



# The Episcopal Diocese of San Joaquin



# DIOCESAN PROFILE 2025



## Search for the 6th Bishop of San Joaquin







# The Episcopal Diocese of San Joaquin

*Nominating Committee - VI Bishop of San Joaquin*

4147 East Dakota Avenue  
Fresno, California 93726

[www.diosanjoaquin.org/bishop-search](http://www.diosanjoaquin.org/bishop-search)  
[bishop-search@diosanjoaquin.org](mailto:bishop-search@diosanjoaquin.org)

## **Standing Committee**

The Rev. Suzy Ward, President  
The Rev. Toni Alvarez  
The Rev. Rebecca Blair  
Melissa Crider  
Linda Maszta  
The Rev. Betsy McElroy  
Jonathan Partridge  
Cindy J. Smith

## **Additional Nominating Committee Members**

Martin Brown  
Marshall Johnston, PhD  
The Rev. Dn. Cathy Kline  
The Rev. Luke Martinez  
The Rev. Lyn Morlan  
Tamzin Wheatley  
The Rev. Dn. Carolyn Woodall

*Now faith is confidence in what we hope for and  
assurance about what we do not see. - Hebrews 11:1*

The Diocese of San Joaquin is bursting with faith and hope as we prepare to call our 6th Bishop. As people gathered for the numerous listening sessions around the diocese there was always present a deep sense of hope. We wait with expectation for the new shepherd that the Spirit will call to lead us.

The Nominating Committee, composed of both the Standing Committee of the Diocese and seven additional lay and clergy members, have worked faithfully to listen to the people of the Diocese and discern their vision. A strong foundation was established under our current Bishop Diocesan, the Right Rev. David C. Rice. The people of EDSJ are seeking someone who can grow that vision that always begins with the statement, "Called to be..."

Those three dots in our "Called to be..." are significant. They have allowed us as a diocese to create a shared vision that reflects the diversity of each congregation. As each congregation has listened to the Spirit, members have found themselves in new places, doing new things, in new ways. We are seeking to welcome a Bishop who will be called to listen with us.

We pray that you who read this profile will find yourself "Called to be..." a shepherd, a leader, a Bishop to our Diocese who will listen, who will dream and who will continue to build a vision of hope and love, in vibrant and faithful communities.

We pray you will look hopefully upon the people and the work begun here and find yourself being tugged by the Spirit to join with us as we build faith communities whose lives are shaped and formed as we live out our baptismal covenant.

Blessings on you in your discernment.

The Nominating Committee of EDSJ

*Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with  
compassion, kindness, humility, gentleness and patience. - Colossians 3:12*

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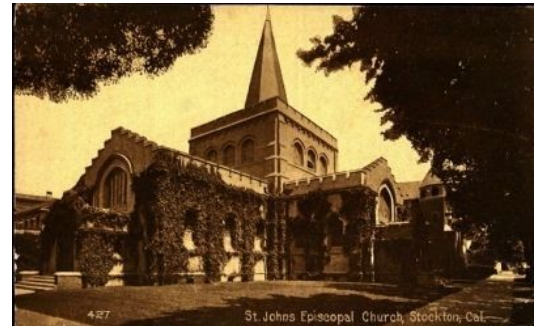
# OUR HISTORY

## EARLY HISTORY

The history of the Episcopal Diocese of San Joaquin (EDSJ) begins with the western expansion that created what was first known by Hispanic settlers as Alta California and later simply California by the time gold was discovered. The people of this Diocese and their history are as diverse as the state itself.

The area that encompasses the Diocese of San Joaquin was originally inhabited by the Paiute, Kawaiisu, Tubatulabal, Yokuts, Chumash, Miwok, Chukchansi, Western Mono, and Me-Wuk peoples. As settlers came to the west coast in search of land to own or the elusive promise of wealth by mining for gold, these indigenous peoples were devastated by disease and near annihilation by the newcomers.

In the 1850s, California was a state with a widely scattered population and few small towns. In 1853, Bishop William G. Kip was consecrated as the first Episcopal Bishop of all of California. At that time, it took Bishop Kip two years to visit the whole of his diocese, which was just being organized in the newly formed state. There were four congregations in the entire region: Holy Trinity Church and Grace Church in San Francisco, Grace Church in Sacramento, and St. John the Evangelist Church in Stockton.



In 1910, the Diocese of California petitioned the General Convention to create a Missionary District of San Joaquin from this territory comprising 14 counties. At that time, there were five parishes, 10 missions and 14 clergy. At this time, Louis Childs Sanford was elected first Bishop of this newly formed Missionary District of San Joaquin. He chose Fresno as the location of the Bishop See, and St. James' Church in Fresno was designated as the cathedral. Originally located on the corner of Fresno and N streets, the Cathedral endured catastrophic damage during the earthquakes of 1956 and was condemned. A new property was purchased in 1961 at Cedar and Dakota where it stands today.

In 1961, the General Convention accepted a petition for “consent to the formation of a new Diocese out of the whole of the Missionary District of San Joaquin” as part of the Episcopal Church in the United States, thus forming the Episcopal Church’s Diocese of San Joaquin. The first convention was held at St. James' Cathedral, Fresno, Nov. 4, 1961.

### The Bishops of San Joaquin

Louis Childs Sanford, 1911-1944 (Missionary Bishop)

Sumner F. D. Walters, 1944-1968 (Missionary Bishop 1944-1961, Diocesan 1961-1968)

Victor M. Rivera, 1968-1989 (Diocesan)

John-David Schofield, 1989-2008 (Diocesan)

Jerry A. Lamb, 2008-2011 (Provisional)

Chester Talton, 2011-2014 (Provisional)

David C. Rice, 2014-present (Provisional 2014-2017, Diocesan 2017-present)



# RECENT HISTORY

## REMAINING EPISCOPAL

The attempted removal of the diocese from The Episcopal Church (TEC) occurred after the second purported vote of the Diocesan Convention in November of 2007. At the time, the Diocese of San Joaquin consisted of about 9,000 Episcopalians worshipping in 48 congregations. Within an hour after the action by convention, hundreds of the faithful remnant met at a nearby church at a meeting organized by the “Remain Episcopal” organization to focus on the work to continue the diocese. Bishop John-David Schofield was inhibited by the Presiding Bishop in early January 2008 and subsequently deposed by a vote of the House of Bishops.

The seeds of dissatisfaction with the ethos and practices of The Episcopal Church (TEC) were sown over four decades by Schofield and others in the Diocese over matters of theology, human sexuality, inclusion, and the ordination of women. This long history of intentional separation and “silo-ing” of congregations led to control of information and messaging – publications like *Episcopal Life* were not allowed within the diocese. Every clergy conference was held as a silent retreat, with no discussion or dissent allowed. As the diocese accelerated its distancing from TEC, a grassroots effort called Remain Episcopal was formed in 2003 by laity and a handful of clergy. The members of Remain Episcopal held a spectrum of opinions and perspectives, but shared the common cause of remaining united and in communion under ‘a big tent.’

The faithful remnant of Episcopalians yearned for support from the wider church, but clergy from TEC or neighboring dioceses were not invited to visit or speak in San Joaquin by the then-bishop. Bonnie Anderson, President of the House of Deputies, had a creative solution and made a significant visit to San Joaquin in February, 2007. As a lay person, she was not subject to restrictions to enter the diocese and her presence gave hope to Remain Episcopal that someone did ‘see’ us.

The November vote to take the diocese out of The Episcopal Church did have positive consequences. It finally allowed official interaction between TEC and the continuing diocese. With Bishop Schofield removed, female priests were allowed and welcomed into the diocese. Members of LGBTQ+ community were welcome to be a full part of leadership and to seek ordination.

## OUT OF ISOLATION: RE-ENGAGEMENT WITH THE WIDER CHURCH

As the first procession with female priests entered a Diocese of San Joaquin church, the strains of “All Are Welcome” rose to the rafters of the Church of the Saviour in Hanford at the “Moving Ahead” event in January 2008. It was a new dawn in the *Episcopal* Diocese of San Joaquin.

With only two weeks to prepare, a Special Convention was held March 29, 2008. The visit from Presiding Bishop Katharine Jefferts Schori was a joyous boost to the reorganizing effort and the remaining congregations.

The newly elected representatives of San Joaquin - Standing Committee, Diocesan Council and Deputies - were completely unfamiliar with their roles. The Standing Committee and Deputies of the Diocese of California made a road trip to San Joaquin to conduct “Deputy 101” and “Dio Governance 101” instruction. Their invaluable help in assisting us so we might take our proper place in participation in the wider church will not soon be forgotten by a grateful neighbor.



The continuing Remain Episcopal group, with the blessing of our first Bishop Provisional Jerry Lamb, began the “Ethos Education” series (2009-10) – “Living into our Baptismal Covenant.” Remaining clergy and laity presented this on-going workshop with each quarterly session exploring a phrase from the covenant, as the people of San Joaquin connected with the real Episcopal Church, some for the first time. Quickly following the beginning of the Ethos Education, we began other programs with help from the wider church.

## RECENT HISTORY

For six years the lay-organized gathering of the LGBTQ+ community and its allies at the EDSJ Integrity Winter Retreat at ECCO was a shining star of the diocese's renewal. The weekend retreat invited facilitators from neighboring dioceses and always ended with a Eucharist by the bishop. It was a blessing to witness the transformative arc for the LGBTQ+ community of San Joaquin from previous outcasts - or those merely tolerated - to a post-renewal presence of a community now affirmed and celebrated as valued members of their congregations.



### IMPACT & AFTERSHOCKS

Following the special convention in March 2008, Bishop Lamb had to undertake the task of helping us build a newly reorganized diocese. The congregations which left the Episcopal Church acted to keep the buildings they occupied, the contents thereof, and any bank accounts. Half of our remaining congregations (9 of 18) were in the category of "Church in a Box," as the continuing diocese learned how to be church in new ways. Episcopal congregations met in homes, senior centers, rented space from other churches, and other places they could find – but there was no Eucharist. They worshipped using personally owned or borrowed materials, all of which had to be packed away in the box until the next service. While this situation certainly helped people understand the concept that church is not the building, but rather the people, it was an untenable situation in the long term. To ensure the future of the diocese it became necessary to recover the various properties and funds. To this end, Chancellor Michael Glass filed more than a dozen lawsuits seeking to recover these assets. All of these were ultimately successful at the trial level, as well as at the appellate level when the defendants sought appellate review.



### FROM ISOLATION TO INCLUSION

Marginalization - through conscious or unconscious words, actions and suppositions - limits individuals or groups from participating fully in the life of the Church. It can impact people on emotional, as well as physical levels. The continuing Diocese of San Joaquin wished to affirm its commitment to the principles of respect for the dignity of every human being as stated in our Baptismal Covenant.

At the first diocesan convention after the reorganization, the first resolution presented called for the formation of a Commission on Equality. The mandate of this commission was, "the Diocese shall support, engage, and affirm the gay, lesbian, bisexual, transgender persons, women, various ethnic communities, the disabled, and those adversely affected by socioeconomic circumstance (collectively, the Marginalized) in the life and worship of the Church, as the Diocese works toward justice reconciliation and peace."

The Commission's survey found that marginalization was common in the diocese and focused primarily toward the LGBTQ+ community and ordination of women to the priesthood. It was also discovered that the disabled community within the diocese was being largely ignored. In response to two common complaints, most of our churches now have sound systems and are able to ensure those in wheelchairs or walkers can sit somewhere other than the back of the church.



## RECENT HISTORY

After being appointed as our first Bishop Provisional in March 2008, Bishop Lamb took steps to curb the discrimination experienced by women and LGBTQ+ persons with respect to ministry. Women priests, who had to seek ordination by other bishops, were finally allowed to serve in the diocese. The first ordination of a woman to the priesthood occurred on June 28, 2009. A transgender woman was admitted to the ordination process by Bishop Lamb and ordained to the Vocational Diaconate on March 10, 2012, by Bishop Chet Talton. Bishop Lamb's actions started a process leading to the current environment where sex, gender identity and expression, and sexual orientation are no longer impediments to ordination.



LGBTQ+ persons had also experienced other forms of discrimination which included denial of access to lay ministry and, in some places, denial of communion. Thankfully, these exclusions have died away and our prevailing diocesan attitude, among both the laity and clergy, is accepting and affirming.



### THE RIGHT LEADER AT THE RIGHT TIME

Bishop Jerry Lamb was instrumental in pulling together the fragmented parts of this newly reconstituted diocese. His efforts left behind a framework of unity and acceptance which was built upon by his successor, Bishop Chet Talton.

Bishop Chet Talton worked to further unite the people of the diocese into a cohesive body ready to grow into ministry which included both clergy and laity in spreading the Gospel.



Bishop David Rice came to the diocese from New Zealand in 2014 as our third Bishop Provisional and, in 2017, was elected our 5th Bishop Diocesan.

It has been quipped that Bishop Lamb told us how to build our diocesan boat, Bishop Talton guided the construction, and Bishop Rice came and took the helm and invited others into diocesan leadership. Bishop David's emphasis has been to get us out of our silos and to respond to the needs of the world, particularly those who are marginalized or endangered in society. He has emphasized the role of the vocational Diaconate, and the importance of the laity in our work. Some of his efforts include the various journeys for justice, the creation of three diocesan commissions, the diocesan solar energy project, and establishment of a Latino Ministry effort.

The Diocese of San Joaquin has gone from an isolationist entity characterized by patriarchy, to a diocese which embraces and celebrates diversity and has taken its place in the work of The Episcopal Church. We were able, with the help of our three bishops, to go from a gathering of scattered remnants of the diocese to a thriving entity. It has not been easy, and for many who experienced the earlier diocese, culture shock was a genuine issue, but the effort has been worthwhile, and our Baptismal Covenant is more than just words in a book.



# RECENT HISTORY

## LOOKING AHEAD

The lessons learned from the past twenty years run deep in some of those in our diocese. But, as noted in our diocesan survey by Holy Cow! Consulting, over a third of responders are newer members who have found a congregation in just the last five years. A majority is satisfied with how things currently are and nearly half feel there is a compelling sense of purpose or energy. Holy Cow! Consulting scores our diocese's current satisfaction and energy levels of the laity and active clergy *higher than 98% of comparable regional associations* within their database – we are categorized as *Transformational*.

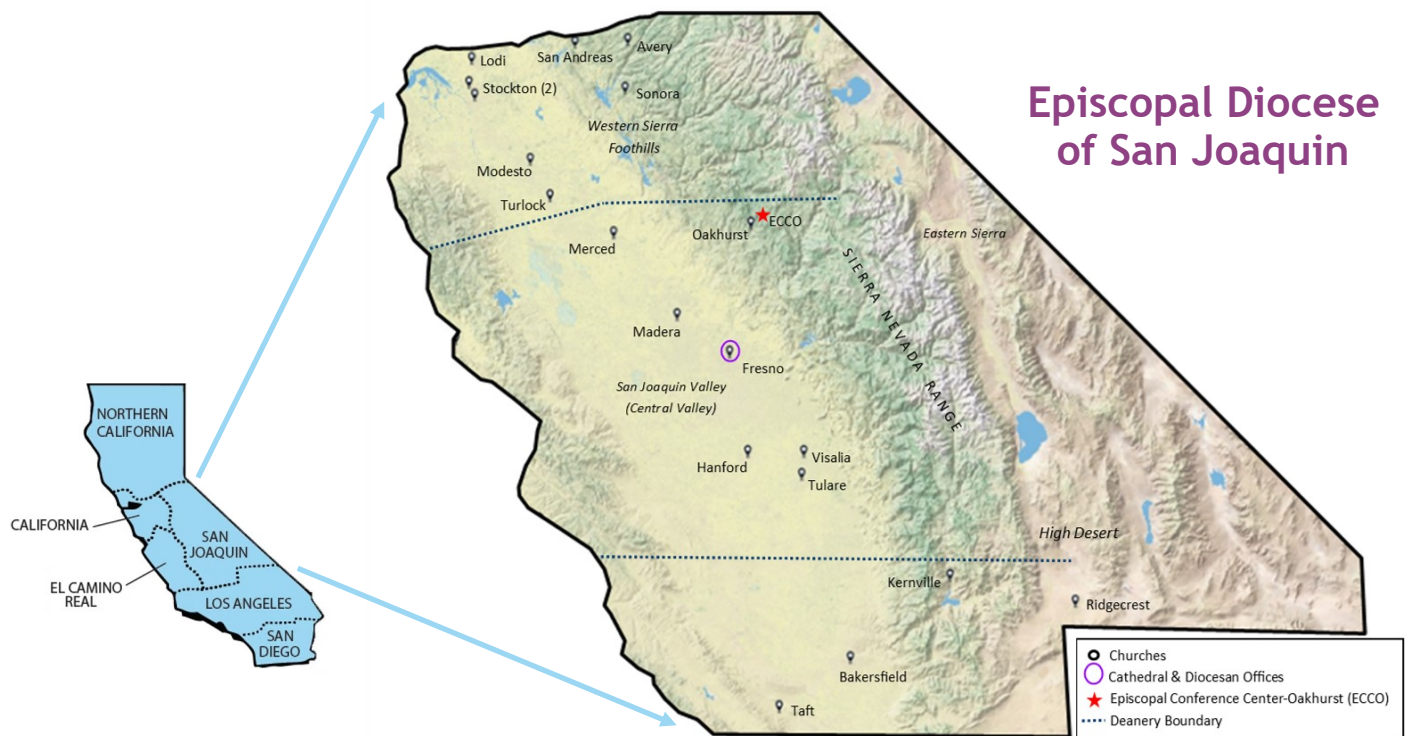
In short, we remember the past, we have learned from it, and we have experienced the impact when the laity takes an active and attentive role. We are resilient and resolute to work together to build effective worshipping communities that serve God's mission in San Joaquin. Our transformation continues.



# WHO WE ARE: OUR DIOCESE TODAY

The area contained within the Diocese of San Joaquin is a unique portion of California, containing Earth's largest tree (the General Sherman) and the beautiful wonders of Yosemite National Park, as well as the world's most arable farmland and the city of Lathrop, the fastest growing city in the state. The Diocese has congregations located in three distinct geographic areas: The Central Valley, the foothill and mountain communities of the Western Sierra, and the High Desert/ Eastern Sierra.

Spanning nearly 47,000 square miles, the diocese's coverage area contains more than 4.5 million people, with many of its newest members arriving internationally or coming from the San Francisco Bay Area and Los Angeles County. It is also spiritually fertile ground – a place where church membership is growing, bucking national trends. A cornucopia of ministry opportunities awaits, and members of the diocese are energetic and eager to take on new endeavors.



## THREE DEANERIES, 19 CONGREGATIONS, AND ECCO

Following the reorganization of the diocese in 2007, San Joaquin has a relatively small, but growing, membership. It has 1,958 baptized members and an Average Sunday Attendance of 1,259. Those attendees are spread over a large area. A drive from St. Michael's, Ridgecrest to St. Clare's Avery would take nearly six hours, and many of the diocese's larger congregations are a two-hour drive from the cathedral in Fresno. The diocese's three deaneries help bridge that gap, with quarterly events organized at the deanery level.





St. Clare of Assisi, Avery



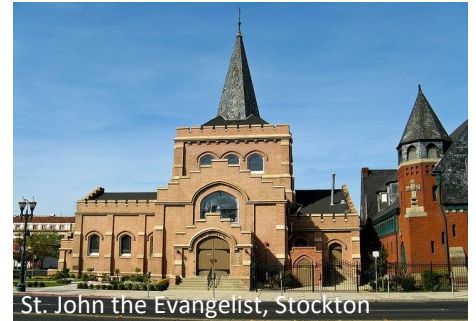
St. Matthew's, San Andreas



St. James', Sonora

## The Northern Deanery

The Northern Deanery is the most densely populated region in the diocese, yet it still maintains a rural feel. It covers nearly 6,900 square miles, including 1.45 million people from Stanislaus, San Joaquin, Tuolumne, Calaveras and Alpine counties. This deanery includes the San Joaquin Valley cities of Stockton (pop. 319,065) and Modesto (pop. 218,889), as well as several smaller Central Valley cities and communities within the Sierra foothills to the east. The north deanery contains eight churches, and it has the largest number of church members within the diocese. Congregations include the historic St. James in Sonora aka “the Red Church” – a local landmark built in Carpenter Gothic style in 1860 – as well as St. John the Evangelist in Stockton, one of the oldest Episcopal congregations on the West Coast, dating back to 1851. This region is growing rapidly due to newcomer residents who commute daily to the San Francisco Bay Area.



St. John the Evangelist, Stockton



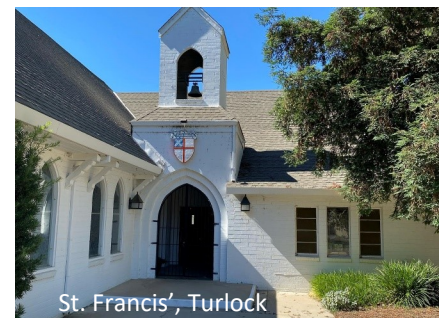
St. Anne's, Stockton



St. Paul's, Modesto



St. John the Baptist, Lodi



St. Francis', Turlock





Episcopal Church of the Saviour, Hanford



St. James' Cathedral, Fresno

## The Central Deanery

The Central Deanery in many ways is the heart of the diocese, including St. James Cathedral in Fresno as well as the Episcopal Conference Center Oakhurst (ECCO). The deanery is the largest both in terms of land mass and population. It includes an area that contains more than 1.8 million people within 20,821 square miles, spanning through Fresno, Madera, Merced, Mariposa, Kings and Tulare counties. The deanery includes the city of Fresno, the fifth largest city in California with a population of more than 545,000, as well as Visalia (pop. 146,073), and Merced (pop. 95,958). The Central Deanery has seven congregations, including the cathedral, which includes both an English-speaking community and a rapidly growing Spanish-speaking community. The Episcopal Church of the Saviour in Hanford also has an adjacent chapel building constructed by English settlers in 1882. In addition to the Central Deanery's Central Valley congregations, it includes St. Raphael's in the Sierra foothill town of Oakhurst, which stands next to ECCO, just 12 miles south from Yosemite National Park.



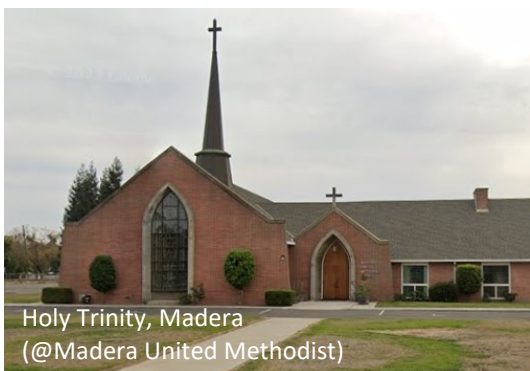
St. Raphael's, Oakhurst



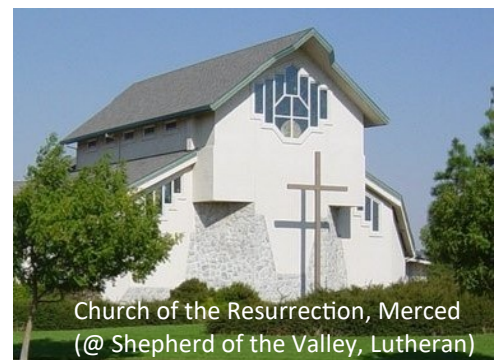
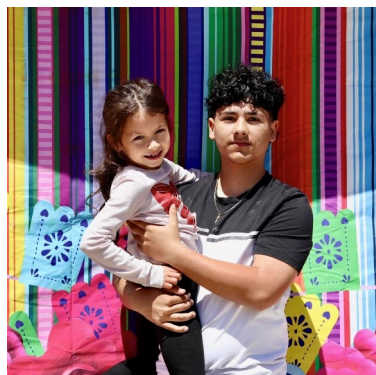
St. Paul's, Visalia



St. John's, Tulare



Holy Trinity, Madera  
(@Madera United Methodist)



Church of the Resurrection, Merced  
(@ Shepherd of the Valley, Lutheran)





St. Paul's, Bakersfield



St. Sherrian's, Kernville  
(@ Kernville United Methodist)



St. Michael's, Ridgecrest

## The Southern Deanery

The Southern Deanery is arguably the most geographically diverse of the three deaneries and includes St. Paul's, Bakersfield, one of the diocese's fastest growing congregations. Its coverage area includes both Kern and Inyo counties, spanning a region that includes more than 930,000 people within 18,358 square miles. In addition to covering the southern portion of the San Joaquin Valley, it stretches over the Tehachapi pass into the lower southern Sierra Nevada range and the High Desert to the east. All four of the deanery's current churches are in Kern County; however, they exist in vastly different contexts. St. Paul's is part of Bakersfield, a city of more than 411,000 people, that is just a two-hour drive from Los Angeles. St. Sherrian's is in Kernville, a scenic small town in the Sierra Nevada Range. St. Michael's is in Ridgecrest, standing in the High Desert east of the mountains. Several of its congregants work at nearby military bases or at related businesses, and the congregation has a growing Spanish-speaking community. St. Andrew's is in the oil town of Taft near the hilly west side of the county. Sunday services ceased a few years ago at the passing of its last member, but it is in the process of being re-born as a Spanish-speaking congregation by the diocesan Latino missionary.



St. Andrew's, Taft



EDSJ Faith Communities signpost @ ECCO

### Navigating the Diocese of San Joaquin

The toll-free Interstate Hwy 5 runs from the northern to the southern border of California through the western portion of the valley. State Hwy 99 runs from Sacramento to south of Bakersfield through the center of the valley.

In California, we are known for not counting miles but rather travel times. From Fresno to Lodi, the most northern church in the diocese, it takes about two hours to travel by car. The same is true for Fresno to Bakersfield, in the most southern portion of our diocese. It takes another two hours to cross the Sierra Nevada range to Ridgecrest, the most eastern church in the diocese.

To opt for a more relaxing mode of transportation, Amtrak has service from Bakersfield to Stockton and beyond. There is also an airport in Fresno that offers flights to Bakersfield and Stockton as well as other airports around the country.



## SAN JOAQUIN VALLEY: THE BREAD BASKET OF CALIFORNIA

All three deaneries are connected by the San Joaquin Valley, the most productive agricultural region in the world, where more than 250 crops are cultivated. The Central Valley comprises only 1% of the nation's farmland, yet produces about 25% of its crops – including grapes, almonds, citrus, pistachios, strawberries and oranges. With its hot Mediterranean climate in the north and dry desert-like conditions in the south, the Central Valley offers a dynamic and challenging environment for farming. Adequate water for irrigation - sourced from the Sierra snowpack - is key to producing a successful harvest. Food and agribusiness is the top employer in the region, with major employers including E. & J. Gallo Winery, Foster Farms Poultry, Cargill (meat packers), Stamoules Produce, Sun World, Wonderful Company, Grimmway Farms, and Bolthouse Farms. Farm workers are critical to the Central Valley's agribusiness with an estimated 150,000 needed to harvest crops and thousands more to irrigate and weed farmland.

The Valley is one of the fastest growing regions in the state, expected to add 5 million people by 2060. It is California's central hub, with its major thoroughfares Highway 99 and Interstate 5 connecting Los Angeles to Sacramento and the San Francisco Bay Area. Highway 58, at the southern tip of the Sierra, is Central California's only year-round route for east/west transport of goods by truck and train. The Valley's geographic placement has resulted in an increasing number of transplants from the Bay Area and Los Angeles moving into the area and commuting to high-paying jobs "over the hill." Despite the many benefits, the Central Valley remains one of the most economically challenged regions in the state, with a 2005 congressional report comparing the Valley's socioeconomic difficulties to those of Appalachia. College education levels there are among the lowest in California. These challenges present several opportunities, and members of the diocese have stepped in to serve their surrounding communities in numerous ways.



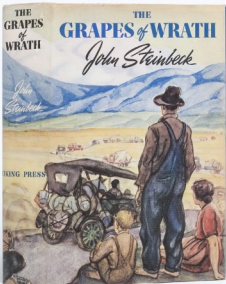


## PEOPLES OF THE DIOCESE OF SAN JOAQUIN

The San Joaquin Valley alone contains more than 4 million people, 56 percent of whom are Latino—most of whom are Mexican immigrants. Although the state of California was previously part of Mexico, most current Latino-American residents have immigrated to this region within the past century. Most of the state’s farmworkers are of Latino heritage, and Latinos also hold employment positions in all sectors of society. Ethnic and economic friction between Mexican-Americans and the Valley’s predominantly white farming elite manifested itself most notably during the 1960s and 1970s, when the United Farm Workers, led by César Chávez and Dolores Huerta (whose activism still rings out), went on numerous strikes and called for boycotts of table grapes. The continuing struggle of undocumented farmer workers in the Central Valley is an ongoing concern.



Anglo European-Americans and Middle Eastern residents also make up a substantial part of the region’s population. There are more Azorean Portuguese in the San Joaquin Valley than in the Azores itself. In addition, Assyrians (predominantly from Iran and Iraq) are concentrated in Turlock, Dutch in Ripon, and Croats in Delano. Kingsburg is famous for its distinctly Swedish air, having been founded by immigrants from that country. Germans, Armenians and Basques can be found throughout the San Joaquin Valley as well. Mennonite groups descended from Russian Germans settled in the areas of Reedley and Dinuba, and Lutheran and Catholic Volga Germans settled in the broader Fresno area. There are also groups of people who trace their heritage to England, Scotland and Ireland whose descendants migrated to California from the mid-western or southern “dust bowl” during the 1930’s Great Depression (made famous by John Steinbeck’s book *The Grapes of Wrath*). Many ended up in Bakersfield and Oildale, as the southern San Joaquin Valley became an area of significant oil production. Country music legends Buck Owens and Merle Haggard came out of Bakersfield’s honky-tonk scene and created a hard-driving sound in the 50’s and 60’s that is still deeply associated with the city, dubbed “Nashville West”.



The San Joaquin Valley has a large and exceptionally diverse Asian American population; primarily from the regions of Punjab in India and Pakistan, the Philippines, and Southeast Asia, especially Laos and Cambodia. Punjabi Sikh Americans have immigrated to the San Joaquin Valley since the early 1900s and 1910s, remaining a very large presence in the area. The late 1970s and '80s saw an influx of immigrants from Indochina following the War in Vietnam. These immigrants, the majority of whom are Hmong, Laotian, Cambodian, and Vietnamese, have largely settled in the communities of Stockton, Modesto, Merced, and Fresno. In fact, Fresno has the second-largest Hmong population of any American metropolitan area after Minneapolis–Saint Paul, and Stockton is believed to have the largest percentage of Cambodian Americans of any major American metropolitan area. Stockton and Delano also have a large Filipino-American population. The Filipino population in Stockton has been thriving since the 1920s, though much of the city’s Little Manila neighborhood was demolished in the 1960s following the creation of a new onramp for Highway 4.

The regions that make up the diocese also have a substantial African-American population, particularly in San Joaquin County, where Black residents make up 8.2 percent of the population. Tulare County contains Colonel Allensworth State Historic Park. This historic site houses the former town of Allensworth—the only California town to be founded, financed and governed by African Americans. The small farming community was founded in 1908 by Lt. Colonel Allen Allensworth and others, but it was ultimately abandoned due to the diminishing of the water table as well as financial challenges stemming from the removal of the town’s train stop.



Finally, many of the original indigenous tribes of the land continue to inhabit the region and maintain their traditions. These include the Paiute, Kawaiisu, Tubatulabal, Yokuts, Chumash, Miwok, Chukchansi, Western Mono, and Me-Wuk people. Some of these tribes maintain cultural centers that are open to the public, such as the Nuui Cunni Native American Intertribal Cultural Center in Lake Isabella in Kern County.

# EPISCOPAL CONFERENCE CENTER OAKHURST (ECCO)

Located 12 miles from Yosemite National Park's South Gate and Mariposa Grove of Giant Sequoias, the Episcopal Conference Center Oakhurst (ECCO) is your gateway to natural beauty and a serene retreat experience. Situated 40 miles from the iconic Yosemite Valley, ECCO has been a cherished hub for religious, educational, and nonprofit gatherings since 1982, rooted in the vision of the 3rd Bishop of San Joaquin Victor Rivera and diocesan leaders.



As a ministry of the Episcopal Diocese of San Joaquin, ECCO proudly serves California's Central Valley and welcomes groups of all faiths, denominations, and purposes. Set on 160 picturesque acres of forested oaks, cedar, and ponderosa pines, ECCO offers a peaceful escape.



Whether an intimate retreat for 15 or a conference for 150+, ECCO provides the perfect mountain setting for an event. With banquet facilities for up to 200, cozy lodging, freshly prepared meals, and versatile meeting spaces, ECCO is ideal for year-round retreats, conferences, and special events.

Sanford and Beardsley Lodges - single to quad with private bath - have 48 beds each and are designed for comfort, with split-level access, ground-floor parking, and charming views. The Sherman Hall Dormitory sleeps 46 people - 23 each on each side (men's and women's) - and it has a communal bathroom on each side with handicap accessibility.



Guests can relax in Lyles Hall, which boasts a wraparound deck overlooking a serene pond home to mallards, egrets, and herons. It also houses a bright, open dining room. Guests can gather in the cozy seating areas to enjoy conversation while enjoying the warmth from the wood-burning stoves. Both indoor and outdoor chapels are available.

*"ECCO is the diocesan home away from home."*

As staff and directors at various camps, outdoor education programs, conference centers, and non-profits, Joanne Kovac-Roberts and Mike Roberts have over 55



years of collective experience working with children, youth, and adults. They have worked in Episcopal Camps and Conference programs for the past 15 years and have been Co-Executive Directors of ECCO since June of 2022. They have sought to expand Episcopal programming and deepen engagement with the EDSJ

community. By enhancing these efforts, they aim to create more opportunities for connection and service. The staff at ECCO have been the heart and soul of its operations, bringing commitment and expertise to their roles. With tenures ranging from 8 to 20 years, the managing staff's collective experience speaks volumes about their dedication to the community they serve.



## In 2024, ECCO...

- served 70 organizations with 140 bookings
- welcomed 4,543 attendees
- hosted 10,403 guest days (calculated by a night & 3 meals).
- served over 30,000 meals
- and, was the beloved host for the EDSJ Diocesan Convention and many ministry gatherings



# A DIOCESE ON THE MOVE

Whether traveling by foot or bike to raise awareness about justice matters or serving neighbors in need, EDSJ is a diocese on the move. Compelled by Christ's love and prompted by the work of the Spirit, members of the diocese put compassion into action through congregational ministry and diocesan initiatives. EDSJ is a place where God's love is seen bursting through the doors of its churches into the surrounding community and the wider world.

## CONGREGATIONAL MINISTRIES

EDSJ's 19 congregations play unique roles in each of their surrounding communities. Several congregations offer food assistance ministries, including Church of the Saviour in Hanford, which hosts a Soup Kitchen that serves meals to the public seven days a week, receiving donations from local farmers, supermarkets, and businesses.



Several congregations also minister to the LGBTQ+ community, participating in local Pride celebrations and partnering with Pride centers and other supportive organizations. Other ministries serve the unhoused, such as The HUB (Helping Urban Bicyclists) at St. John's, Stockton, which repairs bicycles and offers them to individuals in need. Additionally, St. James, Sonora has gained renown for hosting an annual Orange Shirt Day commemoration to memorialize the victims and survivors of Indian boarding schools. Other congregations have engaged in tutoring assistance, community fundraisers, advocacy efforts, and a host of other ministries to serve those beyond the walls of the church.



## COMMISSIONED TO LOVE

In addition to the work carried out by its church communities, EDSJ maintains three commissions that are dedicated to carrying out justice both within the church and in the wider world:

**SJRAISE (San Joaquin Refugee and Immigrant Support & Empowerment)** aims to share the love of Christ with refugees and neighboring immigrants through advocacy, education, and direct support. During the past several years, the commission particularly has focused on assistance to farmworkers and advocacy for immigrants who are in immediate threat of deportation, particularly those residing in detention centers. The commission also has provided direct assistance to asylee families as they begin a new life in central and eastern California. Each year, SJRAISE commemorates Immigrant Heritage Month in June with educational activities and fundraisers for organizations that support new Americans. In addition, the commission engages in legislative advocacy on matters that impact our immigrant neighbors.



**ARC (Anti-Racism Commission)** aims to bring the Episcopal Diocese of San Joaquin into the work of Anti-Racism, racial healing, and reconciliation through advocacy, education, spiritual formation, and the dissemination of liturgical resources. In 2023, the Anti-Racism Commission focused on the rejection of the Doctrine of Discovery, with members leading a diocesan study of *The Land is Not Empty* by Sarah Augustine. They also sponsored a resolution that was passed by diocesan convention, that rejected the Doctrine of Discovery, and they committed EDSJ to work with our Indigenous siblings toward racial healing and reconciliation. A Doctrine of Discovery Toolkit was developed by the Anti-Racism and Creation Care Commission and shared with EDSJ. In addition to this work around the Doctrine of Discovery, ARC has encouraged the liturgical observance in EDSJ of Juneteenth, the Feast of Absalom Jones, Our Lady of Guadalupe, and Las Posadas. In cooperation with SJRAISE and the EDSJ Latino Ministries Office, the commission hosted a Queer Immigrants of Color speakers' panel last June.



The **Creation Care Commission** aims to form and restore loving, liberating, life-giving relationships with all of God's Creation, in keeping with the Episcopal Creation Care Covenant. The commission provides numerous educational resources to help members of the diocese reduce consumption and waste and to find creative ways to reuse items. To that end, commission chair Deacon Teri Van Huss has joined Bishop David Rice in traveling to parishes throughout the diocese to share creation care practices and promote locally made Earth-friendly products. The commission also engages in advocacy, promoting policies and legislation focused on environmental protection. It additionally focuses on education, hosting webinars on environmentally related topics and sharing resources related to Earth Day in April and the annual Season of Creation in September.



*"This is gospel work."*





# EPISCOPAL RENEWABLE ENERGY NON-PROFIT (EREN) - "GOING GREEN IN SAN JOAQUIN"

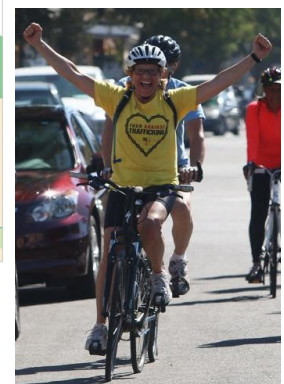
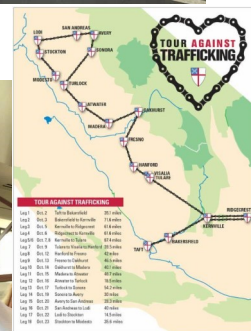


In the spirit of Creation Care, EDSJ began undertaking a massive solar project beginning in 2019, becoming the first diocese in The Episcopal Church to have nearly all its church buildings powered with solar energy. In the process of accomplishing this endeavor, the diocese created the Episcopal Renewable Energy Non-Profit (EREN), a nonprofit organization that supports organizations with setting up solar systems nationwide. EREN representatives have engaged in conversations with several dioceses within The Episcopal Church as well as representatives from other churches and organizations regarding the set-up of renewal energy systems.



## JOURNEYS FOR JUSTICE

Within the past two years, members of EDSJ have literally “stepped out of their comfort zones” to engage in matters of racial justice, climate action, and immigrant rights. *El Camino de la Pascua*, which is Spanish for The Way of Easter, was a diocesan-wide journey for migrant, climate, and racial justice that took place during the Easter season of 2023. In this *Camino*, participants acknowledged the places where Christ is crucified in the diocese through injustices faced by marginalized folks of all races, ethnicities, and language groups within the bounds of EDSJ, and they celebrated the reality of the Resurrection witnessed also within the diocese. During the course of the *Camino*, the *caminantes* stopped at these sites as well as in every one of the churches within the bounds of EDSJ. Some highlights of the *Camino* included its beginning at the Manzanar National Historic Site (which housed a concentration camp that detained Japanese Americans during World War II), a talk with a Paiute Elder on the shores of Owens Lake, the celebration of *Día del Niño* with an Indigenous immigrant group in Taft, and a visit to Indian Grinding Rock State Historic Park. Prior to the *Camino*, EDSJ embarked on similar journeys for justice. In 2019, members participated in the Pilgrimage of Hope, a 17-day, 200-mile walk from Fresno to Sacramento that promoted advocacy for and awareness of the plight of California’s immigrants. In 2015, representatives of the diocese participated in the Tour Against Trafficking, a 763-mile bike tour that raised \$50,000 to fund 10 organizations that support survivors of human trafficking.





## LATINO MINISTRIES

The Latino Ministries Office of EDSJ is led by our Latino Missioner, the Rev. Nelson Serrano-Poveda. Padre Nelson joined EDSJ in 2019 and was ordained to the priesthood in 2020. He started the Spanish-language mission to the Latino community at St. James Cathedral that same year. The Spanish-speaking community at St. James Cathedral is the fastest-growing community in EDSJ. Since that time, a second Spanish-speaking community has started at St. Michael's, Ridgecrest under the leadership of Padre Jorge Pallares, and new efforts are underway to add a Spanish-speaking community in Tulare and start a Spanish-language congregation in Taft. The Latino Ministries office is also involved in farmworker ministry, reaching out to farmworkers in the fields in cooperation with the United Farm Workers Foundation and other ministry partners. In addition, Latino Ministries has participated in the Nuevo Amanecer national Latino ministries conference and organized two annual diocesan Latino ministries conferences at ECCO. In cooperation with SJRAISE and the Anti-Racism Commission, the Latino Ministries Office has hosted various diocesan-wide formation offerings such as an online study of Juan Gonzalez's book *The Harvest of Empire: A History of Latinos in America* during last year's Hispanic Heritage month.



## COMMISSION ON MINISTRY



In addition to supporting ministry and outreach on a communal level, EDSJ helps its members perceive their God-given calling on an individual basis. The Commission on Ministry (COM) is composed of both clergy and lay people from throughout the diocese who work together to provide guidance and support to individuals as they discern calls to both ordained and to lay ministries. In partnership with the Office of the Bishop, COM works with these individuals as they pursue their vocational journeys.





# A SPECIAL PLACE TO LIVE

## STEWARDS OF THE SPLENDOR OF GOD’S CREATION

The western Sierra foothills and the eastern Sierra high desert are popular destinations for outdoor enthusiasts, offering a variety of activities such as hiking, fly fishing, photography, biking, skiing, white water rafting and camping. Both areas are rich in Native American cultural history as the ancestral homelands of the valley Yokuts, the Sierra and Plains Miwok, and the high desert Paiute, Shoshone, and Washo peoples.



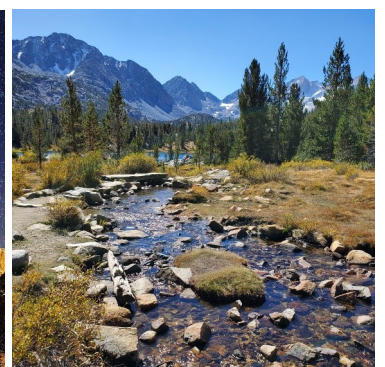
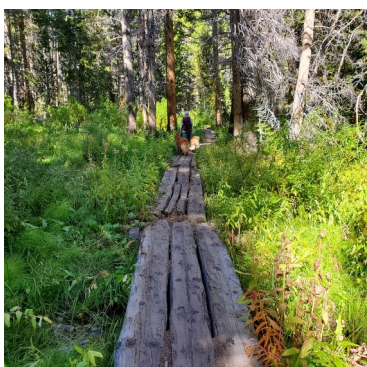
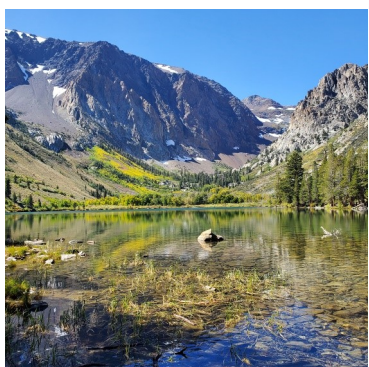
The Sierra Nevada mountain range transects our diocese from the north to the south. Mount Whitney (Tumanguya in Paiute) is the highest mountain in the contiguous United States, with an elevation of 14,505 feet. There are 16 other Sierra peaks over 13,000 feet tall. The Sierra Nevada forms not only the backbone of our geography but is the source of life, providing most of the water needed to sustain life in the various regions of EDSJ.

Our diocese is home to not only the highest point but also the lowest point in the contiguous United States at Badwater in Death Valley (-208 ft). Each year the “Badwater 135” ultra-marathon race is held covering the 135 miles between the two points.

Within EDSJ’s borders are three of California’s nine National Parks – Yosemite, Sequoia & Kings Canyon, and Death Valley - and four of California’s 20 National Forests that contain 23 recreational Wilderness Areas. EDSJ is also home to 26 of California’s State Parks – including Calaveras Big Trees, Red Rock Canyon, Tule Elk Reserve, Bodie Ghost Town, Mono Lake Tufa Preserve and Colonel Allensworth Historic Park. In addition, the Ancient Bristlecone Pine Forest is home to the oldest tree in the world, called the Methuselah Tree, and several Giant Sequoias in the Sequoia National Forest are among the world’s tallest trees at over 300 ft. tall.



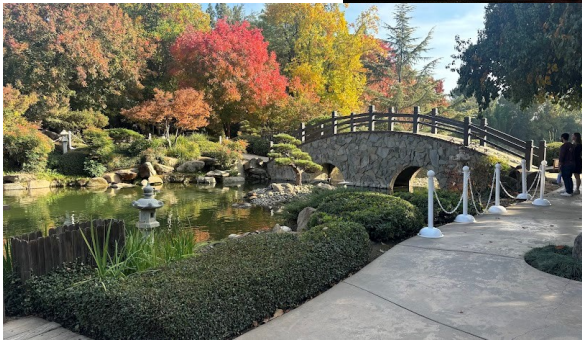
Mono Lake Tufa Preserve and Colonel Allensworth Historic Park. In addition, the Ancient Bristlecone Pine Forest is home to the oldest tree in the world, called the Methuselah Tree, and several Giant Sequoias in the Sequoia National Forest are among the world’s tallest trees at over 300 ft. tall.





## AN ABUNDANCE OF OPTIONS

In Fresno, the location of our diocesan offices and cathedral, there is a diverse job market, affordable housing (as compared to other California cities) and an array of cultural attractions. Fresno’s Tower District (named for the historic art deco 1930’s Tower Theater) offers live theater and film festivals, restaurants, galleries, entertainment and farmers’ markets. As a thriving million-person metropolitan area, many other cultural attractions are scattered throughout the various neighborhoods of Fresno and the nearby city of Clovis. Of note are the Forestiere Underground Gardens, the Shinzen Japanese Garden, Arte Americas and Old Town Clovis. The Fresno Metropolitan area is also home to California State University Fresno, Fresno Pacific University, and Fresno City College.



Here in EDSJ, you will hear the saying, “We’re two hours from anything!” which actually rings quite true. The plentiful options for enjoying outdoor adventures, a day at the beach, or a trip to the big city – Los Angeles or San Francisco - for live theatre, top-name concerts, wine tasting, museums, fine art, professional sports or shopping, are all within reach.





# OUR FINANCES

## BACKGROUND

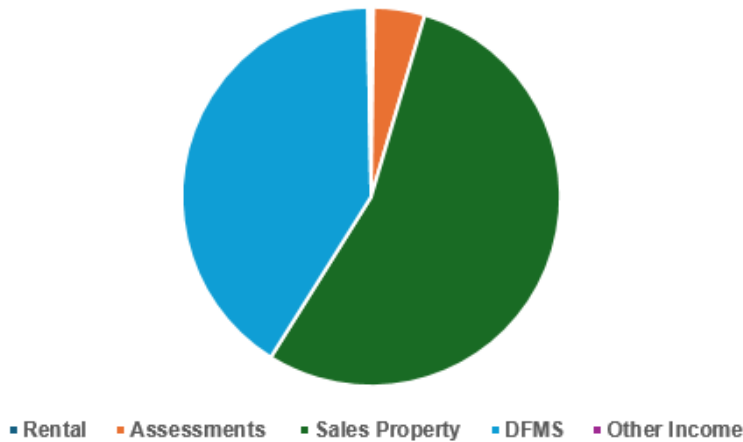
Starting in 2008, The Episcopal Church made a number of loans totaling approximately \$8,000,000 to provide for monies to operate the Diocese (most of the funds were frozen during the litigation) and for legal fees to recover its properties and funds. The first years were very lean and we depended on this help from the larger church. The work of our Chancellor, Michael Glass, ensured that by 2015 we had funds from the sale of returned properties to open a DFMS investment account. Subsequently, The Episcopal Church forgave \$7,000,000 of the loan balance, and the diocese paid the remaining balance back in full. The DFMS fund grew as more vacant properties were returned to the Episcopal Diocese of San Joaquin and sold.

## WHERE WE ARE NOW

The last two properties returned to EDSJ - St. Columba and Redeemer - await approval from the California State Attorney General to formally dissolve these entities. At that time the funds (now in separate checking accounts held by EDSJ) can be moved into our DFMS account. This will increase the fund by \$3,295,000 in 2025. We will be financially viable for years to come.

Our new diocesan treasurer and new accountant have been working together this year correcting some residual entries in the bookkeeping file. An outside auditor is working on the 2022 audit and will begin the 2023 audit immediately after.

On the following pages, you will find a Balance Sheet as of November 30, 2024, a Profit/Loss Report showing actual 2024 expenses through November 30, 2024 and our approved Budget for 2025. We have included some graphs to show this information in a concise format.



### Diocesan Income

<b>Rental</b>	<b>10,500.00</b>
<b>Assessments</b>	<b>229,030.00</b>
<b>Sale of Property</b>	<b>2,842,548.00</b>
<b>DFMS</b>	<b>2,135,854.00</b>
<b>Other Income</b>	<b>14,786.00</b>



- Ministry in the World
- Congregation Support
- Cathedral Support
- Payroll/Administrative
- Legal
- Leadership/Governance
- Other Expenses

### Diocesan Expenses

Ministry in the World	187,207.00
Congregation Support	470,792.00
Cathedral Support	469,300.00
Payroll/Administrative	620,670.00
Legal	102,681.00
Leadership/Governance	21,786.00
Other Expenses	18,643.00

## LOOKING AHEAD

Our view of the future of the Diocese of San Joaquin is an optimistic one. The numbers of people in the pews have been reported to be rising at many of our parishes, the Diocese has no debt, and the reserve fund account has a healthy balance, but many of our parishes still rely on Diocesan support.

We might be a small Diocese with only 19 parishes, but we are self-grown financially, having recovered from extensive litigation resulting from the separation. As time goes on our goal is that more parishes will need little to no help from the Diocese to sustain themselves. This can be accomplished by growing churches.

Looking ahead we see growth and optimism on many financial fronts, but also there may be some hard ethical decisions to be made. Some of our parishes have very small attendance numbers and in reality may never grow to be fully self-supporting. We look for someone to guide us as hard decisions are made concerning these congregations. The challenge is balancing the call of Jesus to support our people and their ministries with the instinctive urge to conserve our reserve fund.





**Episcopal Diocese of San Joaquin**  
**Balance Sheet at November 30, 2024**

**Assets**

Current Assets

Bank Accounts		857,157.21
DFMS Diocesan Reserve	1	19,180,089.57
Investment Accounts		2,303,338.67
Accounts Receivable	2	65,438.80
Other Current Assets		44,480.32

<b>Total Current Assets</b>		<b>\$ 22,450,504.57</b>
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Fixed Assets

Furniture/Equipment/Vehicles		93,401.28
Depreciation F/E/V		(51,796.17)
Buildings		
Churches		47,608,478.00
ECCO		4,650,000.00
Depreciation on Improvements		(49,108,591.40)
Depreciation Other		(437,550.07)

<b>Total Fixed Assets</b>		<b>\$ 2,753,941.64</b>
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<b>Total Assets</b>		<b>\$ 25,204,446.21</b>
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**Liabilities and Equity**

**Liabilities**

Current Liabilities

Accts Payable/Credit Cards		17,533.61
Other Current Liabilities		29,749.23
Payroll/Other		7,117.72

<b>Total Current Liabilities</b>		<b>\$ 54,400.56</b>
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Long Term Liabilities

<b>Refunds/PPP round 2</b>		<b>242,057.00</b>
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<b>Total Liabilities</b>		<b>\$ 296,457.56</b>
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**Equity**

Unrestricted Operating Balance		721,327.31
Unrestricted Net Assets		18,719,860.93
ECCO DFMS Invested		823,124.44
Designated Funds		73,095.10
Custodial Fund Balance		748,869.51
Donor Restricted Funds		352,210.61
Net Income		3,469,500.75

<b>Total Equity</b>		<b>\$ 24,907,988.65</b>
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<b>Total Liabilities and Equity</b>		<b>\$ 25,204,446.21</b>
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Note 1: St. Columba sale proceeds are in separate acct to be transferred to DFMS (\$2,842,528.08)

Note 2: May not be accurate; research on this continues

General Note: St. John's Lodi has 2 mortgages total of 1,544,282, that is backed by the diocese if they were unable to continue to pay them.

Episcopal Diocese of San Joaquin  
Profit and Loss thru November 2024  
Approved Budget for 2025

	Actual thru November, 2024	Approved Budget for 2025
<b>INCOME</b>		
Assessments	229,030.30	250,000.00
Other Diocesan Income	21,654.87	3,500.00
Interest	80.60	50.00
DFMS Dividends	593,691.71	941,966.63
DFMS Reserve Drawdowns	759,704.00	860,722.04
Sale of Property	2,842,548.08	
DFMS Unrealized Gain/Loss	782,457.87	
Designated Income	3,550.48	
<b>Total Income</b>	<b>\$ 5,232,717.91</b>	<b>\$ 2,056,238.67</b>
<b>EXPENSES</b>		
Ministry in the World		
TEC Asking	138,389.13	163,000.00
General Convention/Staff Conference	48,818.35	13,000.00
<b>Total Ministry in the World</b>	<b>\$ 187,207.48</b>	<b>\$ 176,000.00</b>
Ministry in the Diocese		
Latino Ministry	4,622.13	13,000.00
Mission Support	312,716.96	218,864.00
Commissions	14,027.37	20,000.00
Leadership and Governance	21,785.85	116,250.00
Clergy Support Grants	158,074.61	257,696.00
Cathedral Support	229,166.63	306,797.00
Debt Forgiveness	240,127.97	
EREN Grant		150,000.00
<b>Total Ministry in the Diocese</b>	<b>\$ 980,521.52</b>	<b>\$ 1,082,607.00</b>
Administrative Expenses		
Auditing/CPA	34,493.75	41,200.00
Equipment/Software	10,745.22	10,700.00
Insurance and Taxes	48,429.18	26,775.10
Other	8,633.42	9,800.00
Title IV Matters		15,000.00
<b>Total Administrative</b>	<b>\$ 102,301.57</b>	<b>\$ 103,475.10</b>
Payroll and Benefits <span style="float: right;">1</span>		
Bishop	196,851.02	246,483.00
Canon	126,756.70	147,671.13
Administrator (first 6 months of 2024)	42,817.49	-
Latino Missioner	94,916.07	132,831.44
Curate (8 months in 2024)	48,920.79	-
<b>Total Payroll and Benefits</b>	<b>\$ 510,262.07</b>	<b>\$ 526,985.57</b>
Vehicle expenses	8,105.74	7,171.00
Legal Fees	102,699.00	160,000.00
<b>Total Expenses</b>	<b>\$ 1,891,097.38</b>	<b>\$ 2,056,238.67</b>
<b>Net Operating Income</b>	<b>\$ 3,341,620.53</b>	<b>\$ -</b>
<b>Non Operating Income</b>		
Bishop Discretionary	5,218.46	
DFMS Other Fund Dividends	111,437.66	
Merced Pledge Income	8,120.00	
Other Income	18,670.65	
Other Church Investment Gain/Loss	15,459.48	
<b>Total Non Operating Income</b>	<b>158,906.25</b>	
<b>Non Operating Expenses</b>		
Bishop Discretionary	4,150.00	
Merced	12,465.08	
Other Expenses	14,410.95	
<b>Total Non Operating Expense</b>	<b>31,026.03</b>	
<b>Net Non Operating Income</b>	<b>\$ 127,880.22</b>	<b>\$ -</b>
<b>Net Income</b>	<b>\$ 3,469,500.75</b>	<b>\$ -</b>

NOTE 1 The Payroll and Benefits include base salary; pension; medical benefits; expenses; continuing education and payroll taxes.



# THE PEOPLE OF SAN JOAQUIN





# DEFINING WHO WE ARE - HOLY CONVERSATIONS

## SURVEY & LISTENING SESSIONS

In August 2024, EDSJ partnered with Holy Cow! Consulting to conduct a comprehensive assessment of the Diocese utilizing the Landscape Assessment survey. A total of **355 individuals participated in the survey**. Notably, 67% of the respondents self-identified as lay congregational members, while the remaining 33% identified their roles as clergy, lay diocesan governance, diocesan committee/commission members, various staff or congregational governance members. Survey participants shared their priorities, wishes for the diocese, input on desired qualities and talents of our next bishop, and opinions on a variety of topics.

The survey's findings revealed that **EDSJ is a vital and transformative diocese characterized by high levels of satisfaction and energy**. Dioceses with these attributes foster a sense of alignment among their members, enabling them to engage in meaningful work and relationships with each other and with Christ throughout the diocese. Significantly, the survey indicated that **EDSJ possesses the creative thinking and strategic capacity** to sustain its current trajectory.



Notably, the survey uncovered several insightful observations that provided a comprehensive picture of **a healthy, agile, creative, and engaged diocese**. While relatively small, **EDSJ is experiencing growth**. For instance, 34% of the respondents joined their congregations in EDSJ within the past five years. Members highly value clarity of a shared vision and demonstrate a readiness to follow the lead of the Bishop and other diocesan leadership when that clarity is present.

The Episcopal Diocese of San Joaquin encompasses a diverse range of geographical and cultural backgrounds. This diversity is reflected in our congregations and the ways we serve our communities. The resilience demonstrated over the past two decades enabled us to maintain a robust Episcopal presence throughout our region of California. This work fostered a diocese where there is **substantial appreciation for the collective efforts of the diocesan project and individual congregations**. In addition to these endeavors, one of our strengths lies in our ability to embrace individuals from more Roman Catholic traditions by creating spaces where cultural and linguistic familiarity is enhanced.

Collaboration across the Diocese and with other faith and secular communities heightens our awareness of resources and provides opportunities for meaningful initiatives, such as the *Camino de la Pascua*, a transformative pilgrimage that facilitated the exploration of significant cultural and historical landmarks and individuals within our region. Furthermore, **we stand united behind our prophetic Commissions**, including SJRAISE, Anti-Racism, and Creation Care, **and through our connections and programming at ECCO**.



The predominantly conservative nature of many of our communities presents challenges in conveying the Gospel's social justice message. However, we take great pride in our **capacity to transcend political and ideological divides**. This ability enables our politically diverse congregations to **serve as beacons of hope and guidance in our communities**, advocating for a shared vision of a just and equitable society. Moreover, this gift allows us to minister to a diverse spectrum of individuals. Therefore, we find ourselves to be some of the most **welcoming and supportive faith communities for our LGBTQ siblings** in Christ.

To be sure, we also face significant challenges. **Small congregations characterize our Diocese** and, given our past struggles and the COVID-19 pandemic, most are only now experiencing growth. While we remain committed to preserving our historic buildings, which we fought to save, we often lack the necessary resources to maintain them. Furthermore, our demographics skew toward older individuals. Consequently, we must prioritize attracting younger people and families, which would not only benefit our congregation but also provide opportunities for nurturing new leaders.





## THE LEADER WE SEEK

Thank you for reading and learning about our diocese -- our history, our identity, our work, and our people. Here we invite you to read about the characteristics and values that we hope and pray for in the next Bishop of the Diocese of San Joaquin.

The unifying motto for the Diocese of San Joaquin are the words "Called to be...". Throughout our Diocese, these words invite the exploration of who we are, what we do, and what we *can do* as a diocese, as congregations, and as individuals. "Called to be..." is a rallying cry and a catalyst for what we strive for and for whom we wish to become. Now it is something that we pose to our next Bishop.

**called  
to  
be...**

### **The Bishop we seek is called to be...Inclusive and Dynamic**

Though we represent the traditional generational picture of the Episcopal Church with its mainly white and older congregations, we are seeking to identify with our local communities, growing congregations that are culturally diverse. It is our desire that our new Bishop will be personally competent in cross-cultural experiences so to lead us as we develop a culture of invitation to the culturally diverse people that represent our local communities.

### **The Bishop we seek is called to be...Empowering and Empathetic**

This work of creating a culture of invitation, we feel, begins with a bishop who nurtures congregations to envision themselves as moving into a vibrant future. We therefore are seeking a bishop that understands how to empower people with wisdom and guidance but also with freedom to move into new territory. Such empowerment requires knowing how to leverage each and every opportunity that the Spirit reveals. As our Bishop, we hope you will guide congregations to reimagine and leverage their resources to strengthen their visibility and presence in their local communities.

### **The Bishop we seek is called to be...Engaging and Communicative**

Reimagining and visioning requires effective listening and communication. Our new Bishop will need to travel the length and breadth of our diocese, meeting and building relationships with each congregation. Congregations seek to be seen and valued as people who love and serve the Lord. And at the same time congregations need a shepherd who will help them be practical but not too practical. Innovation invites opportunities. Are you the one who can help congregations discern the possibilities as well as nurture the growth from inception to flourishing? Are you someone who can encourage and build upon the ongoing work of our Diocesan Commissions to engage more fully with our local community.

### **The Bishop we seek is called to be...Foresighted and Nurturing**

Finally, we are a people who are proud of our Episcopal heritage. We understand as one former canon always said, "Episcopal Churches are one of the best kept secrets in the world." We don't want that to be us. While we steward our institutions and our worship for the next generations, we also want to be known as the church who lives by the promises of our Baptism. We want to steward our institutions for future, diverse generations. We also want a bishop who invests time and treasure to enable people to explore their vocations, both lay and ordained. Finally, we seek a bishop who will learn and grow alongside the people of our diocese.

*We imagine that somewhere, someone is reading these words and discerning if they are called to be the next Bishop of the Diocese of San Joaquin. If you are that person, please know that in Central California, from the San Joaquin Valley to the Sierra Nevada Foothills to the High Desert, there is a group of people, united in their faith in and love for Jesus Christ, who are praying ardently for you as you begin your journey toward us.*



# WALK WITH US

## THE APPLICATION PROCESS

If you have discerned a calling to the ministry of Diocesan Bishop in EDSJ we would welcome your application. Please submit the following items in **one** email.

**A completed application must contain the following items/documents:**

- ◇ Cover Letter
- ◇ Official Application Form w/ Essay Question (*Fillable Application Form available [HERE](#) for Download - don't forget to save and rename your file*) - **DOWNLOAD PRIOR TO FILLING!**
- ◇ Resume/*Curriculum Vitae*
- ◇ Updated OTM Portfolio
- ◇ References, with contact information, including
  - a. Clergy member of the Episcopal Church
  - b. Lay member of the Episcopal Church
  - c. a third reference, either lay or clergy, who is not your spouse, relative, direct supervisor or a person under your direct supervision, or the person (if any) who nominated you
- ◇ Names and current contact information for all previous bishops under whom you have served
- ◇ The signed and scanned Consent and Authorization Form - email scanned form, and mail (USPS) the original separately as directed on the document. (*Consent & Authorization Form available [HERE](#) for Download*)

**Deadline: application and all supplemental material must be received by February 28, 2025, 5 p.m. PST**

**Submit the entire Application Packet in *one* email; the name of any file should include your LastnameFirstname as part of the file name; please email to [bishop-search@diosanjoaquin.org](mailto:bishop-search@diosanjoaquin.org)**

If you have any questions, either now or as the process develops, please feel free to contact the President of the Standing Committee, Rev. Suzy Ward at [suzyvisalia@gmail.com](mailto:suzyvisalia@gmail.com) or our TEC search consultant, Canon Brian Nordwick at [bnordwick@yahoo.com](mailto:bnordwick@yahoo.com)

### TIMELINE

Application Period Closes - February 28, 2025

Interviews via Zoom - March-May 2025

Discernment Retreat at ECCO - June 12-15, 2025

Slate Announced - July 2025

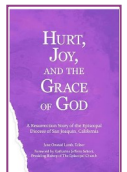
Walkabouts - TBA early September 2025

Election of the VI Bishop - October 18, 2025

### ADDITIONAL INFO ABOUT EDSJ

Visit our Website - [www.diosanjoaquin.org](http://www.diosanjoaquin.org)

Book: **Hurt, Joy, and the Grace of God**  
by Jane Onstad Lamb, editor -  
A Resurrection Story of the  
Episcopal Diocese of San Joaquin



Book: **A Holy Experiment: Finding Ourselves Through Finding Others**  
by The Rt. Rev. David C. Rice &  
The Rev. Canon Anna Carmichael PhD

