18,658	-2,883	23,875	23,875	0	32,000	32,000	0	0
Cursillo support			0			0	0	1,250	-1,250	0
Total Programs and Ministries	21,415	66,378	-44,963	29,993	59,175	-29,182	36,400	47,975	-11,575	

Mission Plan

	Revenue	Expenses	Net	Revenue	Expenses	Net	Revenue	Expenses	Net	Restricted Assets Avail
Mission Plan										
481 MP Advocacy		3,000	-3,000	0	1,447	-1,447	0	0	0	0
482 MP Evangelism		2,600	-2,600	0	3,000	-3,000	0	0	0	0
483 MP Outreach			0	0	0	0	0	0	0	0
484 MP Repentance and R		5,500	-5,500	0	0	0	0	0	0	0
485 MP Stewardship		3,500	-3,500	0	0	0	0	0	0	0
486 MP Worship and Formation			0	0	0	0	0	0	0	0
Total 480 Mission Plan	0	14,600	-14,600	0	4,447	-4,447		Folded into New Initiatives		

Outreach

	2014 Budget			2014 Actual Projections			2015 Budget			Restricted Assets Avail
	Revenue	Expenses	Net	Revenue	Expenses	Net	Revenue	Expenses	Net	
300 Outreach										
330 Episc. Refugee Network		15,000	-15,000	0	15,000	-15,000	0	15,000	-15,000	
333 Camp Stevens		13,000	-13,000	0	13,000	-13,000	0	11,800	-11,800	8,000
340 Disaster Relief Response			0	0	0	0	0	0	0	
350 Episcopal Community Service		20,000	-20,000	0	20,000	-20,000	0	20,000	-20,000	
360 Companion Diocese		2,000	-2,000	0	2,000	-2,000	0	0	0	
370 Mission to Seafarers	2,000	5,000	-3,000	1,105	3,000	-1,895	1,000	2,800	-1,800	
380 Other Millinneum Dev Goals		3,149	-3,149	0	3,149	-3,149	0	0	0	
470 Fearless Love Grants		20,000	-20,000	0	21,500	-21,500	0	20,000	-20,000	
390 Misc Outreach Events		1,000	-1,000	899	3,425	-2,526	0	1,000	-1,000	
Total 300 Outreach	2,000	79,149	-77,149	2,004	81,074	-79,070	1,000	70,600	-69,600	

Clergy Support

700 Clergy Support			0							
710 Ministry to Retired Clergy		11,108	-11,108	0	9,500	-9,500	0	12,738	-12,738	
720 Clergy Conference	15,000	17,000	-2,000	13,000	13,000	0	13,500	13,500	0	
740 Clergy Wellness		1,600	-1,600	0	300	-300	0	600	-600	
750 Sabbatical Support		5,000	-5,000	5,000	5,000	0	0	5,000	-5,000	5,000
755 Seminarian Support		3,000	-3,000	0	4,500	-4,500	0	6,000	-6,000	
790 Other Clergy Support			0	0	0	0	0	0	0	
Total 700 Clergy Support	15,000	37,708	-22,708	18,000	32,300	-14,300	13,500	37,838	13,500	

Episcopal Church Center										
	2014 Budget			2014 Actual Projections			2015 Budget Draft			Restricted Assets Avail
	Revenue	Expenses	Net	Revenue	Expenses	Net	Revenue	Expenses	Net	
Episcopal Church Center										
601 Community Development		3,000	-3,000	1,000	1,407	-407	0	0	0	0
602 Footwashing			0	5,000	5,000	0	5,000	5,000	0	0
600 Episcopal Church Center - Operations	13,900	124,345	-110,445	12,190	123,700	-111,510	8,100	135,898	-127,798	
Total 600 Episcopal Church Center	13,900	127,345	-113,445	18,190	130,107	-111,917	13,100	140,898	-127,798	
Property Expenses										
800 Property			0							
810 Mantle Drive (St. Stephens)			0	8,700	7,178	1,522	17,400	22,785	-5,385	
820 533 Orange Avenue	8,400	4,000	4,400	8,400	1,870	6,530	8,400	4,000	4,400	
830 St. Alban's Lot	1,200	204	996	1,200	100	1,100	1,200	1,200	1,200	
840 Mathes Shared Appreciation		9,796	-9,796		5,500	-5,500		9,796	-9,796	
890 Prop Op-Misc	5,000	5,000	0	5,000	5,000	0	5,000	5,000	0	
Total 800 Property	14,600	19,000	-4,400	23,300	19,648	3,652	32,000	41,581	-9,581	

School for Ministry



Dear Fellow Ministers in Service to Christ,

I have only had the position of Dean of Studies for the School for Ministry for a couple weeks, so it is impossible for me to give you an in-depth report about the last year. However, I have been fortunate to have been in conversation with former Dean Simon Mainwaring about the School for Ministry since the early phases of its development, and to have been both a faculty and board member this past year. It is my hope, then, to give you both a sense of how things have developed over the past year and to address some of the challenges facing the School looking ahead.

However, before moving into the report, I first wish to express thanks to several people. First, Simon Mainwaring and Alex Nagy deserve sincere gratitude from us all for their sacrificial leadership and service both to the Diocese and the School for Ministry over the past two-plus years. Simon developed the vision and brought the SFM into reality, all the while serving as the rector at St. Andrew's in Pacific Beach; and Alex came out of retirement last summer to see the SFM through the transition from one dean to another. Together they have built a solid foundation upon which the future of SFM rests.

My thanks also go to Bishop Mathes, Canon Thomas, and the School for Ministry board for their trust in and support for me as the new dean. As a Wesley scholar, I have come to a profound appreciation for the Anglican tradition, which I have begun to consider in many ways my own because of our common heritage. My sincere hope is that in my role I might serve as a kind of bridge between the Episcopal Church and those ecclesial fellowships that are in so many ways the offspring of Anglicanism.

This past year has seen a wonderful growth in the SFM. We had 14 total students taking courses in the fall, eleven of them for credit and three as auditors. This included two priest postulants and six deacon postulants, some of whom are being ordained this year! I have been very impressed with the students who have taken my courses, and I believe that you can feel very good about the future priests and deacons that are receiving their preparation in the School for Ministry. Because of the higher enrollment, we were also able to increase the salary of instructors slightly, although they still make far less than we would like, considering their time and expertise.

As for the current term, the enrollment remains strong with nine students enrolled for credit (including the same number of postulants as the fall) and four auditors. We also have a strong faculty line-up, with all five instructors holding PhDs in fields related to their teaching assignments. We also have come closer to the goal of having more consistency with classroom instruction, as all but one spring course will have only one instructor. We are also excited that several of our postulants will graduate this spring—our first graduating class ever!

Unfortunately, what we celebrate also presents us with perhaps our greatest challenge—the graduation of so many students, combined with fewer new postulants, looks to leave us with a lot of empty seats for next fall. This spring we will be exploring new avenues for increasing enrollment, including partnering with the ELCA and providing extended learning opportunities for students not living in the immediate San Diego area. We will also be taking our mid-week educational offerings 'on the road' to various churches in the diocese in hopes of creating more widespread awareness about the School and recruiting new students. As we forge ahead with these plans, we covet your prayers, your support, and any ideas or suggestions that you may have.

You can learn more about the School for Ministry on our website (www.sfmedsd.org) and you are welcome to contact me (markmann@pointloma.edu) with any questions or ideas you might have. My greatest hope is that the School will effectively serve diocesan ministerial education, and to succeed, this will have to be a diocese-wide endeavor.

The Rev. Dr. Mark H. Mann, *Dean of Studies*

Mission Plan Ministry Area Reports

MISSION PLAN

The 2015 Diocesan Convention marks the third anniversary of the approval and implementation of the Diocesan Mission Plan, our “strategic plan”. The approval of the Mission Plan coincided with the creation of the new governing board of the diocese, the Executive Council. Both were instrumental in improving diocesan administration, financial processes, and infrastructure. The multi-faceted Mission Plan has been at the core of our work as a diocese. We have learned and accomplished much through the implementation of the Mission Plan; it has in numerous instances fostered a spirit of collaboration among our congregations. For example, the grassroots work accomplished by the Servant Summits has raised awareness and increased participation in many outreach endeavors. Also during these intervening three years, it has become apparent that the foundational precepts of the Mission Plan serve well as expressions of our purpose and intent, and provide the appropriate level of guidance to the Diocese, the Executive Council and other entities of the Diocese. These foundational precepts include the Preamble, Mission and Vision, and Baptismal and Biblical Beliefs. They represent the “We Are” statements of the Episcopal Diocese of San Diego, who we are and what we believe. They guide the “We Will” statements that are represented by the six Goals of the Mission Plan.

As mentioned above, much has been accomplished that has moved the Diocese forward in our pursuit of “Fearless Love”. Over 50 specific Action Plans of the Mission Plan have been accomplished, thanks to the diligent efforts of the members of the Executive Council who served as Ministry Leaders. But as these specific actions were accomplished, it became evident that too often they were seen as a distraction and an unwelcome task and thus less than helpful or even counterproductive at the congregational level. This has led to a reexamination of the purpose and intent of the Objectives and Action Plans of the Mission Plan. It is perhaps time to pivot from the directive nature of some of the Action Plans that involve congregations, instilling a more inward focus of tasks toward the Diocese and the Executive Council. This will then allow congregations to focus on the mission field where they are planted. Guided by the foundational precepts of the Mission Plan, and focusing on the three emerging initiatives of young adults, bicultural community development, and collaborative servant churches, congregations will develop their own objectives and tasks.

Mike Collier, Mission Plan Coordinator 2012- 2014

ADVOCACY

The Advocacy Ministry’s task is to help the diocese be a community that promotes both peace and a just society. Our advisory teams offer their expertise and support to the Bishop as the principal religious spokesperson in the region. Considering the geography and demographics of our diocese, we concentrate on developing statements that focus primarily on issues related to poverty, international borders, and the military.

2014 Events and Activities:

In May, the Advocacy Ministry leader, along with two young adults from our diocese participated in a conference in Washington, D.C., coordinated by Bishops Working for a Just World and TEC Office of Gov’t Relations. The conference, “Advocacy to Challenge Domestic Poverty”, provided advocacy and media training to equip teams of bishops and young adults to meet with legislative members and staffers. Our objective was to discuss the appropriations process for Fiscal Year 2015 and to encourage continued funding of human needs programs that serve poor and vulnerable communities. The EDSO delegation met with staffers from the offices of Senators Feinstein and Boxer, and Representatives Hunter and Peters. The young adults representing our diocese were, Kelly

Mahon, a youth worker at Holy Trinity, Escondido and St. Bartholomew's, Poway, and Coreen Walsh, Program Development Coordinator at Camp Stevens. Major funding was provided by a grant from the Constable Fund. In July we released a statement titled "A Faith Perspective on the Border Crisis." As waves of unaccompanied migrant children crossed our borders fleeing poverty and pervasive violence, we were reminded that we are a nation of immigrants, and of our biblical call to welcome and offer hospitality to the stranger. The statement was published as an op-ed in the *Union Tribune*.

In November a Thanksgiving message in support of the president of the United States' executive action that would allow as many as five million undocumented people living in this country to seek more normal and less fearful lives. We were invited to be thankful and rejoice in any moments of grace and kindness that might lift the burden of fear from the lives of many of our brothers and sisters in Christ.

Also in November a Veterans Day letter was sent encouraging the people of the diocese to honor active duty members of the military and veterans by attending the annual Armed Forces Evensong at St. Paul's Cathedral. We were reminded of the cost of conflict and the sacrifice of those who serve. Many are blessed with loving families and supportive communities that facilitate the adjustments of reintegration to civilian life. Others have ongoing struggles with wounds that are physical, psychological and spiritual, and have families that struggle too. We were asked if we are doing enough to provide a community of care, to pray for members of the military, look after their families and to look for opportunities to engage in service to those who have served.

In 2015 we hope to expand our ministry in ways that may not yet be clear but we trust will be revealed. Among those working in support of the Bishop and the diocese for advocacy are: Roxanne Perfect-Knight (Ministry leader), Dr. Stephan Crawford, the Rev. Babs Meairs, the Rev. Susan Astarita, the Rev. Wayne Sanders, the Rev. Eleanor Ellsworth, Dr. Wayne Cornelius, Dr. Phil Hadley, the Rev. Colin Mathewson, Canon Nancy Holland and Lesslie Keller.

EVANGELISM

"For I know the plans I have for you says the Lord plans to prosper you and not to harm you, plans to give you hope and a future" (Jer 29:11). A future with hope reminds us that God does have a vision and a purpose for our church and its future. Even though there is no doubt hiding it! The Elephant in the room is that the church is changing. We live in a world where the fastest growing people of belief, "in something or other," are the Spiritual but unaffiliated and the NONES (no-religion at all). But what's new? The church is always changing. What we need, is to find ways to work within the society, within our communities to build congregations that are responsive to God's call to do mission and bring people to Christ through evangelism.

As the church changes from being internally focused to externally focused we must also change in how we reach out and evangelize. No longer are we in a world and culture where hanging out a sign that says; "The Episcopal Church Welcomes You" will bring people to our doors. We must apply new techniques and strategies that tell the good news of Jesus Christ to the world and our communities.

The purpose of your evangelism committee is to capture the essence of that change and then provide congregations with the tools and resources needed to meet the needs of these turbulent times. Often, when the word evangelism is mentioned people get mental pictures of putting up a tent, going door-to-door or waving a Bible on a street corner. Some of these methods are valid ways to reach those who need to hear, but at the heart of the matter is the idea that building relationships between the church and the community will bring new people into our congregations.

In 2014 your evangelism committee, one of six committees that are part of the Mission Plan, continued its work to spread the "good news" and bring future members into the church. This year's work focused on strengthening our evangelism initiatives work by:

- Creating a workbook and checklist for congregations to assess their vitality and see how they are doing in terms of evangelism
- Published a welcoming newcomers booklet
- Launched two short trial cases that focused on reaching the Hispanic community. One for the Rev Colin Matheson at the Cathedral and the other for the Rev George Calvert at the Church of the Good Shepherd(Bonita)
- Hosted a one day workshop on November 15th with Dr. Juan Martinez from Fuller Seminary on how to reach the Hispanic community. Topics included:
 - Understanding US Latinos and their faith expressions
 - Analysis of current Latino ministry by TEC in the San Diego area
 - Learning from what others are doing
 - Developing a ministry plan

If you would like to join our team please don't hesitate to contact the Rev Bill Zettinger at wzettinger@stbartschurch.org or 760-445-6791

OUTREACH

Outreach continued to be a strong focal point for the churches in our diocese throughout 2014. Our churches do tremendous work in our communities. We feed the homeless and offer hot showers through Showers of Blessings; we clothe the destitute; we provide tutoring, Head Start, and enrichment programs for at-risk youth, low-income children, and refugee families struggling to adapt to a new culture; we support our veterans and Wounded Warriors; we build homes in Mexico; we counsel the mentally ill; we offer health care to low-income families and migrant workers; we collect and distribute non-perishable foods and fresh vegetables to individuals and families who face food insecurity daily; we open our churches for rotational homeless shelters; and engage daily in countless other efforts large and small. Contact any church in our diocese and you will find caring individuals answering our baptismal call to “respect the dignity of every human being.”

The Diocesan Service Coalition, a consortium of outreach/service coordinators from churches throughout the diocese, continued to grow adding representatives from more churches as members in 2014. We currently have 37 churches and Episcopal Community Services, Episcopal Refugee Network, the Episcopal Church Center, the Community Christian Services Association, and Foundation Cristosal represented in the Coalition. A key goal is to maintain and grow this network of service contacts so that the churches and organizations of our diocese can work more effectively and collaboratively to serve in our communities. In 2014 we held a Northern Service Summit and an Imperial Valley Service Summit in an effort to connect churches in these regions of our large diocese to each other and to the larger Coalition.

The Diocesan Service Coalition promoted four collaborative projects in 2014:

- Winter: World Water Day effort to build a well in a developing nation – eleven of our churches participated and raised \$10,000, enough to build two wells through ERD.
- Spring: the Maundy Thursday Foot Washing, providing new shoes and socks to the homeless. We grew to two locations in 2014, the Episcopal Church Center and Episcopal Community Service's Friend to Friend Center. Over 100 volunteers from churches across the diocese participated on the day of the event and countless others supported the effort in their home churches by collecting shoes, socks, and preparing lunches.
- Summer: the Back to School Bash, which also grew to two locations in 2014, St Mark's in City Heights and St John's in Fallbrook. Over fifteen of our parishes supported the events by sending volunteers and/or collecting backpacks and school supplies.
- Fall: observance of the International Day of Peace in our individual churches. Seven churches around the diocese participated in this event.

At Convention 2014 twelve of our churches joined together to provide Blessings in a Bag that were handed out to attendees as they exited the gala dinner. We feel it's important to have a visible example of our diocesan commitment to outreach; the Blessings in a Bag were a terrific reminder of the work we do in our communities every day.

Looking back at the work accomplished in 2014, we have much to be proud of. We also have tremendous opportunities to be even more mission-focused in 2015.

REPENTANCE & RECONCILIATION

This mission area focuses upon repenting of separation from God and our neighbor. The mission plan presents two fronts for work: 1) examining our congregational receptivity to those beyond our present company, and 2) healing modes of behavior in our communities that impede offering an experience of God's peace.

For our use in the first area, the Evangelism Committee has developed a questionnaire for congregational use that measures receptivity to newcomers. This can be found on the Diocesan website at <http://www.edsd.org/what-we-do/evangelism/how-welcoming-is-your-church/>. This tool is a beginning point, and every congregation is encouraged to make use of it. Please understand that it is only a beginning point.

The increasing emphasis of our diocese upon receptivity to young adults and the ethnic populations that are growing in our region warrants looking afresh at how receptive we truly are. Do our casual remarks make assumptions about who is present and who is not? Are we unconsciously making people feel invisible and unwelcome by failing to acknowledge their presence, much less their perspectives? Are we perpetuating the worst stereotypes of Episcopalians by repeating them in the presence of impressionable newcomers? Or, are we talking about who we choose to be rather than who someone else thinks we have been? These are hard and important questions.

As to the second front, in 2014, the Repentance and Reconciliation Committee began identifying recurring unhealthy scenarios in congregational life and used a pilot training program in one congregation to address these. These results provide a foundation for further development of training. If you have input for these efforts, please contact the chairperson at kmkelly27@hotmail.com.

The Rev. Kathleen Kelly

STEWARDSHIP

The committees in the Stewardship Mission category are those with financial responsibilities in the Diocese – Audit, Budget, Finance, Property, Future Church Task Force (formerly Vital Congregations) and Faithful Giving. The report of the Faithful Giving sub-committee follows. The budget report is located with the Treasurer's Report and other financial reports. The remaining reports are found alphabetically under Reports to Convention.

FAITHFUL GIVING (sub-committee of Stewardship)

The Faithful Giving Committee is one of several groups coordinated by the Stewardship Mission Area Leader. We support all efforts to nurture faithful giving at the congregational level: year-round stewardship programming, annual pledge campaigns, planned giving, and general "best practices" to instill generosity. In 2014, we:

1. Renewed membership for the entire Diocese in The Episcopal Network for Stewardship (TENS), which supplies countless resources on line for all aspects of stewardship training and teaching;
2. Maintained a summary of stewardship resources on the Diocesan website found under What We Believe/Stewardship;
3. Supported the Leadership Academy held in March of 2014; and
4. Conducted regional roundtables to share ideas about stewardship in the Fall.

The Rev. Kathleen Kelly

WORSHIP & FORMATION

The objective of the worship-oriented portion of the Mission Plan is to develop menu of opportunities for every member of the Diocese to participate in meaningful and transformative worship. Membership of the Diocesan Liturgy Committee, formed to carry out this objective, includes the Rev. Martha Anderson (chair 2014), the Rev. Joe Dirbas, Mr. Michael Reichle (chair 2015), Ms. Stasi McAteer, and Ms. Patrice Moran.

The liturgy committee offered two workshops in the diocese in 2014. The first occurred at the Diocesan Annual Convention in February 2014. Lay and clergy members of the committee offered a presentation on the liturgies of Holy Week. This presentation included the history and tradition of the triduum, explained the content of the services as prescribed by the *Book of Common Prayer*, and offered a wide array of resources allowing parishes of all sizes to observe the triduum as one liturgy spanning three days. The workshop was well received with many questions by attendees as well as sharing experiences in observing the triduum liturgy.

In May of 2014, the liturgy committee coordinated with the Clergy Enrichment and Fellowship Committee (CEFCOM) to offer a Clergy Day focused on the development and use of the prayers of the people. With the leadership of the Rev. David Marshall (St. John's Chula Vista) the clergy gathered and discussed how we offer prayers of the people in our Eucharist service and the content of those prayers. The day included many conversations and ideas about making the prayers of the people more prayerful and more about the people. It was well received by the clergy who attended and many indicated that it was the finest clergy day offering they had been to in some time.

Michael Reichle; Chair, Diocesan Liturgy Committee

REPORTS TO CONVENTION

Reports submitted by title and listed alphabetically.

AUDIT COMMITTEE

The Members of the Audit Committee for 2014 were: Dr. Stephen Crawford, Chair; Mr. Wayne Hatch; Ms. Judy Cater

Following the completion of the 2013 Audit, the committee met with the auditors, Leaf and Cole, LLC and the diocesan management team on June 18, 2014.

The auditors reported no significant findings and noted that the disclosures in the financial statements are neutral, consistent, and clear. The auditors encountered no significant difficulties in dealing with management in performing and completing the audit. In addition, they reported no disagreements with management as a financial accounting, reporting, or auditing matters. They were complementary of the work of the diocesan staff.

Auditor's opinion was summarized as follows, "In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Episcopal Diocese of San Diego as of December 31, 2013, 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. "

The committee recommended the audit be received and the Executive Council so ordered.

AUDITOR - DIOCESAN

2014 was a very busy year for the diocese and the accounting department: we moved offices, worked on the capital campaign and kept the audit program going in addition to our regular duties. I started getting more involved personally helping churches with their QuickBooks software. Although QuickBooks is perceived as too friendly in the accounting world, it makes it easier to find staff and/or volunteers to use it or that have experience using the software.

The audit program is designed to help congregations assure that their financial statements reasonably represent their financial position and that internal controls are in place. I am happy to report that 42 out of 46 churches have completed and submitted their binders or are in the process of submitting them. It is never too late. I am still in the process of wrapping up the last four that I reviewed. I want to express my gratitude for all the help and graciousness given to me by parish administrators, bookkeepers and vestry members during my visits. There is still a lot to be done, but I hope that by now bookkeepers and parish administrators feel comfortable calling or emailing me when help is needed. If I do not have the answer I will research it for you.

I very much hope that you take advantage of this program to help you with any questions you have, prepare for compliance with the canons and any external audits in your congregation's future.

This year, I am still reviewing and checking closely the parochial reports and completeness of the 2014 audit binders.

Rosa M. Feeney, Assistant Treasurer

BISHOP'S SCHOOL

100 YEARS AND BEYOND
The Bishop's School



2014 saw the School reach a total enrollment of 800 students (grades 6-12), including 158 new students from over 75 different schools and 47 different zip codes. 20 percent of our student body receives some level of financial assistance and 42 percent of the student body are students of color.

Bishop's students distinguished themselves in a great many ways in the arts: instrumental and choral performances, musical comedy, and theatre (*Rent*; *The Importance of Being Earnest*) and dance (*Multitudes of Alice*). This year the student body experienced a breadth and depth of speakers, including two Endowed Scholars-in-Residence who each spent a week on campus teaching and interacting with students and faculty. In the fall the School welcomed from Cuba music professor Corina Campos, and in the spring Paul Greenberg, who writes about sustainability and oceans. A second endowed speakers' program brought playwright Ellen McLaughlin to the campus from New York City and also featured a presentation by Holocaust survivor Dr. Edith Eger. Dr. Hillary Young, Class of 1997 and professor at the University of California, Santa Barbara, made a presentation on the effects of wildlife loss on the ecosystem and human health.

Upper school students completed more than 26,000 hours of service, with 77 students earning the President's Volunteer Service Award for serving 100+ hours in one school year, and 86 students completing more than twice the required hours for the year.

21 graduates are now competing scholar-athletes at Division I and III colleges; the football team was Coastal League Champion and the CIF Division IV Champion (13-0), the girls' golf team was Coastal League Champion (14-1), and girls' volleyball and boys' water polo were runners-up in regional and CIF championship play, respectively.

The re-opening of a renovated Eleanor Browning Scripps Hall in August has provided students and faculty with a beautifully upgraded dining room and kitchen, student center, board room, and music classrooms, along with the addition of a black box theatre.

The life of St. Mary's Chapel continues to thrive under student leadership and involvement as each grade meets for a weekly service. While services like the Blessing of the Animals on St. Francis Day, a series of Gospel Chapels, and Thanksgiving and Christmas Chapels are always a highlight, it is the weekly services where so much of the good work of corporate reflection on themes significant to young people of all ages takes place.

The Rev. Brian Fidler, Bishop's School Chaplain

CAMP STEVENS



To the delegates of Diocesan Convention and the people of the Diocese of San Diego: thank you for visiting, sending summer campers to, and financially contributing to Camp Stevens. Your ongoing support enabled us to have a truly progressive and exciting 2014. Here are a few highlights:

Our **GARDENS AND FARM** continue to reliably produce tasty organic produce and valuable learning opportunities for students, campers, and retreat center guests. We raised over 10,000 pounds of produce, eggs, and meat last year, but it's hard to truly measure the impact of genuine engagement with the earth and food system. It's a joy to talk with campers and guests about how we raise our food and why, and to watch as they taste the difference of responsibly and lovingly grown and prepared food.

Along with the rest of California, we have been severely impacted by the ongoing **DROUGHT**, which has killed dozens of trees on-site, and which led to us drilling a new well in April 2014. In 2015, we hope to work with the county, volunteers, and private companies to remove the dead trees, and to keep our property fire-safe.

The **RETREAT CENTER** has been consistently full, and earning rave reviews for our friendly staff and tasty food. We served over 4,500 people during the non-summer months in 2014.

Our **SUMMER CAMP and WILDERNESS ADVENTURE TRIPS** continue to provide enriching, safe, and fun experiences for children and youth. We served 500 campers, and provided over \$75,000 in campership assistance in 2014. Our Associate Director, Trevor, and Summer Camp Director, Joe, are committed to crafting meaningful nature- and community-based programs for our staff and campers. We so value our partnership with the Episcopal Refugee Network, which allows us to serve about 30 campers each year from Sudanese and Burmese refugee families. We welcome your contribution to help us continue offering these experiences, which are truly valuable to our entire camp community.

After an extensive research and planning process, we developed a new **STRATEGIC PLAN** to guide our organization for the next 5-10 years. The first step was developing a new mission statement and supporting organizational core values. We are so excited to move forward with this empowering and invigorating backbone:

Camp Stevens inspires, challenges, and empowers personal, social, and environmental transformation.

Rooted in the Episcopal Church and our natural world, Camp Stevens's core values are: **openness, connection, gratitude, and wonder.**

Our community has been sharing how they've experienced the #campstevensmission on social media, and we'd love for you to join the conversation!

In 2015, we're looking forward to launching a capital campaign in order to construct the Bergstrom Lodge, to a full summer camp season, and, hopefully, to a visit from you.

Beth Bojarski, Executive Director

CANON FOR MISSION ENTERPRISE REPORT

Growing in the Vision

With the Church Center remodel substantially complete and the transition of the Office of the Bishop from downtown San Diego to Ocean Beach, a new era began. The center hired a full-time facilities manager and I shifted my focus from dry wall and construction dust to new initiatives and developmental work in congregations.

New Initiatives

As the executive council grappled with emerging needs and changing times, it became clear that it was time to direct attention to our Latino communities and young adults. In October, we were fortunate to bring Becky Gleason on board as a diocesan intern. Becky recently returned from Honduras where she served as a missionary through the Young Adult Service Corps and taught high school English at a bilingual school. Strides in the "New Initiatives" arena this year are due in large part to Becky's skills and experiences.

With the help of the Rev. Colin Mathewson, the diocese was the recipient of a Mission Enterprise Zone matching grant in the amount of \$22,500 to raise Christian Latino leaders in the diocese and increase awareness about Latino ministry in the Episcopal Church across our region. The Latino Leadership workshop took place recently and will serve as a launching pad to living into the richness of our diversity here in San Diego.

Attention has also been given to exploring opportunities for gathering Young Adults by identifying ways this is currently happening and key leaders. The initial gathering of this group took place on Saturday, January 31. At this time, the group will consider how and what it would like to do collectively and how often.

In concert with our focus on Latino ministry, Becky explored what Episcopal churches are doing around Quinceañeras and First Communion. This study was designed to: understand the theological implications for Anglican worship, understand the history, and identify churches that offer these services. We are now considering how to support or expand these services in our diocese.

Maundy Thursday Footwashing Celebrates Third Year and Expands

The Service Summit again designated this event as its spring 2014 project. In 2014 Episcopal Community Services partnered with the diocese and the event was held in two locations, the Friend to Friend Club house and the Episcopal Church Center. Worship convened in the courtyard and bishops from the Episcopal, Lutheran and Methodist denominations presided. There was no “other” present during worship. This is the first time we have held this event in our newly renovated space. The “hair salon” was located in the St. Paul’s Society Retreat Center and shoe distributions took place in the chapel. Veterinary and dental services were offered. A hot meal was served and personal care kits were offered. Twenty local and diocesan churches donated shoes, socks, personal care kits, food and more.

Showers of Blessings Launches

In October, the Showers of Blessings launched at the Episcopal Church Center under the leadership of Deacon Bob Nelson and Pam Rieger. This portable shower unit was made possible with a grant from the United Thank Offering (UTO) in the amount of \$34,500 and is designed to offer showers for men, women and children who are not housed. Still in a “beta-phase,” testing systems and mobility, the showers have operated at St. Mark’s, St. Bartholomew’s and the schedule is filling up.

1,000 + Homeless Teens Experience PhotoCharity

Over the past two years, 1,000 + teens have benefited from the music and arts program offered here under the leadership of Jeffrey Sitcov. This year the program caught the attention and passion of Sr. Karla Holland-Moritz who have augmented the music offerings with her talents and her friends. She has also through her well-developed network seen to it that the kids have a hot meal every Sunday through the generosity of the “Lov’in Spoonfuls.” Photocharity has placed teens in developmental programs leading to education, jobs and self-sufficiency. It all begins here at the Church Center.

This has been another year of living into the Spirit, together, as God’s will is revealed to us. We look forward to seeing what is in store in 2015.

CANON TO THE ORDINARY REPORT

The canon to the ordinary position encompasses a broad portfolio consisting of congregational development, congregational transition, clergy wellness, spiritual formation, and various other programs and ministries, in addition to offering advice and assistance to the Bishop in exercising oversight and diocesan management in these areas. This is done in conversation with other members of the bishop’s staff and diocesan leadership. In 2014, much of my focus was congregational and clergy transition as parishes sought new rectors, priests-in-charge, and vicars. Some highlights from the year:

Congregational Development

I represented the Office of the Bishop with a regular Sunday visitation schedule in congregations across the diocese in which I preached, often presided, and led adult forums or met with members of the vestry/Bishop's Committee, or Search Committees. I also participated in or led vestry/bishop committee retreats and meetings, Leadership Academy, and other congregations on a variety of topics. I assisted clergy and lay leadership in mutual ministry reviews, governance, conflict resolution, transition, search processes, letters of agreement, best practices and succession planning. Several congregations experienced transitions through retirement or new assignment/call (St. Paul's Cathedral; St. Andrew's, Encinitas; St. Bartholomew's, San Diego; St. David's, San Diego; St. Paul's, Yuma; St. James, La Jolla; Christ Church, Coronado; All Saints, Vista; Good Samaritan, San Diego; St. John's, Indio; St. Dunstan's, San Diego; St. John's, Fallbrook; St. Andrew's, La Mesa; St. Matthew's, National City; Christ the King, Alpine; and St. Columba's, Santee). We welcomed several new priests into the diocese as a dean, rectors, and vicars: the Very Rev. Penelope Bridges at St. Paul's Cathedral, the Rev. Brenda Sol at St. Andrew's in Encinitas, the Rev. Anne Bridgers at Christ Church, the Rev. Mark McKone-Sweet at St. Bartholomew's, the Rev. Jason Samuel's at St. David's, the Rev. Ron Hulbert at St. John's in Indio, the Rev. Leland Jones at St. John's in Fallbrook, The Rev. Dan Rondeau in Idyllwild, and the Rev. Steven Schuneman at St. Francis. As a staff liaison to the Congregational Support Review Committee, chaired by Dr. Joyce Justus, I provided support and advice as the committee worked with the Standing Committee in determining Diocesan financial support for our congregations.

Clergy Wellness

As staff liaison for Clergy Wellness, I worked with the Rev. Joe Dirbas in re-visioning the work of the Clergy Enrichment and Fellowship Committee, specifically in designing the yearly Clergy Conference to focus on fellowship and how we adapt (or not!) to change. As staff liaison to the Commission on Ministry, I provided advice and support to the committee as it refined the implementation of the new Discernment Process for Ordained Ministry, working with its previous chair, the Rev. Laura Sheridan-Campbell, and current chair, the Rev. Gwynn Lynch. It is inspiring to witness the Holy Spirit moving as we tend to the number of nominees that have come forth in discernment. In particular we have worked in promoting and upholding the ministry of vocational deacons and now have several people in various states of the discernment process, including three who will be ordained at Convention.

Compliance

With our registrar, Keren Rodriguez, we transitioned from offering Safeguarding God's People at stand-alone workshops to an online format. The Safeguarding God's People manual is currently in the final stages of revision.

Future Church Task Force

I have had the great privilege of working with volunteers, staff, and Bishop Mathes on the Future Church Task Force as we look to how we can faithfully be "church" in this time and place with the resources available to the Diocese. Part of this work has involved using the Church Assessment Tool (CAT) to see how members of our churches see as their areas of strength, vitality, and challenge. I especially applaud the leadership of the churches in Area Four, the first area the Task Force has concentrated on, as they discern the movement of the Spirit in the north coastal area of our Diocese.

Program and Ministries

We are blessed with a cadre of faithful and dedicated people who oversee our Youth Ministries, Campus Ministries, Ministry to Seafarers, Retired Clergy, and Ecumenical/Interfaith relations and I offer my deepest gratitude for their work.

I would like to offer special thanks and appreciation to the congregations that provided gracious hospitality for many of the events noted above: St. Bartholomew's, Poway; Good Samaritan, San Diego; Trinity, Escondido; St. Thomas, Temecula; St. Paul in-the-Desert, Palm Springs; and St. Paul's Cathedral, San Diego.

CHAPLAINS TO RETIRED CLERGY/SPOUSES AND PARTNERS/ SURVIVING SPOUSES

The Bishop's Chaplains to the Retired Clergy, Spouses and Partners/Surviving Spouses continue to minister in the diocese. The Rev. Dan and Carol Rondeau serve the Coachella Valley area where many clergy, spouses and partners reside. At the same time the ministry in and around the San Diego area is served by the Rev. Al and Stephanie Smith.

Stephanie and I continue to stay in contact with as many of the clergy, spouses and partners as we can even though the numbers fluctuate constantly. Some live part of the year in other places, while maintaining a residence in the diocese. A worthwhile ministry that Stephanie performs regularly is sending birthday, sympathy and greeting cards to all on our Church Pension Fund list. These cards are mailed to all from Bishop Mathes, the four chaplains as well as the CPF.

A number of the retired clergy are not active such as preaching, celebrating, visiting in homes, etc. Wishing to stay inactive; and, for some not to be bothered. In fact, some are not connected with a local parish, worshipping at home on their own. A phone call from time to time assists us as well as informing everyone that they are not forgotten. We truly wish they would participate.

Currently we have two gatherings on an annual basis: the Coachella Valley and the San Diego area. We had a most successful gathering this past Nov. 4th at the new Diocesan Center at which time we worshiped together, toured the new facility, meeting most of the diocesan staff, a catered luncheon and plenty of announcements. (The gathering at Palm Desert was on the 11th of Dec.)

We hosted a delegation from The Church Pension Fund (Group), NYC, on the 13th and 14th of January, 2015 (Diocesan Center and Palm Desert), with the Rev. Laura Queen and team from New York in order to keep the participants informed concerning the latest pension/medical changes. A most worthwhile occasion for everyone.

The Rev. and Mrs. Alfred Smith

CLERGY ENRICHMENT AND FELLOWSHIP COMMITTEE (CEFCOM)

The Rev. Joseph Dirbas, Chair, the Rev. Terry Dirbas, the Rev. David Marshall, the Rev. Canon Allisyn Thomas, the Rev. J.D. McQueen II, the Rev. Bob Nelson, and the Rev. Bill Zettinger.

In 2014, the Clergy Enrichment and Fellowship Committee (CEFCOM) continued working "to foster an ongoing commitment to collegiality, wellness and effectiveness in ministry for the clergy of San Diego." While the committee had intended to re-evaluate our mission statement and goals we have continued to live into our current mission statement and have continued to emphasize collegiality, fellowship, and communication between clergy.

In 2014, CEFCOM offered 2 Clergy Days, encouraged the continued participation in diocesan mission areas, and hosted the 2014 Clergy Conference from Sept 30 to October 2.

Clergy Days are hosted by churches throughout the diocese and, ideally, centrally located within the diocese which have facilities and space to support worship, program, and lunch. The host congregations and clergy enjoy welcoming the clergy of the diocese to their parish. Congregations hosting for 2014 were St. John's, Chula Vista, and St. John's, Fallbrook.

Our first Clergy Day in 2014 was a peer led conversation on the theology, development, and presentation of the Prayers of the People within the Eucharist. This session was led by the Rev. Dave Marshall. In December 2014, we offered an Advent Quiet Day with guided meditations offered by Dr. Elisabeth Koenig, Professor of Ascetical Theology, Emerita, of General Theological Seminary in New York City.

Our 2014 Clergy Conference theme was “Serving the God of unchangeable power and eternal light in a changeable world.” Bishop Mathes and the Rev. Canon Allisyn Thomas facilitated conversation on managing change and self care in the midst of change. The 2014 conference was designed to be a time of fellowship, rest, and relaxation with ample time for colleagues to both nurture existing friendships and develop new ones.

Unfortunately we have yet to make progress, as hoped, on developing a list of resources for spiritual directors and confessors and working with the diocese to standardize letters of agreement and compensation.

In 2015, we are anticipating four Clergy Days throughout the year. We will also continue fostering collaboration and fellowship within regional peer groups. We will return to Vina de Lestonnac for the Clergy Conference Noon Monday-Noon Wednesday, October 5 - October 7, 2015. We hope that all congregations will support and encourage their clergy in taking advantage of these opportunities for learning, fellowship, and worship with our bishop and our fellow clergy.

The Rev. Joseph Dirbas, Chair

COMMITTEE ON ORDAINED MINISTRY

2014 was another busy and fruitful year for the Commission on Ministry. We are grateful for the presence of the Holy Spirit as we prayerfully work together with those who are discerning a call to ordained ministry. It is a joyful and rewarding task.

The Commission continues to refine the revised process that was put in place approximately 18 months ago, making a few minor changes in timing prior to the initial Discernment Retreat. The process for nominees begins with a *Listening Hearts* discernment group. After this initial discernment, if the Nominee wishes to continue, he or she must be recommended by the sponsoring rector/vicar/priest-in-charge. After this, a *Parish Discernment Committee* is established, which includes two at-large discerners. This committee meets six times and then gives a report of their recommendations to the bishop and the Commission on Ministry. In addition, nominees are to meet with a spiritual director, complete a background check, devise and complete a ministry project and undergo psychological testing prior to being invited to attend the discernment retreat.

This year we held one discernment retreat in January at St. Bartholomew's, Poway. From that retreat, two nominees were made postulants (one for the priesthood and one for the diaconate). One nominee is still in discernment.

Currently in the process we have eight postulants, one candidate and three ordinands. Of the postulants, five of those are discerning a call to the priesthood and three to the diaconate. Of those postulants discerning a call to the priesthood, one attends Church Divinity School of the Pacific (CDSP), one attends Virginia Theological Seminary (VTS), and the remaining three attend the School for Ministry (SFM). Of those postulants discerning a call to the diaconate, one attends SFM, one attends a Spanish language program in the Diocese of Los Angeles, and one is on medical leave. The candidate for the priesthood has already received a Masters of Divinity, and will be taking the General Ordination Exams in January 2015. The three ordinands will be ordained to the diaconate at the 2015 Diocesan Convention. They attend SFM and will continue their education through mid-2015 and then complete their diaconal exams.

The Commission on Ministry is chaired by the Rev. Gwynn Lynch. Other members are the Rev. Paul Carmona, Dr. Marjorie Coburn, Mr. Gary Koch, Mr. George Mercer, the Rev. Laura Sheridan-Campbell (secretary), the Rev. Ken Simon, and Brother John Westaway (Standing Committee Liaison). Also serving this year was the Rev. Paige Blair, who stepped down mid-year. Finishing their terms this year are the Rev. Paul Carmona, Mr. Gary Koch and the Rev. Laura Sheridan-Campbell. I give thanks for their faithful service.

The Commission thanks all those who have opened their hearts to discerning God's call and all those who join them in the prayerful work of discernment. It is a large group! There are members of Listening Hearts teams, members of Parish Discernment Committees, at-large discerners, vestries, Bishop's Committees, sponsoring clergy, spiritual directors, instructors, friends, families . . . may our work together glorify Christ and strengthen His church.

The Rev. Gwynn Lynch, Chair

COMMUNICATIONS

Diocesan communication in 2014 focused largely on the Build the Serving Church capital campaign. We partnered with congregations to communicate about the campaign to: renovate the Episcopal Church Center, provide loans and grants to congregations, start a clergy mentorship program and establish strong support for the Bishop's Appeal. We have successfully reached, and exceeded, our campaign goal of \$2.5 million, which means that our communication efforts (emails, special mailings, posters, flyers, professional video) have been successful.

Our email subscribers receive regular updates such as Bishop Mathes' statements on current events, or holy days, as well as monthly e-newsletters. We have started sending topical emails as opposed to trying to cover every base in the monthly e-news. Our open rate hovers right around 55% on average, well above the non-profit, religious organization industry open rate of approximately 22%. Our click-through rate is closer to the industry average of 15%.

By the Numbers:

- 12,780 households receive the Messenger magazine three times per year
- 2,456 email subscribers
- 2,052 Facebook friends for facebook.com/BishopMathes
- 766 Facebook likes for facebook.com/DioSanDiego
- 1,028 Twitter followers for @DioSanDiego
- 715 Twitter followers for @BishopMathes

Diocesan Communicators Network

We held four solid meetings this year for individuals carrying out communications work in our congregations. These lunches provide an opportunity for sharing best practices and brushing up on industry skills. Low-key and quarterly, they do not require a large time commitment, and our in-person sessions are bolstered by a continuous online conversation facilitated by diocesan staff. The Episcopal Church Center, and St. Andrew's, Encinitas hosted them this year. We welcomed Tom Gable, San Diego PR guru, to one of our gatherings; he discussed working with the media and crisis communications. We also covered signs, newsletters and e-newsletters. If you are interested in joining this group of communications professionals and volunteers, please contact me.

Hannah Wilder, Director of Communications, hwilder@edsd.org

CURSILLO

Cursillo is a spiritual renewal and discipleship program which helps lay people grow in faith and ministry skills. Over the last year, Cursillo has held two well-attended weekends at Camp Stevens. Cursillo has also held Ultreyas in various congregations in the Diocese. In



December, the Cursillo community held its Christmas party at St. Dunstan's, which helped Episcopal Community Services through donated food.

The Rev. George M. Calvert, Diocesan Cursillo Spiritual Advisor

DAUGHTERS OF THE KING



The Daughters of the King is an international sisterhood of women dedicated to a life of Prayer, Service and Evangelism. We are an order of women who are communicants of the Episcopal Church, churches in communion with it, or churches in the historic Episcopate. Today our membership includes women in the Anglican, Episcopal, Lutheran (ELCA) and Roman Catholic churches.

There are junior members of the Order of the Daughters of the King®. They are girls and young women age 7 to 21 that take a vow to pray daily and serve Christ. Presently there is one chapter of Jr. Daughters in the Diocese of San Diego at St. David's, Clairemont. Jr. Daughter's membership is open to all baptized girls.

We are an Order and not an organization in that we take life-long vows to follow the Rule of Prayer and the Rule of Service. Our Rule of Prayer is personal and should be revised often. In addition we pray for unity of the church, for the spread of Christ's kingdom especially among women and girls and for our parishes and clergy. Our Rule of Service is to be Christ's servant, to take part regularly in worship, study and the work of the Church and to aid our clergy as they deem necessary for our parish.

In the coming year we are offering leadership training for women in the church. The Diocesan DOK board is committed to grow the Order, strengthen and grow the established chapters and foster spiritual growth. We have Quiet Days and Assemblies with interesting speakers and spiritual leaders and topics. Our events are open to all women.

There are presently 22 DOK chapters throughout our Diocese.

For information about Daughters of the King contact Fran Friesen ffriesen44@gmail.com, Chris Miller cgmiller51@gmail.com or visit the Order's website at doknational.com.

Fran Friesen, Chris Miller DOK Diocesan Co-presidents

DIOCESAN EXECUTIVE COUNCIL

The Officers of the Diocesan Executive Council for 2014 were:

The Rt. Rev. James R. Mathes, President
Mr. Mark DeMichele, First Vice President
Rev. Martha Anderson, Second Vice President
Ms. Catherine Campbell, Secretary
Canon Julie Young, Treasurer

2014 saw several important milestones in the life of our Diocese. Last year was our 40th anniversary as a diocese, and several important events were both the culmination of many years of dedication and work, as well as harbingers of what lies ahead in the years to come. Notably, the renovation of the Episcopal Church Center was completed, and the move of the Diocesan staff to this location was completed. In addition to the diocesan offices, the ECC

serves as a place of life and hope for many in the surrounding community and continually challenges us to find new ways to “be church” for those in our community. The Church Center also houses the School for Ministry, which has been holding classes since September 2013. The first graduates of the diaconal program will be ordained at the Eucharist at this year’s convention.

Perhaps the most challenging work faced by the Executive Council was its work with the Future Church Task Force and the area leaders as we discern how we might best use our time, talent and treasure to further God’s mission as we move into the future. While the work is difficult, we are confident that it will prove to be life-giving, both to congregations and the communities they serve. Please hold this work in your prayers as we strive to envision how we might best move forward to be “Christ for the world.”

The Capital Campaign is winding down. The generosity of the members of the Diocese in funding forward looking programs, including the clergy mentorships, will be a source of strength for years to come.

As always, the Council also spent much of its time with property issues at many congregations, and gave much attention to financial and budget issues. Our audit report was once again positive, and we continue to refine the budgeting process to ensure that it is mission-oriented.

These are just a few highlights of the work of your Diocesan Executive Council this year. If you wish more detailed information, please consult our website or refer to the reports of the various commissions.

Catherine M. Campbell, Secretary

ECUMENICAL & INTERRELIGIOUS OFFICER

Since the Convention of 2014, Ecumenical and Interreligious Affairs remains consistently focused on building relationships with brothers and sisters of other Christian denominations as well as interfaith relations. Dialogue is the key to developing such relationships.

The 76th General Convention of The Episcopal Church issued the following resolution, a guidepost for all parishes, Episcopal institutions and dioceses:

Resolved, the House of Deputies concurring, That the 76th General Convention of The Episcopal Church adopt the following statement as a foundation upon which it engages in interreligious dialogue: and be it further Resolved, That this statement be commended to dioceses and congregations and shared with our ecumenical and interreligious partners:

- 1. We affirm the foundational Gospel proclamation that “Jesus is Lord” (1st Corinthians 12:3 here and hereafter), and the Summary of God’s Law: “Love the Lord your God with all your hearts, and with all your souls, and with all your minds, and to love your neighbor as yourself” (Mark 12: 20-31; BCP, Catechism, page 851). For this reason we reach out in love and genuine openness to know and to understand those of other religions.*

Therefore, we commend to all our members: dialogue for building relationships, the sharing of information, religious education, and celebration with people of other religions as part of Christian life.

- 1. Dialogue begins when people meet each other*
- 2. Dialogue depends upon mutual understanding, mutual respect and mutual trust*
- 3. Dialogue makes it possible to share in service to the community*
- 4. Dialogue is a medium of authentic witness by all parties and not an opportunity for proselytizing.*

We believe that such dialogue may be a contribution toward helping people of different religions grow in mutual understanding and making common cause in peacemaking, social justice, and religious liberty.

We further encourage dioceses, congregations, and other organizations of The Episcopal Church to initiate such dialogue in partnership with other Christian Churches and in consultation with other provinces of the Communion, where appropriate.

National Council on Christian Unity 2014

“Has Christ Been Divided?” was the theme of the National Workshop on Christian Unity held in Albuquerque, New Mexico, attended by the Bishop’s Deputy for Ecumenical and Interreligious Affairs (Ecumenical Officer). At that occasion a rich array of speakers is made available, as well as opportunity for prayer and worship with brothers and sisters of several denominations. Ecumenical Officers of the Episcopal Church meet concurrently with NWCU.

Religious Roundtable and Ecumenical Education

In 2014 the Episcopal Church hosted the only roundtable event of this year, Bishop Mathes presiding. It was determined to suspend these events and focus upon the development of educational offerings. The new School of Ministry offered an Ecumenical and World Religions course as part of its 2014 curriculum. A nine session course entitled “Whatever Happened to the Ecumenical Revolution?” begins on January 21, 2015. It will be taught by Lutheran minister, The Rev. John Huber. The venue is St. James by-the-Sea Episcopal Church.

The Anglican Roman Catholic Day of Dialogue in 2014 was hosted by the Episcopal Diocese. Mr. Gary Davison, American Episcopal Composer and Organist from Potomac, MD, presented a lively and engaging workshop entitled, “We’re Going to Sing *What?*” Our Shared Musical Heritage” to the largest ARC gathering in years! The Anglican Roman Catholic Committee plans these events and welcomes additional interested persons from each Diocese to participate in the ongoing work of the ARC Committee.

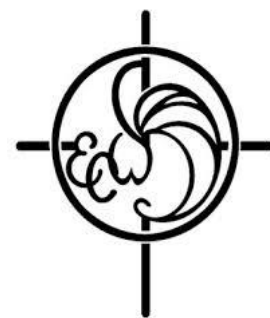
Contact the Ecumenical Officer to participate in the ARC Committee or about ways and means to develop ecumenical and interfaith dialogue and education in your parish or region. Development of a network of parish representatives interested in Ecumenical and Interreligious Affairs is currently under consideration.

The Rev. Eleanor Lynch Ellsworth, Ecumenical & Interreligious Officer

EPISCOPAL CHURCH WOMEN

This report is given in memory of our dear sister and friend Lyn Johnson, co-president of San Diego Diocesan ECW. Merrilyn Elizabeth Johnson’s upbringing as the daughter of an Episcopal Priest prepared her for the many ministries in her various church homes. Her life was devoted to ministries starting with parish positions on vestries and with Episcopal Church Women (ECW). Moving up to serving on the Diocesan level, Provincial level as well as National Boards (President of UTO National Board). Internationally Lyn’s work took her many times to the Philippines where she served on the joint Committee for the Philippine Covenant- a multi-year process resulting in the formalization of a national church in the Anglican Communion. One of her greatest joys came with the presentation of her honorary doctorate degree from Trinity University of Asia in 2008. She will be missed by her family and the Church family. But we can say:

Well Done, good and faithful Servant. Matthew 25:21



In 2014 the Episcopal Church Women Diocesan Board has chosen to give to the following ministries: St. Frances Parish, Five Talents, Camp Stevens, Bishop’s Appeal, CPC, and UTO.

Sally Nichols, Co-President, San Diego ECW 858-277-1872

EPISCOPAL COMMUNITY SERVICES



As ECS approaches its 88th year of providing social service outreach in the Episcopal Diocese of San Diego we are proud of the quality of our services and we remain committed to our mission of “**Serving God by serving those in need through programs and services that foster hope, dignity and independence.**”

Our services are provided throughout the year by approximately 400 staff members through a variety of programs delivered from over two dozen locations. Every year ECS reaches out to approximately 9500 of the most vulnerable in our community – our neighbors who deal with poverty, addiction, mental illness, homelessness and abuse. In the past year we have celebrated many things. A snapshot of them includes:

- **ECS ACCORD DUI Program** where the graduation rate this year has increased by 9% and program director Stacie Perez’ leadership and expertise was evidenced by her nomination to the CADTP (California Association of Driving Under the Influence Treatment Programs) Counselor Certification Board.
- **ECS Downtown Safe Haven** where 72% of the formerly homeless, mentally ill residents who exited the program moved into permanent housing.
- **ECS Friend to Friend** continues to be the only one of the 15 San Diego Clubhouses to offer services to homeless adults who also have a diagnosed mental illness. ECS Outreach workers regularly visit other San Diego homeless facilities and in 2014 we increased our outreach efforts to homeless veterans to fill ten newly dedicated vet beds at one of our Safe Havens.
- **ECS Head Start** began a partnership with the San Diego County Office of Education to provide services to the babies and toddlers and young women of a special alternative education program designed to help pregnant and parenting girls from 12 – 17 complete their education and learn important parenting skills.
- **Para Las Familias** was awarded a contract to expand our area of operations by providing the mental health services for Head Start children in North County.
- **Uptown Safe Haven** saw a dramatic increase in the number of mentally ill homeless residents who came to us directly from the street and left us for permanent housing. This number is expected to continue to climb in 2015.
- The 6th Annual **Water to Wine** fundraiser welcomed over 180 people to a night of dinner and dancing and support for ECS programs. **Save Saturday, April 25, 2015** for our 7th annual year. It will be held at McMillan Event Center in Liberty Station.
- We celebrated our third annual **Holy Smoke!** at All Soul’s Point Loma with a nautical theme and a performance and check presentation by a well-known national pianist. Join us on **Friday, June 12th** for our next Holy Smoke event.

It is an honor to serve in the Diocese of San Diego and ECS is grateful for its many supporters. We will continue to honor our baptismal promises to seek and serve Christ in all people, strive for justice freedom and peace, and respect the dignity of all people.

Lesslie Keller, Executive Director

EPISCOPAL REFUGEE NETWORK

INTRODUCTION

The Episcopal Refugee Network of San Diego provides assistance to United Nations sanctioned refugees primarily from Southern Sudan and Myanmar, with some clients from Darfur, Bhutan, Iraq, Uganda, Palestine and Ethiopia. The majority of the refugees reside in City Heights, North Park, Linda Vista, and El Cajon.



Our primary activity is helping new families to settle into life in the United States, with translation and transportation services to immigration authorities, medical appointments, education sessions, welfare offices, and other necessary meetings. We also provide household furnishings and clothing to new and growing families. During 2014 the Network had a client base of almost 300 families, with more than 1200 family members.

Our food program consists of delivery of over 150,000 pounds of food provided by the San Diego Food Bank, Feeding America and donations from several churches. Distribution occurs every Tuesday and Thursday morning.

Our tutoring program is offered Tuesday, Wednesday, and Thursday afternoons at St. Mark's Church in City Heights, and Wednesday afternoons at St. Alban's Church, El Cajon. There are currently approximately 100 City Heights and El Cajon children in these classes.

We sent 52 of our young people to Camp Stevens during the summer. We also provided local field trips, swim lessons, and cultural exchange programs to 50 children.

We were pleased to welcome Jane Booth, Nan Hardison, and the Rev. David Madsen to our Board of Directors in 2014.

In late 2014 we consolidated our offices, moving closer to most of our clients in City Heights. Our new address is below.

VOLUNTEERS

The Network is grateful for the work of the Board of Directors, committee members, and the other volunteers who support our clients. They provide tutoring and field trips to the children; distribute food to refugee families; collect, organize and deliver rice, clothing, and household items for our clients; and perform a host of other duties. Recruiting volunteers is a constant and critical function of the organization. The Refugee Network is effective in channeling resources from a broad base of congregations, friends and organizations through our staff and volunteers to our clients.

FAITH ENCOURAGEMENT MINISTRIES

I would like to start this report with a heartfelt "Thank You" to my predecessor, Mr. Chuck Howe. I know that my path has been made straighter through the attendance of Diocesan Men's Retreats and Faith Alive Weekends that were organized and/or led by him. Thank you Chuck for your efforts to grow saints for our Lord through the many ministries you faithfully supported for so many years. You can be assured that you made a difference in my life as well as the lives of many others in the Diocese of San Diego!

Faith Alive is a small group based ministry that renews or strengthens the spiritual life of a parish through the sharing of personal stories by Christians who are not members of the parish. Each of these stories illustrates a specific instance of the Holy Spirit working in their lives, which makes a Faith Alive Weekend possibly the ultimate reality show. This effort is impactful because it uses a non-threatening means to convey two major ideas 1) If God is working in that person's life maybe he can work in mine too, and 2) if that person's story helped me maybe I can use my story to help someone else.

I have been privileged to have been involved in four Faith Alive Weekend efforts, three as a member of a parish team (Good Shepherd, Bonita) and one as a member of the visiting Faith Alive Team (St. Luke's, Prescott, AZ). The week after convention, my wife Barbara and I will be serving as team members for the Faith Alive Weekend at St. Luke's Episcopal Church in Houston, Texas. It is my hope that the experiences gained from each of these efforts will aid me in conveying to interested parties factual information about the how and whys of a Faith Alive Weekend. I believe that a Faith Alive Weekend in one of its three derivative forms can be useful in strengthening a parish's commitment to the welfare of each other and to the mission of the Church.

I am most honored to be your faith encouragement ministries representative and I look forward to an opportunity to share with you this exciting and effective ministry tool.

Darryl Peralta, 619-426-1387, peraltadarryl@att.com

FINANCE COMMITTEE

The Finance Committee of the Executive Council is responsible for providing financial oversight support to the council board. Its primary responsibility is to oversee financial matters and the financial condition of the diocese and to make recommendations to the board. Additionally, both the property committee and budget committee report to the finance committee.

The committee consists of seven members appointed by the bishop with approval of the Executive Council. Two members must be from the council.

In carrying out its responsibilities, the committee focused on supporting the ministry of the missions and parishes in the diocese in a number of ways. In 2014, the committee reviewed and provided recommendations to the standing committee on the financial aspects of twelve proposed real property transactions including sales, purchases, leases and refinancing or borrowings affecting real property in the diocese. The committee continued to oversee the efforts to intelligently and strategically fund those missions and parishes that are not self-supporting. Resolutions from the finance committee to the Executive Council for more than a dozen operating loans, grants, and the refinancing of three mortgages on diocesan properties were completed. The committee also updated the property and liability insurance requirements for the parishes of the diocese, and provided guidance to the investment committee on the distribution of funds between short, medium and long term investments. As in years past, committee members provided financial/management assistance to individual churches and continued to get involved in the financial management of those missions and parishes seeking financial assistance to ensure effective use of funds.

Last fall, the finance committee provided clear guidance to the budget committee to ensure that proposed expenditures in the 2015 budget were entirely consistent with diocesan goals and priorities, the budget contained an adequate contingency allowance, and that the 2015 budget is once again balanced.

Lastly, on an ongoing basis the committee worked closely with the treasurer in reviewing appropriate internal controls, financial reporting, insurance coverage and cash management.

Tim Agnew, Chair

FOUNDATION OF THE EPISCOPAL DIOCESE OF SAN DIEGO

The San Diego Episcopal Foundation (SDEF) Board includes the president, the Rt. Rev. James Mathes; vice president, Sam Ward; Secretary, Daryl Ferguson; and other trustees, the Rev. George Calvert, Gary Powell, Susie Hayes and Will Griffith, former vice president. The board met at approximately nine week intervals through the 2014 to discuss the functioning of the foundation and the efforts made to invite congregations in the diocese to develop planned giving programs in their congregations. During 2014, the board arranged for planned giving seminars to be conducted by Episcopal Church Foundation (ECF) representatives at two churches in the diocese, and held a Diocesan Legacy Evensong and reception for approximately 70 legacy donors throughout the diocese. In 2014, funds from the diocesan endowment and the endowment at Good Shepherd Church were deposited into the San Diego diocesan accounts within the ECF Fund.

Over the course of the year, it became apparent to the board that the independent corporate entity of SDEF, per se, was not adding to the overall aim of encouraging diocesan congregations to establish and build up endowment funds for their benefit. In addition, it was proving difficult to recruit board members, and specifically a chief financial officer. Finally, since the diocese's endowment fund repository requirements are being met by the ECF Fund, questions emerged asking why a separate foundation is needed by the diocese and what value is the foundation itself providing to the planned giving process.

Accordingly, the board voted in October to re-form the board members into a diocesan planned giving support Committee that will encourage individual parishes to set up, grow, and safeguard their endowment funds. The Board also voted to recommend to the appropriate Diocesan committees that the SDEF Corporation be made inactive.

Subsequently, the diocesan finance committee and the diocesan standing committee concurred in this recommendation and forwarded it to the 2015 Diocesan Convention. These actions will be implemented in Q1 of 2015, following approval of the 2015 Diocesan Convention. Future reports of this group will be published under the title "Diocesan Planned Giving Support Committee."

The re-named committee's approach will be exactly what the Board's modus operandi has evolved to during the past three years: 1) Encouraging congregations to designate a "point person" for implementing a planned giving program, 2) introducing congregations to the ECF Planned Giving Resource Guides that are available on line and in print form, 3) working with congregations that have reviewed the Resource Guides to assist them in implementing a program that fit the congregation's needs, and 4) introducing congregations to the special arrangement that the Diocese has forged with ECF, which allows small congregation endowments (under \$10,000) to be aggregated into the ECF Fund. The committee's overall goal is that every congregation should have the peace of mind that their planned giving program has a turnkey solution, with all of the implementation details already worked out and in place.

If you are considering the formation of a planned giving committee, or would like more information about ways that the Diocesan ECF Fund could improve the security of your parish's endowment funds, please contact Sam Ward at 619-437-7287 or at samward961@sbcglobal.net.

Sam Ward, Vice President

FUTURE CHURCH TASK FORCE REPORT

The work of the Future Church Task Force began in the spring of 2014 when the Diocesan Executive Council charged us with

- evaluating struggling congregations and developing near-term recommendations for improvements that would strengthen leadership and financial position
- identifying innovative ways to be the Episcopal Church and implement these ideas
- establishing and directing discernment teams to work with clusters of churches with the goal of developing cooperation and collaboration
- evaluating small businesses, especially schools and thrift shops throughout the diocese in order to maximize their potential, and
- evaluating the ministry resources of the diocese with the objective of matching clergy talents with the evolving needs of our congregations.

We have engaged this charge in Area Four, which includes St. Andrew's, Encinitas; St. Michael's, Carlsbad; All Saints, Vista; St. Anne's, Oceanside; Holy Cross, Carlsbad; and Grace, San Marcos. A discernment team has met with key leaders at all six congregations and they have all participated in the Congregational Assessment Tool

(CAT). Results of the survey are currently being compiled and distributed to the congregations. We intend for this information to guide the actions of the congregations as they look at the facts and as we, together, discern a hopeful way forward.

The task force and diocesan staff have learned a great deal from this initial process, and will continue to modify and improve the evaluation and communication with the churches in each Mission Area over the coming months. For more information about our work, please visit www.edsd.org/futurechurch.

Jake Young, Chair of the Future Church Task Force

HISTORIOGRAPHER

According to *The Constitution and Canons of The Episcopal Diocese of San Diego*, the historiographer is charged in part with obtaining, preparing and preserving all special historical and biographical matter, printed or manuscript, pertaining to the diocese, its parishes, missions, institutions and undertakings.

2014 marked a significant milestone in the history of this diocese. The relocation of the Office of the Bishop to Ocean Beach from the cathedral campus on April 8th required the shifting of our priorities from file organization towards that goal. A large portion of the material that was located in the file room was moved to the new location.

Additionally, this year we marked 40 years as a diocese. As part of our annual convention on February 21-22, we prepared four display cases with historical papers and photographs to represent and celebrate each decade as a diocese and the four bishops that led us during this time. We continued our 40th year with the open house and dedication for the new diocesan center on September 12th. As part of this celebration, we prepared displays to commemorate Bishop Robert Wolterstorff, Dean James Carroll, The Society of St. Paul and Holy Trinity Church.

We continue the process of organizing the files and historical archives of the diocese, as well as providing a format for the organization of current and future records within the office of the bishop. All of this is possible because of the support and encouragement of our bishop as well as the contributions and assistance of the entire diocesan staff.

In 2015, my goals include:

- Continue the reorganization of our diocesan files and records. This will include the documentation of locations within or outside the diocesan offices where certain records will be maintained. Some records may be stored offsite in secure storage. We will be working to maintain records in an environment that keeps them safe and secure from theft, fire, water and anything else that would compromise them.
- Combining the file room and adjacent office space at the cathedral to one office by the end of June 2015.
- In conjunction with the diocesan communications director, Hannah Wilder, I plan to continue the recording of oral histories of more of our diocesan clergy and lay people.
- Continuing to work with the various parishes/missions and institutions of the diocese to encourage and facilitate the preservation of historical records and archival materials on the parish/institutional level.

Once again, I would like to encourage the donation of documents and/or materials considered to be significant in the life of a parish, mission or the diocese. If you have or know of anything that may add to the historical records of the Episcopal Diocese of San Diego, please let me know. Additionally, if you have any questions regarding the history or archived materials of the diocese, I hope you will contact me at jjwillcv@gmail.com.

John Will, Historiographer of the Diocese

INVESTMENT COMMITTEE

The investment committee is responsible for the management of the diocesan investment fund and reports to the Diocesan Executive Council. During 2014 the investment committee researched and developed a new Investment Policy. It was reviewed and recommended by the finance committee, and after due consideration it was approved by the Diocesan Executive Council.

The committee follows the diocesan investment policy statement, which outlines the objectives, goals and guidelines for the prudent management of the investment fund. The current policy statement requires that total assets be invested in accordance with the maximum and minimum range for each asset category as stated below:

Portfolios	Strategic Allocation	Lower Limit	Upper Limit
Long Term Portfolio			
Equity	70%	65%	75%
Fixed Income/Cash	30%	35%	25%
Medium Term Portfolio			
Equity	30%	25%	35%
Fixed Income/Cash	70	75	65
Short Term Portfolio			
Equity	0	0	0
Fixed Income/Cash	100	100	100

The committee had four quarterly meetings with the registered investment advisers that actively manage the investment funds and a number of other meetings to develop the new policy and implement its changes.

The committee membership during the year included Julie Young, Charles Foster, William Norton, Stephen Turnbull, Martha Anderson and Jay Powers. The bishop and the canon of the ordinary attend when they are available.

Jay Powers, chair

MISSION TO SEAFARERS

Of the total of 330 merchant ships calling at San Diego this year, our volunteers (Apostleship of the Sea and The Mission to Seafarers) were able to visit 288, bringing Christian witness and welcome to 2563 seafarers, along with 540 bags of donated magazines. Port security regulations have reduced our seafarer visitors to the Stella Maris Seafarers Center to a total of 124 seafarers this year, from 6 countries, primarily Filipinos and Indians. We also welcomed over 3650 other visitors to the Center, including church groups, guards, truckers, longshoremen, and



harbor police. This year we have put 11,682 miles on the vans serving 2623 passengers, going to places like WalMart, Best Buy, Horton Plaza, Bombay Bazaar, and Seafood City. We have noted and reported to the Center for Seafarers' Rights (CSR) at Seamen's Church Institute of NY/NJ a total 257 men on 27 ships who could not come ashore here this year to phone home, shop, or visit us because they lacked visas. CSR now passes on our reports to flag states when the flag has ratified the Maritime Labor Convention 2006; the MLC requires that visas be supplied. So far the response has been underwhelming.

Our knitting group has produced watch caps and scarves which we have available for crews with special needs. Catholic parishes have provided 309 shoeboxes or backpacks of care items as Christmas presents. Neil Malmquist has sorted the magazines and packed all the bags (about 16 lbs each) which the chaplains take on ships. Thanks to all who have donated Bibles, magazines, paperback books, toiletries, jigsaw puzzles, calendars, and playing cards. Thanks, too, to our faithful Board members for their prayerful support, advice, and encouragement.

We have ministry opportunities for volunteers: Advisory **Board members** who can spare an hour once a quarter to meet at the Center sharing their wisdom and experience, **knitters**, and afternoon or evening **drivers**. The major opportunity for provision of pastoral care is while riding in the van.

This ministry requires a **Transport Workers Identification Credential (TWIC)** and two hours of "escort" training at the Port. The Maritime Transportation Security Act requires that seafarers not transit the terminals on their own. We have to pick them up and escort them. Thus, maintaining even a minimal level of service requires an adequate number of TWIC'd volunteers.

You make these ministries of hospitality, advocacy, and pastoral care possible through your gifts to the Episcopal Diocese of San Diego Seafarers Fund. Please continue to pray for seafarers, especially on Sea Sunday, 12 July 2015; pray also for those who wait for them and those who minister to them.

The Rev'd Robert Crafts, MD, Port Chaplain

PROPERTY COMMITTEE

The purpose of the property sub-committee is to provide general oversight and monitoring of the state and condition of properties of the Episcopal Diocese and report its findings to the finance committee on an as needed basis. The committee also reviews and recommends property improvement grant requests.

The committee consists of five (5) members appointed for a tenure of at least two years. The canon for finance and administration is the diocesan staff liaison to the committee.

This past year the committee has been involved in several projects in the restoration, leasing and sale of properties in the diocese and in conducting diocesan wide safety assessments for member churches. In addition, the committee has been involved in developing a common approach for the installation, leasing and managing of cell towers in various churches in the diocese.

The committee has developed a Property Usage Guidebook for the use of member churches that provides guidance in the use of their facilities by outside groups. It provides a simple outline of issues to be addressed and a sample of existing documents that can be used for long-term and short-term leasing of church property to outside groups and organizations. It is currently under chancellor review and will be available for distribution to those churches in diocese that do not already have such information in the near future.

The committee is available to provide help and advice to all churches and conduct assessments of needed repairs and safety issues, when requested.

REGISTRAR'S REPORT

BACKGROUND

The registrar of the Episcopal Diocese of San Diego has a variety of responsibilities, which include keeping a record of confirmations, conducting background checks, issuing lay licenses under the direction of the bishop, tracking compliance of the Safeguarding God's People training and the Policy on Sexual Abuse and Misconduct: Prevention and Response. Additionally, the registrar oversees reporting from clergy on their ministerial activities.

CONFIRMATION

During 2014, Bishop Mathes made forty-one Sunday visitations and special services. A total of twenty-five of these services included confirmations. A summary of the number of adults and children (those individuals who were fifteen years old or younger at the time of their confirmation) who were confirmed or received for the last five years is as follows:

YEAR	2010	2011	2012	2013	2014
Total Confirmation Services	23	15	14	24	25
Adults	87	78	90	103	58
Children	72	25	49	52	24
Received	66	35	20	12	50
TOTAL	225	138	159	167	132

LAY LICENSING

Each church is hereby asked to provide the diocesan registrar with their updated lay licensing information for Eucharistic Visitors by November 1, 2015.

CLERGY INFORMATION

There are a total of 185 canonically resident and non-canonically resident clergy in the Episcopal Diocese of San Diego. As of January 22, 2014, the Office of the Bishop has received the Annual Pastoral Care Declaration forms from 90 members of the clergy. As of December 31, 2014 there were fifty-eight clergy in the Episcopal Diocese of San Diego listed as non-resident. Forty-nine of those listed as non-resident clergy held licenses to officiate.

CHURCH COMPLIANCE FOR SAFEGUARDING GOD'S PEOPLE

Every church in the diocese is required to advertise quarterly in their Sunday bulletin a notice advising individuals to report misconduct directly to one of the intake officers: Mr. John Seitman, jseitman@pacbell.net, 858-793-4555 or the Rev. Janet Wheelock, janubojou@gmail.com, 952-240-8067.

Keren Rodriguez, Registrar

STANDING COMMITTEE

Standing Committee Members:

The Rev. Chris Chase (2015)

The Rev. Andrew Green, Secretary (2016)

The Rev. Paige Blair (2017)

The Rev. Simon Mainwaring (2018)

Mrs. Donna Watson, President (2015)

Mr. Michael Collier (2016)

Mr. Allen Sweet (2017)

Br. John Charles Westaway (2018)

The Standing Committee met nine times in 2014. During the past year the following actions were approved:

Consents to Episcopal Consecrations or Elections

- Ordination and Consecration of The Rev. Allen K. Shin as Bishop Suffragan of the Diocese of New York.
- Election of a Bishop Coadjutor for the Diocese of the West Texas

- Election of a Bishop Coadjutor for the Diocese of the Dominican Republic
- Election of The Rev. Heather Elizabeth Cook as Bishop Suffragan for the Diocese of Maryland
- Election of The Rev. Alan M. Gates as Bishop Diocesan of the Diocese of Massachusetts
- Election of The Rev. Brian Richard Seage as Bishop Coadjutor of the Diocese of Mississippi
- Election of The Rev. Robert Stuart Skiving as Bishop Diocese of the Diocese of East Carolina
- Election of The Rev. David Mitchell Reed as Bishop Coadjutor of West Texas

Diocesan Ordinations

The following people were interviewed and approved for stages in the Ordination process:

Deacons:

Phil Loveless
Tom Morelli
David Rhodes

Candidate for Holy Orders:

Monica Mainwaring

Financial Matters

- Consented to the Lease Agreement between Good Shepherd, Bonita and Praise Chapel
- Consented to the sale/lease of St. James, La Jolla, Rectory on Calle Miramar
- Consented to the leasing of the Vicarage of St. Stephen's
- Consented to leasing of the St. Anne's house/office building for year to Beyond Sober Living
- Consented to renew St. Andrew's Lake Elsinore residential lease of the former Vicarage
- Consented to the leasing of St. Timothy's Parish Hall to the Rose Ritchie Academy of Irish Dance
- Consented to lease of St. Stephen's former Vicarage now owned by EDSD
- Consented to the lease of St. Michael's outlying building and adjacent storage shed
- Consented to the Good Samaritan's purchase of the Rev. Chris Chase's home of which there is a shared equity agreement

Miscellaneous

- Leaders of organizations involved with lease agreements must take part in the Safeguarding God's People program, provide proof of insurance and have lease agreements reviewed by the Chancellor.
- Nearing her time for a sabbatical, the Rev. Paige Blair resigned as Standing Committee liaison to the COM. Br. John Charles Westaway volunteered to fill that position.
- Bishop Mathes appointed Mr. Jerry Coughlin, Esq. as Church Attorney.
- Bishop Mathes gave continual updates on the School of Ministry, the Capital Campaign, the progress of the Episcopal Church Center in Ocean Beach.
- Bishop Mathes gave continual updates on pastoral concerns regarding both clergy and parishes in the diocese. The committee gave him advice and consent as requested.
- Bishop Mathes gave continual reports on the parishes in the diocese that are or were in transition.
- With deep regret, the resignation of the Rev. Chris Chase was accepted after he received a call from the Diocese of California to start a mission targeting at risk youth in San Francisco.
- In collaboration with the Vital Congregation Committee, we reviewed the 2015 grant requests and recommended which ones to be funded.

Mrs. Donna Watson, President

UNITED THANK OFFERING



“OUR CHANGE CHANGES LIVES” is the moniker United Thank Offering. UTO has combined the Thank Offerings from people in Episcopal churches nationwide since 1889. For 40 years in the Diocese of San Diego has been helping to change lives throughout the world by combining its UTO offerings with those contributions from other Episcopal Churches.

Thanks to the generosity of many, our diocese has received approximately \$400,000 from UTO grants, ranging from \$5,000 to the most recent funding of a grant for a mobile shower unit in the amount of \$65,771. Our grant was the third largest domestic grant given in 2013! The self-contained, portable shower unit will move to designated areas on a weekly basis to provide showers to help the homeless gain physical and human dignity. For 2013, Bishop Mathes designated October 20th as a UTO Ingathering Sunday. Many people turned in their gratitude offerings and these funds combined with others throughout the country will be used to fund next year’s grants.

Remember your blessings by dropping a coin in your “little blue box”. Your change changes lives! It would be my pleasure to speak to your church about UTO, supply you with “little blue boxes or other UTO supplies. We have a Grant Review Committee to help you with grant proposals. Please contact me at jamiewood2@cox.net for further information.

Jamie Campbell Wood, UTO Diocesan Coordinator

YOUTH MINISTRY

Snapshots of Youth Ministry in the Diocese 2014-2015

Recap for 2014:

At the Diocesan level, we’ve brought our youth together through events, such as:

- Diocesan Convention
- Happening #61
- EpiscoProm
- Episcopal Youth Event
- Sierra Service Project Mission Trip to Navajoland
- Fall youth Lock-in



From a leadership standpoint, 2014 saw the creation and growth of what is being referred to as The Diocesan Youth Collaborative. After last summer’s mission trip there was some real energy to continue working together and collaborate on future offerings.

The goal of this volunteer group of lay and clergy youth leaders is to plan and execute events and gatherings for our youth as a diocese several times a year. There is some real excitement as to what we can achieve together as youth ministers, clergy and volunteers across the diocese coming together by pooling resources and ideas.

So for the rest of 2015 we have planned:

- EpiscoProm
- A Mission Trip to Baja California with Amor Ministries to build houses June 16-20th
- General Convention trip (youth are welcome to attend) June 23rd-27th

- Continued meetings as a Collaborative to vision out future offerings

Happening, the bi-annual retreat is on hiatus after a long and beautiful run. This event was undertaken solely by volunteers, and has run its course. We are all hopeful that the energy and passion which surrounded Happening will be channeled into something new and exciting in the future.

Respectfully submitted,

P. Kelly Mahon
Youth Minister at St. Bart’s Poway and Trinity Escondido

2015 Important Diocesan Dates

Date	Event	Location
March 28	Via Crucis: Way of the Cross	St. Paul’s Cathedral, San Diego
March 31	Renewal of Vows	St. Paul’s Cathedral, San Diego
April 2	Maundy Thursday Foot Washing	Episcopal Church Center, Ocean Beach
April 25	ECS Water to Wine Fundraiser	Liberty Station, San Diego
May 2	Leadership Academy	St. Bartholomew’s, Poway
May 9	Episcopal Refugee Network Gala	Hall of Champions, Balboa Park
June 12	Holy Smoke ECS Annual Meeting	Location to be announced
July 11	Love Uniting Volunteers Gala	St. Paul’s Plaza, Chula Vista
June 25 – July 3	General Convention	Salt Palace Convention Center, Utah
October 5-7	Clergy Conference	Vina de Lestonnac, Temecula
October 11	Diocesan-wide Day of Service	All Churches Throughout the Diocese
November 7	Diocesan Convention	All Souls’, Point Loma, San Diego

To Be Ordained on Saturday

For the first time, three people will be ordained to the vocational diaconate during the diocesan convention Eucharist. Three men have been studying at the Ocean Beach School for Ministry for the past two years and will take their holy vows on Saturday, February 14, 2015 at 9 a.m. All are invited and encouraged to attend.



Mr. Philip Loveless

Born in San Diego and raised in El Cajon, I have worshiped at St. David's, Clairemont since 1965. On the vestry many times over the years, served on the building and ground commission, I have had a Sunday school class of 3rd-, 4th-, and 5th-graders since the mid-1970s. I am a licensed Eucharistic Ministry and I serve on the altar guild at St. David's. I was a board member of the Episcopal Refugee Network. In recent years, I have enjoyed working with the disenfranchised. At present, my ministries include teaching 4th grade Religion at St. John's Episcopal Parish Day School in Chula Vista. I

support the Episcopal Refuge Network and Rachel House. I am the chaplain to the preschool at St. David's.



Mr. Thomas Morelli

I have been a member of Christ Church, Coronado since 2009. I am married to my dear wife, Polly, and together we have five children and three grandchildren with one more on the way. We relocated to Southern California so that we would be close to Polly's aging parents and our move continues to provide us with that blessing, as well as the blessing of our extended family of Christ Church and the diocesan School for Ministry. Since my retirement from a career in the field of international labor relations, I have been able to fulfill a promise made to God upon leaving Vietnam . . . to provide support

to the incarcerated and those brothers and sisters who find themselves on the edge. I am active in detention ministry, as a Eucharistic Minister, and as a volunteer teaching seventh grade Religious Studies at St. John's Episcopal Parish Day School in Chula Vista. I look forward to continuing my apprenticeship in helping my brothers and sisters get to know Christ and his redemptive love, by my word and example and my ongoing formation. I also look forward to applying my gifts, talents and skills honed throughout my life to the servant leader in interpreting the needs, hopes and concerns of the world to the church, and carry out other responsibilities that Bishop Mathes will deem appropriate.



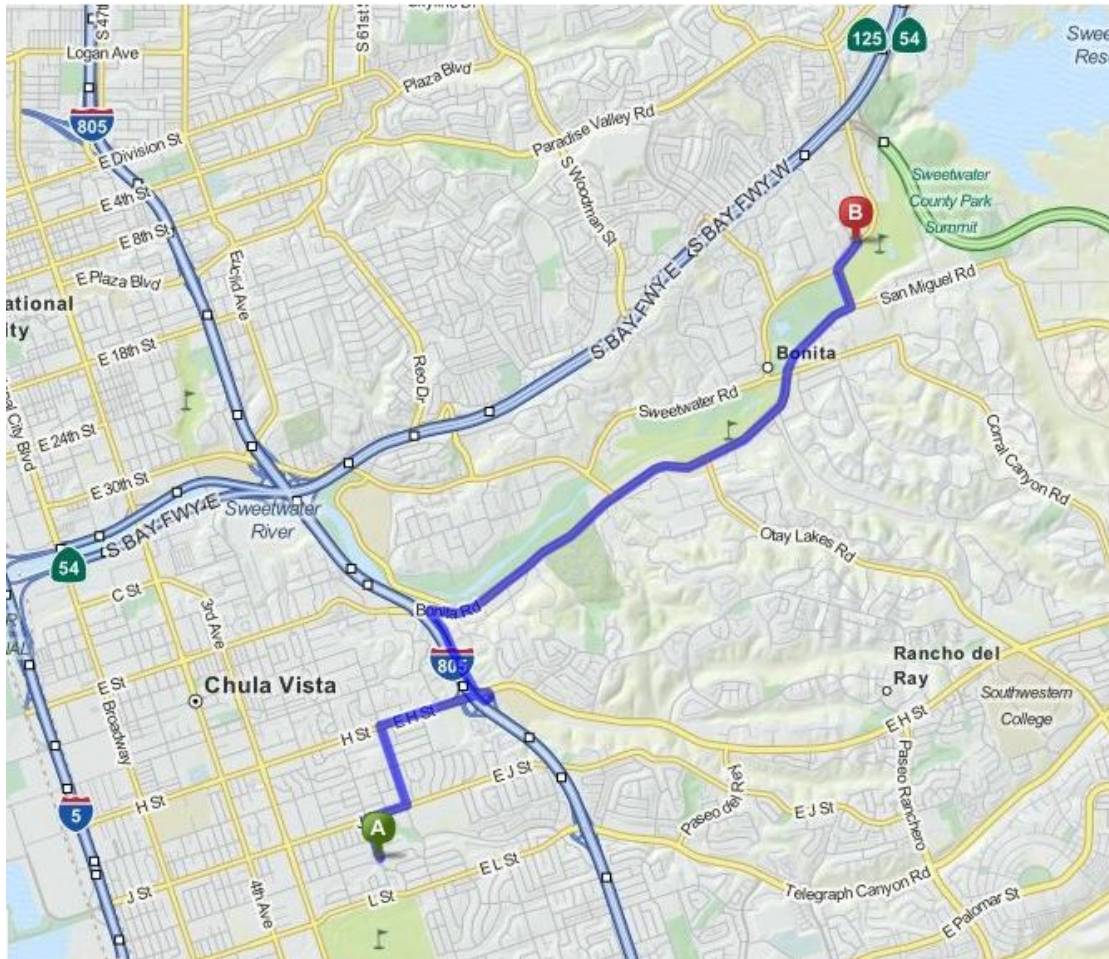
Mr. David Rhodes

My wife, Rosemarie, and I live in La Quinta, California. We have four children and six grandchildren. When not studying, I enjoy traveling with Rose and visits to distant streams and rivers with fly rod and waders. I serve as a spiritual care counselor at Hazelden Betty Ford Center and chaplain's assistant at Eisenhower Medical Center. A cradle Episcopalian, I am currently an active member of St. Margaret's, Palm Desert, and a candidate for holy orders to the vocational diaconate. I have served locally on the

outreach and audit committees at St. Margaret's, at Episcopal Church of the Apostles as treasurer, and pastoral leader to St. John's, Indio. I served for one year on the executive council of the diocese. A Vietnam veteran (USAF), I am a graduate of Rider University, where I received a B.S. in Commerce. I am a retired Surety insurance executive and served on the board of developers for Surety and Indemnity, The Inco Dico Group and The Surety Association of America.

Directions to the Bonita Golf Course

5540 Sweetwater Road
Bonita, CA 91902



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| Go north on 1st Ave toward Millan Ct. | 0.2 mi |
| Take the 3rd right onto J St. | 0.3 mi |
| Take the 2nd left onto Hilltop Dr. | 0.5 mi |
| Turn right onto E H St. | 0.6 mi |
| Take the I-805 N ramp. | 0.5 mi |
| Keep right to take the Bonita Rd ramp toward E St. | 0.3 mi |
| Keep right to take the Bonita Rd ramp | 0.05 mi |
| Turn right onto County Hwy-S17/Bonita Rd. | 3.3 mi |
| Turn left to stay on Bonita Rd/County Hwy-S17. | 0.2 mi |
| Take the 1st right onto Sweetwater Rd/County Hwy-S17. | 0.2 mi |
| 5540 SWEETWATER RD is on the right | |