



Journal of the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i

The Cathedral of St. Andrew | Honolulu, Hawai'i

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Section I: Organization of the Episcopal Church and Diocese of Hawai‘i Directory

Organization of the Episcopal Church

Presiding Bishop	The Most Rev. Michael Bruce Curry
Episcopal Church Center Office	815 Second Avenue New York, New York 10017
The Presiding Bishop’s Official Seat	National Cathedral of St. Peter and St. Paul Washington, D.C.
Province VIII President	The Rt. Rev. James R. Mathes, President

Diocese of Hawai‘i Directory

(Province VIII)

Bishop	The Rt. Rev. Robert L. Fitzpatrick
Treasurer	Mr. Peter C. Pereira
Chancellor	Mr. Wayne Yoshigai, Esq.
Vice Chancellor	Mr. Kevin W. Herring, Esq.
Deputy Vice Chancellors	Mr. Eric (Rick) A. James, Esq. Mr. Douglas C. Smith, Esq.
Historiographer	Mr. Stuart Ching
Registrar	Ms. Katrina Luksovsky
Episcopal Church Women	Ms. Louise Aloy
The St. Andrew’s Schools	Dr. Ruth Fletcher, Head of School standrewsschools.org
Episcopal Camp and Conference Center at Mokule‘ia	The Rev. David Turner, Executive Director campmokuleia.com
A Cup of Cold Water	Mr. Kekuhaupio Akana episcopalhawaii.org/a-cup-of-cold-water.html
Office of the Bishop	229 Queen Emma Square, Honolulu HI 96813
Telephone	(808) 536-7776
Fax	(808) 538-7194
Diocesan Website	www.episcopalhawaii.org

Standing Committee

Name	Year	Name	Year
The Rev. David Kennedy	2019	Ms. Phyllis Chang	2019
The Rev. Robert “Moki” Hino	2016	Ms. Amy Null	2016
The Rev. Robin Taylor, Secretary	2017	Mr. John Decker	2017
The Rev. Kerith Harding	2018	Mr. Gerald Madison, President	2018

Diocesan Council

The Rt. Rev. Robert L. Fitzpatrick, President

Mr. Peter C. Pereira, Treasurer

Name	Year	Name	Year
The Rev. Amy Crowe	2018	Mr. Nelson Secretario	2016
Ms. Patricia Hillegonds	2018	The Rev. Giovan King	2016
Ms. Wilman Namumnart	2017	Ms. Dixie Kaetsu	2017
Mr. Keane Akao, Asst. Secretary	2018	Mr. Kurt Eschbach	2017
Mr. Peter Lee	2016	The Rev. Dcn. Steve Costa, Asst. Treasurer	2017
The Rev. Ryan D. Newman, Vice President	2016	The Rev. Richard Tardiff, Secretary	2018

Commission on Ministry

Name	Year	Name	Year
The Rev. Ray Woo	2019	The Rev. Randy Albano	2017
Ms. Pam Fern	2019	Ms. Debora Tandal	2017
The Rev. Linda Decker, Chair	2016	The Rev. Kaleo Patterson	2018
Mr. Walter Beh	2016	<i>Vacant, lay seat</i>	2018

Commission on Finance and Administration

Name	Name
The Rev. Paul Lillie	Mr. Nelson Secretario
Ms. Kathy Sato	Ms. Dixie Kaetsu
The Rev. Ryan Newman, Chair	Mr. Albert Wong

Section II: Journal of Proceedings

**Convened in
Tenney Theater, The Cathedral of St. Andrew
Honolulu, Hawai'i
Saturday, October 29, 2016**

Convening of the 48th Annual Meeting of the Convention

Bishop Fitzpatrick convened the 48th Annual Meeting of the Convention at 9:00 AM.

Opening Prayer

Bishop Fitzpatrick called upon The Rev. Gay Clark Jennings, Convention Chaplain, to offer the opening prayer.

Introduction of Guests and Honored Attendees

The following introductions were made:

Guests:

- The Rev. Gay Clark Jennings, President of the House of Deputies, and our Education Day Keynote Speaker and Convention Chaplain
- Canon Peter Ng, Asia and the Pacific & Anglican Relations Officer of the Episcopal Church and our Diocesan liaison with the church-wide staff
- The Rt. Rev. Brent Harry W. Alawas, Bishop of the Episcopal Diocese of Northern Philippines
- The Rev. Constancio Abbugao, Rector, St. Stephen's Parish, the Diocese of Santiago – in absentia
- Dr. Braille Van B. Reyes, President of Easter College, Baguio City – in absentia
- Ms. Bridget B. Lacdao, National Finance Officer of the Philippine Episcopal Church
- Mr. Floyd Lalwet, Provincial Secretary of the Philippine Episcopal Church
- Mrs. Marcy Lalwet, of the Philippine Episcopal Church – in absentia
- Dr. Kim Payton, Consultant to the Episcopal Diocese of Hawai'i
- Ms. Betsey Bell, Assistant to the Rev. Gay Clark Jennings

Canonically Resident Clergy new to the Diocese since the last Convention:

- The Rev. Cn. Kathleen Cullinane
- The Rev. Bruce DeGooyer
- The Rev. Christopher Golding
- The Rev. Cn. Alexander Graham
- The Rev. Andrew McMullen
- The Rev. Heather Patton-Graham

- The Rev. Craig Vance

Licensed Clergy new to the Diocese:

- The Rev. John Lunn
- The Rev. Philip Paradine

Ordained to the Transitional Diaconate since the last Convention:

- The Rev. Annalise Castro

Ordained to the Vocational Diaconate since the last Convention:

- The Rev. Dcn. Lani Bowman

Ordained to the Priesthood since the last Convention:

- The Rev. Phyllis Mahi Beimes
- The Rev. Malcolm Keleawe Hee
- The Rev. Paul Nahoa Lucas
- The Rev. Ernesto Pasalo, Jr.
- The Rev. John Hau‘oli Tomoso

Those on Stage:

- The Rt. Rev. Robert Fitzpatrick, V Bishop of Hawai‘i
- Mr. Wayne Yoshigai, Chancellor
- Ms. Jane Tonokawa, Dispatch of Business Chair
- The Rev. Moki Hino, Secretary

Quorum Report of the Credentials Committee

Keane Akao, Credentials Committee Chair reporting.

Clergy Quorum: The total number of clergy who were both canonically resident and domiciled or clergy of a denomination in full communion with TEC and installed as Rector, Vicar, priest-in-charge, Associates, Curates, or Youth Ministers of an Episcopal Church in the Diocese of Hawai‘i, as per Diocesan Canon 1.1, is: **77**. One-third of this number was required to constitute a quorum. The minimum number of clergy required to be present and registered to constitute a quorum was: **26**. There were **49** clergy who were both canonically resident and domiciled or clergy of a denomination in full communion with TEC and installed as Rector, Vicar, priest-in-charge, Associates, Curates, or Youth Ministers of an Episcopal Church in the Diocese of Hawai‘i, as per Diocesan Canon 1.1, present and registered for this meeting. A clergy quorum was declared present.

Lay Quorum: The following lay quorum was with regard to the 32 parishes and missions that had paid their 2015 assessments in full. The total number of possible lay Delegates permitted under Article III, Section 2 was: 131. To constitute a quorum, a majority of this number was required to be present and registered. That number must be greater than: **66**. There were **128** Delegates present and registered for this meeting. A lay quorum was declared present.

Action Item: On behalf of the Diocesan Council Mr. Akao moved that that the Delegates of Christ Church, Kealakekua be granted seat, voice and vote in accordance with Diocesan Canon 2.8. **The motion passed.**

Bishop Fitzpatrick then announced that the Delegates from Christ Church, Kealakekua could be seated with seat, voice and vote.

Action Item: On behalf of the Diocesan Council Mr. Akao moved that that the Delegates of Trinity-by-the Sea, Kihei be granted seat, voice and vote in accordance with Diocesan Canon 2.8. **The motion passed.**

Bishop Fitzpatrick then announced that the Delegates from Trinity by-the-Sea, Kihei could be seated with seat, voice and vote.

Bishop Fitzpatrick then called on Mr. Akao to report on the revised clergy and lay quorum and Mr. Akao reported that the following lay quorum was with regard to the 34 parishes and missions of this Diocese.

The total number of possible lay Delegates permitted under Article III, Section 2 was: **138**. To constitute a quorum, a majority of this number was required to be 50% present and registered and that number must be greater than: **69**. There were **135** Delegates present and registered for this meeting. A lay quorum was present.

Bishop Fitzpatrick then called on Mr. Akao regarding the granting of seat and voice. **Action Item:** Mr. Akao moved that the following people be granted seat and voice:

Licensed Clergy:

- The Rev. Philip Paradine

Lay Members of Diocesan Council Who Are Not Delegates

- Mr. Kurt Eschback
- Ms. Dixie Kaetsu
- Ms. Wilma Namumnart

Lay Members of the Standing Committee Who Are Not Delegates

- Mrs. Phyllis Chang
- Mr. John Decker
- Mr. Gerald Madison

Chairs of Reporting Organizations and Staff who are not members of this Convention

- Ms. Kalani Holokai
- The Rev. David Turner

Others:

- The Rev. Gay Clark Jennings

- Canon Peter Ng

No second was need. **The motion passed.**

Announcement of Appointments to Committees of the Convention (by Title)

Jane Tonokawa, Chairman of Dispatch of Business announced Appointments to Committees of the Convention (by Title). The full list in on page 8 in the 2016 Booklet.

Report from the Chair of Dispatch of Business

Action Item: Ms. Tonokawa called attention to the agenda in the Booklet and moved adoption of the Agenda noting the following special orders of business:

- Camp Mokulē‘ia
- Social Justice – Houselessness in Hawai‘i
- Special Video: Pūlama 2016 Feast Day
- Canon Peter Ng and The Episcopal Church
- Special Video: The Jesus Movement: Loving, Liberating and Life-giving

The motion passed.

Report on Resolutions

Ms. Tonokawa made a report on the following resolutions:

Resolution #1: 2017 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i

Report on Nominations

Bishop Fitzpatrick asked the clergy of the Diocese to again serve as the Nominating Committee for this Convention. Ms. Tonokawa made a report on the ballots.

Ballot GC-C1: General Convention Deputies – Clergy for a Three-Year Term. There were twelve nominations received: Diana Akiyama, Honey Becker, Steven Costa, Kathleen Cullinane, Brian Grieves, Kerith Harding, Keleawe Hee, Moki Hino, Giovan King, Paul Lillie, Ryan Newman, and Irene Tanabe. There were no additional nominations from the floor and nominations were closed.

Ballot GC-L1: General Convention Deputies – Lay for a Three-Year Term. There were seven nominations received: Keane Akao, Sonja Barba, John Decker, Pamela Fern, Ryan Kusumoto, Mimi Wu, and Stanley Yon. There were no additional nominations from the floor and nominations were closed.

The First General Convention Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting and thanked the following people:

- Floor Tellers—John Decker, Richard Shields, and Kaipo Sasan.
- Counters—Ha`aheo Guanson, Preston Lentz, Sonny Liu, Beth Finke, Jill Haworth, Mark Haworth, Keith Kalway, and Fane Lino.

Upon completion of the casting of ballots, Bishop Fitzpatrick declared the polls closed.

Report on Nominations

Ballot A-1: Diocesan Council – Clergy At-Large for a Three-Year Term. There were two nominations received: Bruce DeGooyer and Andrew McMullen. There were no additional nominations from the floor and nominations were closed.

Ballot B-1: Diocesan Council – Lay At-Large for a Three-Year Term. There were two nominations received: Vikki Secretario and Louise Aloy. There were no additional nominations from the floor and nominations were closed.

Ballot C-1: Diocesan Council – Lay Maui County for a Three-Year Term. There was one nomination received: Kenneth Peter Lee. There were no additional nominations from the floor and nominations were closed.

Ballot D-1: Standing Committee – Clergy for a Four-Year term. There were four nominations received: Lani Bowman, Kathleen Cullinane, Paul Lillie, and John Hau`oli Tomoso. There were no additional nominations from the floor and nominations were closed.

Ballot E-1: Standing Committee, Lay for a Four-Year Term. There was one nomination received: Vaughan Winborne. There were no additional nominations from the floor and nominations were closed.

Ballot F-1: Cathedral Chapter – Clergy for a Two-Year Term. There was one nomination received: Irene Tanabe. There were no additional nominations from the floor and nominations were closed.

Ballot G-1: Cathedral Chapter – Lay for a Two-Year Term. There was one nomination received: John Decker. There were no additional nominations from the floor and nominations were closed.

Ballot H-1: Secretary for a One-Year Term. There was one nomination received: Moki Hino. There were no additional nominations from the floor and nominations were closed.

Ballot I-1. Ballot I-1 is the canonically required ballot to confirm the Bishop's appointments.

The First Diocesan Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting.

The Bishop's Address

Bishop Fitzpatrick delivered his address to the Delegates of the Convention.

Treasurer's Report by Title

Action Item: Ms. Tonokawa, Chair of Dispatch of Business: moved the adoption of the Report (by Title). **The motion passed.**

Consideration of Resolutions

Bishop Fitzpatrick called on Ms. Tonokawa to remind everyone of the rules of order for considering resolutions:

Except by leave of the Convention, no member shall speak more than twice on the same question, nor longer than three (3) minutes at one time, nor in any event, a second time until every member choosing to speak shall have spoken. Members are to address the Bishop and not the convention.

Consideration of Resolution #1: *2017 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i*

Action Item: Bishop Fitzpatrick called upon Kerith Harding of the Compensation Review Committee to address the Convention. After Rev. Harding's report, the Bishop asked for additional comments, reminding the Convention to address the Chair. Discussion ensued. **The motion passed.**

Recess

Bishop Fitzpatrick called for a recess and asked delegates to reconvene in Tenney Theater at 10:35AM.

Presentation of the 2017-2019 Budget

Dixie Kaetsu presented the 2017-2019 Budget to the delegates of the Convention. **Action Item:** Dixie Kaetsu, Diocesan Council member, moved adoption of the budget on behalf of the Diocesan Council. The floor was then opened for debate on the Budget. Discussion and questions ensued. Jane Tonokawa addressed conceptual motions, if needed. **Action Item:** A motion was made and seconded to rent MacCray House for approximately \$36,000 per year and those monies allocated for a diocesan youth minister. Discussion ensued. **The motion passed.** The Convention returned to the main motion. **The Budget was adopted as amended.**

Report on the First Convention Deputy Ballot

Rev. Hino made the following report on the 1st Ballot:

Ballot #GC-C1: General Convention Deputies – Clergy.

184 votes cast. 1 illegal ballot. 93 votes necessary for election.

Diana Akiyama: 55 votes. Honey Becker: 46 votes. Steven Costa: 55 votes. Kathleen Cullinane: 40 votes. Brian Grieves: 66 votes. Kerith Harding: 46 votes. Keleawe Hee: 63 votes. Moki Hino: 124 votes. Giovan King: 34 votes. Paul Lillie: 71 votes. Ryan Newman: 50 votes. Irene Tanabe: 58 votes. Moki Hino elected.

Ballot #GC-L1: General Convention Deputies – Lay.

184 votes cast. 2 blank ballots. 4 illegal ballots. 93 votes necessary for election.

Keane Akao: 111 votes. Sonja Barba: 86 votes. John Decker: 110 votes. Pamela Fern: 106 votes. Ryan Kusumoto: 119 votes. Mimi Wu: 84 votes. Stanley Yon: 40 votes. Keane Akao, John Decker, Pamela Fern, and Ryan Kusumoto elected.

Second Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting for General Convention Deputies – Clergy.

Special Order of Business: Camp Mokulē‘ia

Bishop Fitzpatrick called on the Rev. David Turner, Executive Director of Camp Mokulē‘ia, to address the Delegates of the Convention.

Reflection & Grace

Bishop Fitzpatrick called upon Rev. Jennings to give a reflection and say grace before lunch.

Recess

The Convention went into recess for lunch at 12:00N.

The Convention Reconvenes

The Convention reconvened at 1:00PM.

Report of the Secretary of the Convention

Rev. Hino made the following announcements:

- The Standing Committee will hold a meeting at the stage to elect officers immediately after the conclusion of the Convention.
- Hawaiian Prayer Books and Gospels are available for purchase at \$30 each or \$50 for both. Please see Charmaine Ito if you are interested.
- Copies of Pūlama are available outside in the cloister for anyone who would like to have the book. They are free of charge. First come, first served.

Report on the First Diocesan Ballot

Rev. Hino made the following report on the 1st Ballot:

Ballot #A-1: Diocesan Council Clergy at Large for a Three-Year Term. 184 votes cast. 8 blank ballots. 1 illegal ballot. 89 votes necessary for election. Bruce DeGooyer: 161 votes. Andrew McMullen: 160 votes. Bruce DeGooyer and Andrew McMullen elected.

Ballot #B-1: Diocesan Council Lay at Large for a Three-Year Term. 184 votes cast. 3 blank ballots. 4 illegal ballots. 92 votes necessary for election. Vicki Secretario: 54 votes. Louise Aloy: 123 votes. Louise Aloy elected.

Ballot #C-1: Diocesan Council – Lay Maui County for a Three-Year Term. 184 votes cast. 6 blank ballots. 90 votes necessary for election. Kenneth Peter Lee: 178 votes. Kenneth Peter Lee elected.

Ballot #D-1: Standing Committee – Clergy for a Four-Year Term. 184 votes cast. 3 blank ballots. 5 illegal ballots. 91 votes necessary for election. Lani Bowman: 44 votes. Kathleen Cullinane: 31 votes. Paul Lillie: 54 votes. John Hau‘oli Tomoso: 47 votes. No election.

Ballot #E-1: Standing Committee – Lay for a Four-Year Term. 184 votes cast. 10 blank ballots. 88 votes necessary for election. Vaughan Winborne: 174 votes. Vaughan Winborne elected.

Ballot #F-1: Cathedral Chapter – Clergy for a Two-Year Term. 184 votes cast. 17 blank ballots. 84 votes necessary for election. Irene Tanabe: 167 votes. Irene Tanabe elected.

Ballot #G-1: Cathedral Chapter – Lay for a Two-Year Term. 184 votes cast. 24 blank ballots. 81 votes necessary for election. John Decker: 160 votes. John Decker elected.

Ballot #H-1: Secretary for a One-Year Term. 184 votes cast. 17 blank ballots. 84 votes necessary for election. Moki Hino: 167 votes. Moki Hino elected.

Ballot #I-1: Confirmation by the Convention
184 votes cast. 8 blank ballots. 1 illegal ballot. 89 necessary for election.
Wayne Yoshigai, Chancellor: 170 votes.
Kevin Herring, Vice Chancellor: 168 votes.
Stuart Ching, Historiographer: 171 votes.
Katrina Luksovky, Registrar: 169 votes.
Linda Decker, Commission on Ministry – Clergy (4 years): 173 votes.
Arleen Young, Commission on Ministry – Lay (4 years): 166 votes.
Giovan King, Disciplinary Board – Clergy (3 years): 170 votes.
John Hawkins, Disciplinary Board – Lay (3 years): 169 votes.
Kathleen Cullinane, Diocesan Compensation Review Commission – Clergy (3 years): 169 votes.
Priscilla Millen, Diocesan Compensation Review Commission – Lay (3 years): 168 votes.

All Appointments confirmed.

Report on the Second Convention Deputy Ballot

Ballot #GC-C2: General Convention Deputies – Clergy.

182 votes cast. 4 illegal ballot. 1 blank ballot. 91 votes necessary for election.

Diana Akiyama: 46 votes. Honey Becker: 32 votes. Steven Costa: 46 votes. Kathleen Cullinane: 40 votes. Brian Grieves: 62 votes. Kerith Harding: 53 votes. Keleawe Hee: 53 votes. Giovan King: 22 votes. Paul Lillie: 82 votes. Ryan Newman: 36 votes. Irene Tanabe: 52 votes. No election.

Second Diocesan Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting for Standing Committee – Clergy.

Third General Convention Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting for General Convention – Clergy.

Special Order of Business: Social Justice – Houselessness in Hawai‘i

Bishop Fitzpatrick called on Rev. Brian Grieves to make a report to the Convention.

Report on the Second Diocesan Ballot

Ballot #2D-1: Standing Committee – Clergy for a Four-Year Term. 171 votes cast. 1 blank ballot. 86 votes necessary for election. Lani Bowman: 36 votes. Kathleen Cullinane: 20 votes. Paul Lillie: 68 votes. John Hau‘oli Tomoso: 47 votes. No election.

Report on the Third General Convention Ballot

Ballot #GC-C3: General Convention Deputies – Clergy. 171 votes cast. 5 illegal ballots. 86 votes necessary for election. Diana Akiyama: 39 votes. Honey Becker: 33 votes. Steven Costa: 44 votes. Kathleen Cullinane: 39 votes. Brian Grieves: 74 votes. Kerith Harding: 50 votes. Keleawe Hee: 58 votes. Giovan King: 18 votes. Paul Lillie: 85 votes. Irene Tanabe: 43 votes. Brian Grieves, Keleawe Hee, Paul Lillie elected.

Third Diocesan Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting for Standing Committee – Clergy.

Special Order of Business: Pūlama 2016 Feast Day Video

Special Order of Business: Canon Peter Ng and The Episcopal Church

Bishop Fitzpatrick called on Canon Peter Ng, Asia and the Pacific & Anglican Relations Officer of the Episcopal Church and our Diocesan liaison with the church-wide staff, to address the Delegates of the Convention.

Special Video: The Jesus Movement: Loving, Liberating and Life-giving

Reflections from the Chaplain

Bishop Fitzpatrick called on Rev. Gay Clark Jennings, Chaplain to the Convention, to share her reflections.

Report on the Third Diocesan Ballot

Ballot #3D-1: Standing Committee – Clergy for a Four-Year Term. 172 votes cast. 1 blank ballot. 87 votes necessary for election. Kathleen Cullinane: 29 votes. Paul Lillie: 75 votes. John Hau'oli Tomoso: 67 votes. Paul Lillie elected.

Passing of the Bishop's Mitre

Bishop Fitzpatrick passed his mitre. Donations will go to St. Andrew's Schools Scholarship Fund.

Courtesy Resolutions

Action Item: Rev. Imelda Padasdao moved adoption of the Courtesy Resolutions (by Title). **The Courtesy Resolutions were adopted.**

Appointment of the Assistant Secretary

Bishop Fitzpatrick called on the Secretary to appoint an Assistant Secretary for 2017. **Action Item:** Moki Hino, Secretary, moved the appointment of Dixie Kaetsu as Assistant Secretary for 2017. **The motion passed.**

Adjournment

The Annual Meeting adjourned at 3:10PM.

Respectfully submitted,
The Rev. Moki Hino, Secretary

Section III: Attachments to the Journal Proceedings

<u>Attachment #</u>	<u>Title</u>
1	The Bishop's Address
2	Convention Plans Committees
3	Agenda
4	Resolutions
5	2017 Proposed Budget Narrative and Numbers
6	The Bishop's Report
7	Official Clergy List
8	Annual Report of the Treasurer
9	Incomplete Yr 2015 Audits
10	Report of the Standing Committee
11	Report of the Commission on Ministry (COM)
12	Report of the Commission on Finance and Administration (COFA)
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Attachment 1: The Bishop's Address

at the Annual Meeting of the Convention of the Diocese of Hawai'i
Tenney Theater, The Cathedral of St. Andrew, Honolulu, Hawai'i
Saturday, October 29, 2016
The Right Reverend Robert L. Fitzpatrick, Bishop

“We have many parts in one body, but the parts don't all have the same function. In the same way, though there are many of us, we are one body in Christ, and individually we belong to each other. We have different gifts that are consistent with God's grace that has been given to us. If your gift is prophecy, you should prophesy in proportion to your faith. If your gift is service, devote yourself to serving. If your gift is teaching, devote yourself to teaching. If your gift is encouragement, devote yourself to encouraging. The one giving should do it with no strings attached. The leader should lead with passion. The one showing mercy should be cheerful. Love should be shown without pretending. Hate evil, and hold on to what is good. Love each other like the members of your family. Be the best at showing honor to each other. Don't hesitate to be enthusiastic – be on fire in the Spirit as you serve the Lord! Be happy in your hope, stand your ground when you're in trouble, and devote yourselves to prayer. Contribute to the needs of God's people, and welcome strangers into your home. Bless people who harass you – bless and don't curse them. Be happy with those who are happy, and cry with those who are crying. Consider everyone as equal, and don't think that you're better than anyone else. Instead associate with people who have no status. Don't think that you're so smart. Don't pay back anyone for their evil actions with evil actions, but show respect for what everyone else believes is good. If possible, to the best of your ability, live at peace with all people.” Romans 12:4-18

So, Paul tells us about being the Church – the Body of Christ.

Aloha kakahiaka,

My Convention Address this year is going to be a little different than in past years.

There will be no movie clips, no Blues Brothers, no Star Trek, no Barry White – no big production.

During the course of the Annual Meeting of Convention this year, there will be video clips, but not now – not as part my Convention address.

Yesterday at Education Day, we began our conversation about the future of the Episcopal Church in Hawai'i. So, my Address is about thanking some people as we prepare together to take time over the next few months to look to our future.

I was elected the Bishop of Hawai'i at the Annual Meeting of the Convention in 2006 – 10 years ago on October 20th. Much has happened since then and I am deeply grateful for your love, support and prayers. In these years, we have been through two strategic plans and three Mutual Ministry Reviews. I do think, however, that the current work we will be doing with the help of Dr. Kim Payton is something different and will set us on the course for the next several years as

the Diocese of Hawai‘i. I’ve also asked the Diocesan leadership that it be a time for me to review and evaluate my leadership of the Diocese, and to bring into new focus my ministry as a Bishop. It will be a time for me to take stock with the Standing Committee and the Diocesan Council of how I serve you and how we together can best engage God’s mission. Yesterday was the beginning of the conversation. I urge you to be involved in the ongoing conversations over the next few months – and to pray.

Today, however, please forgive me for being a bit nostalgic. Perhaps it was the recent death of Bishop Browning that provoked this sense in me. As you know, he preached at my ordination as a Bishop. It could also be that I have been reflecting on those in whose debt I remain – those living and especially those no longer with us. It might be also that I am now a grandfather for the first time. Or even that the Chicago Cubs are in the World Series, my late mother’s lifelong dream. Miracles still happen.

As we look to the future, I am incredibly thankful for the ministry and support of the Right Reverend Richard S. O. Chang. Dick is a friend, a mentor and a pastor to me. He regularly comes by the office in shorts, slippers and T-shirt just to check-in and to collect his mail. We regularly have lunch, and he listens and advises without being intrusive. He even sent me a note celebrating the Cubs’ win of the National League pennant. That is quite a compliment coming from a Yankees’ fan.

I am certain you know how very hard the staff of the Office of the Bishop works. A misconception can be that the Office of the Bishop is “the Diocese” or that there is a large bureaucracy somewhere here in the Cathedral of St. Andrew. That there is something called “the Diocese.” Not true. This Convention is “the Diocese.” Through the years, when doing classes with Vestries and Bishop’s Committees, there is sometimes surprise when we discuss how small the Office of the Bishop really is. This handful of faithful servants cares for the Diocese, the congregations, lay leaders, clergy and me. In the past, the team included Tiare Ono, Marie Elesarke, Nancy Minuth, Lani Kaaihue, June Choriki, Liz Beasley and Sarah Klitzke. Though not currently in the Office, they are still an important part of our identity as a Diocese. I am grateful to those who have walked with them.

I have never been as thankful for or as confident in my staff as I am today. As certainly most of the clergy and lay leaders know my ministry and the office owes much to the organization and the steady hand of Irina Martikainen, my Executive Assistant. Her management of the episcopal side of the office and her care of clergy is exemplary. She brings calm and order. Without her support, these past few years without a Canon in the office would have been overwhelming. Likewise, the presence of Charmaine Ito as the Office and Property Manager has allowed us to be confident that the management of the Annual Meeting, the diocesan properties, relations on Queen Emma Square, human resources and office operations are handled with care and understanding. Few people can be aware of all that she does. The team of Irina and Charmaine has been invaluable to me as the Bishop. Irina and Charmaine, thank you.

For over 25 years, Peter Pereira has faithfully served this Diocese as its Treasurer and Chief Financial Officer. His championing of planned giving and stewardship are well-known throughout the Episcopal Church. With next to no staff and a handful of volunteers, we have

programs and practices that are sought out by dioceses two and three times our size. Peter, and Athena Chan, our Bookkeeper, continue to provide services and support to our Diocese, congregations, our lay professionals and our clergy unequaled in most dioceses of the Episcopal Church. Peter, well done and thank you. Athena, thank you.

Others like Katrina Luksovsky and Sonny Liu are in the office part-time to keep track of files and organizing activities. Sharon Billingsley oversees travel. Sybil Nishioka handles Communications from Kaua‘i. Thank you.

We also now have Sandy Graham with us. In accepting the call to be our Canon for Congregational Life and Leadership, he has already provided me with renewed confidence to take up new ministries. I look forward to years of shared ministry.

Volunteers are essential. Norma Chun who keeps track of ministry licenses and required trainings, and Stuart Ching who cares for the Diocesan Archives as the Historiographer. Norma and her husband, Frank, are also the Co-Chaplains to retired clergy. The past, present and future are cared for on behalf of every one of us by faithful diocesan volunteers.

The Chancellors of the Diocese of Hawai‘i are all volunteers. They provide hours of service to us. As you know, last year Martha Im stepped down as Chancellor after eight years, and Wayne Yoshigai stepped up to serve the Diocese. When Martha first talked to Wayne, she assured him that this is a calm ministry – at least most of the time in Hawai‘i. Unfortunately, 2016 has been an unusual year. Wayne and I meet monthly, and together we have had some unusual and even unique situations. Other than members of the Standing Committee and the Diocesan Council, most people will never know the many hours and the wise counsel that Wayne has given to the Diocese and to me. I think we will both be happy to see the New Year. Thank you, Wayne.

With these, I must also thank the members of Diocesan Counsel and Standing Committee who are the faithful guardians of the Episcopal Church in Hawai‘i. I meet privately with the President of Standing Committee every month to discuss the life of the Diocese. The wise advice and listening ear of Gerry Madison and past Standing Committee Presidents – like Moki Hino, Karen Sender and Cecilia Fordham – make the ministry of being the Bishop a joy. That is true for all those who serve in leadership and those of you who have served in the past. Thank you.

And for you here today, here in this Annual Meeting, thank you. You are the lifeblood of the Body of Christ that is the Episcopal Church in Hawai‘i.

As a Diocese, we are blessed to look into the world. While some might believe the ocean to be a barrier, it is for us the life source and that which connects us to North America, Asia and the entire Pacific. Creativity, care and open-mindedness are evident in our congregations. Until some difficulties this past year, we have seen continued growth numerically and spiritually as a Diocese. As your Bishop, I feel supported and empowered by our clergy and lay leaders. I am especially proud of our Priests and Deacons. We are blessed by such servants of God. Thank you.

What then is ahead of us? We know too well that the world is changing – getting smaller. I am proud of you and of congregations for reaching out into the world, for caring for the hungry and the houseless, for being harbors of safety, for boldly living the maxim: “there are no outcasts.” We must however refine our outreach and refocus our mission. I think that can best happen by better working together, by sharing ministry, and by seeing ourselves as “one team” and not isolated congregations. We live on islands and we need one another. We also must listen to one another to chart the course for the future.

This year in my address, I have not outlined all of the things that we have done in the past year – the conferences and the speakers, the ministries and the struggles. I will not highlight what is coming in the next year. Yes, there are plans for training, there are workshops, and there will be much happening. What I hope I have done is to express to you my deep appreciation for being your Bishop. I also must call us to a short season of prayer and reflection. These next few months will be a time for conversation. It began yesterday and it will continue from now until next year’s Annual Meeting. I have asked for a personal performance review to be shared with the Standing Committee by March 10, 2017, the 10th anniversary of my ordination as a Bishop. That work will help me plan my continuing education and the focus of my ministry for the next few years. As the work continues we will create a new strategic plan and operational goals for the Diocese and our common life together. This will only have meaning and impact if many voices are part of the conversation. Many voices that are not in this room right now and even voices that are not currently heard in our congregations. We are seeking to fulfill God’s mission in the islands of Hawai‘i for the next period of our life together.

So, this Address is just the beginning. In fact, it will not be complete for several months. In some ways, I feel that we have finished the first part of our journey together. We are pulling the canoes onto an island for a rest and to gather provisions. We must reconsider the stars and the winds. We must talk among ourselves and pray to Akua. When the morning comes we will set out again sailing toward the rising Sun and our island home.

With that in mind, I again say thank you.

I give thanks to God that I’ve been called to these islands and to be with you. I give thanks to God for my life with Bea and our sons. I give thanks that we are on this voyage together.

I leave you in this address, as I often do, with the words of St. Paul,

"No ia mea, e nā hoahānau, e kūpa‘a ‘oukou, me ka nāueue ‘ole, me ka ho‘omau i kā ‘oukou hana nui ‘ana i ka hana a ka Haku, no ka mea, ua ‘ike nō ‘oukou, ‘a‘ole i make hewa kā ‘oukou hana ‘ana ma ka Haku." Korineto I 15:58

"Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain." I Corinthians 15:58

Mahalo.

Attachment 2: Convention Plans Committees

Position	Name	Chair	Island
Secretary of Convention	Robert “Moki” Hino+	C	H
Assistant Secretary of Convention	Amy Null		K
Approval of Minutes	Randolph Albano+	C	O
Constitution and Canons	Giovan King+	C	O
Credentials	Keane Akao	C	O
Dispatch of Business	Jane Tonokawa	C	O
Elections	Pam Fern	C	O
Nominations	Clergy in Charge of Congregations		
Resolutions	Standing Committee		

Attachment 3: Agenda

THE FORTY-EIGHTH ANNUAL MEETING OF THE CONVENTION
OF THE EPISCOPAL DIOCESE OF HAWAI‘I CONVENED IN
THE TENNEY THEATRE OF THE CATHEDRAL OF ST. ANDREW
HONOLULU, HAWAI‘I

Saturday, October 29, 2016

The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

8:00 am	Registration
8:45 am	Convening of the 48 th Annual Meeting of the Convention Introductions
8:55 am	Business of Meeting Begins Quorum Report of the Credentials Committee
9:10 am	Report from the Chair of Dispatch of Business Adoption of the Agenda with the following special orders of business: <ol style="list-style-type: none">1. Camp Mokolē‘ia2. Social Justice – Houselessness in Hawai‘i3. Special Video: Pulama 2016 Feast Day4. Canon Peter Ng and The Episcopal Church5. Special Video: THE JESUS MOVEMENT Loving, Liberating and Life-giving
9:30 am	Report on Resolutions
9:40 am	Report on Nominations for Deputies
9:55 am	General Convention 1 st Ballot – Clergy Deputies General Convention 1 st Ballot – Lay Deputies
10:00 am	Report on other Nominations
10:15 am	Diocesan Ballots – 1 st Ballot
10:20 am	Bishop’s Address
10:40 am	Treasurer’s Report by Title
10:45 am	Consideration of Resolutions
11:00 am	Presentation of the 2017-2019 Budget
11:45 am	Report on General Convention 1 st Ballots – Clergy and Lay Deputies 2 nd Ballot on General Convention Deputies if needed
12:00 pm	Lunch
1:00 pm	Reconvene Report on the Diocesan 1 st Ballot and 2 nd Ballot if needed Report on General Convention 2 nd Ballots – Clergy and Lay Deputies 3 rd Ballot on General Convention Deputies if needed
2:00 pm	Report on the Diocesan 2 nd Ballot and 3 rd Ballot if needed
3:00 pm	Set Dates and Locations of 2017, 2018, 2019 Annual Meetings of Convention
3:05 pm	Courtesy Resolutions
3:15 pm	Report on 3 rd Ballots
3:30pm	Final Comments from the Rev. Gay Jennings
3:40 pm	Adjournment of the Annual Meeting with the singing of the Queen’s Prayer

Attachment 4: Resolutions

Resolution #1: 2017 Minimum Clergy Compensation and Benefits
Policy of the Episcopal Diocese of Hawai‘i

Resolution 1

TITLE: 2017 Minimum Clergy Compensation & Benefits Policy of the Episcopal Diocese of Hawai‘i

SPONSOR: Diocesan Clergy Compensation Review Committee

CONTACT NAME: The Rev. Kerith Harding, Chair

ADDRESS: 229 Queen Emma Square, Honolulu, Hawai‘i 96813

PHONE: 808-878-1485

EMAIL: kerith.harding@gmail.com

BE IT RESOLVED, that the 2017 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i be adopted.

RATIONALE/ EXPLANATION

When a church calls a Priest, it enters into a shared mutual ministry, a stewardship, of caring for each other. Part of that stewardship provides that the church has a responsibility, a covenant, to provide for the financial support of its clergy and their family. The Diocese of Hawai‘i establishes minimum guidelines to assist churches in determining fair compensation for clergy that will allow a reasonable, moderate standard of living and, that will attract, retain, and support them in their role and growth as faithful ministers of the Gospel, and in the pastoral care of the church.

The Committee is committed to this stewardship and covenant relationship and, as such, the 2017 Minimum Clergy Compensation Schedule includes a 1.0% increase to all compensation categories.

The consumer price index increase for Hawai‘i was .5%. Recognizing that Hawai‘i’s cost of living is one of the highest in the nation, the Committee supports maintaining a competitive compensation level to attract and retain talented, dynamic, entrepreneurial and vibrant clergy. Congregations are strongly encouraged to talk honestly with their clergy about ministerial performance and take that into consideration in their compensation. It is strongly recommended that annual salary negotiations at the church level be carried out with prayerful candor, clarity and, most importantly, in Christian love.

The automobile allowance for 2017 is reduced from \$8,800 to \$8,604 due to the decrease in gasoline costs.

Regarding Mutual Ministry Review: Compensation provides a means by which Congregations enable Priests to exercise and express a professional vocation entrusted by God and affirmed by the Church. Inherent to the sacred trust shared by Priest and Congregation is the mutuality and accountability of communion. The following schedule and terms articulate the shape and expression of this mutuality and communion by providing the minimum expectations of compensation and professional support, according to various conditions necessary for life and ministry in the Diocese of Hawai‘i. These minimum expectations articulate the base by which we support and affirm the ministry and leadership of our Priests. As an important part of our mutuality of ministry and life in communion, compensation must be considered and developed with clear expectations of ministry and presence. In order to achieve this, all Priests providing ministry and leadership beyond supply ministry will have a mutually agreed upon: Letter of Agreement; Position Description (to include a statement of ministry and professional goals); and biennial Mutual Ministry Review. This Mutual Ministry Review should discern and provide for the continued mutual life, ministry and vitality shared by Priest and Congregation.

Materials, resources, and guidance for Letters of Agreement, Position Descriptions, and Mutual Ministry Reviews are available from the Office of the Bishop.

An agreement among the Clergy, Wardens and Vestry/Bishop’s Committee to a biennial discussion and mutual review of the total ministry of the Parish/Mission allows for the following:

- The opportunity to assess how well they are fulfilling their responsibilities to each other and to the ministry they share,
- The establishment of goals for the work of the Parish/Mission for the coming year(s),
- The identification of areas of conflict or disappointment that may be adversely affecting mutual ministry which may then be addressed appropriately, and
- The clarification of expectations of all parties to help reduce possible future conflicts and if any occur, make them more manageable.

A mutually agreed-upon third-party may be engaged to facilitate this process. (The Clergy Compensation Review Committee suggests that this resolution with the attached schedule be presented and discussed with the Diocesan community around the State in pre-Annual Meeting gatherings with Clergy, Lay Delegates, Wardens and Treasurers as scheduled by the Diocesan Council)

2017 MINIMUM CLERGY COMPENSATION AND BENEFITS POLICY
The Episcopal Diocese of Hawai‘i

	Compensation			
	0 thru 4 years	5 thru 9 Years	10 thru 19 Years	20+ Years
Category	Minimum	Minimum	Minimum	Minimum
1	89,136	100,200	111,324	120,168
2	81,024	91,116	101,232	109,296
3	73,620	82,944	92,148	99,600
4	68,220	75,900	84,324	90,384

This table does not include self-employment tax.
 Compensation includes salary and housing

I. Full-Time Positions

- a. The compensation categories and ranges are intended to be used as a framework within which the Vestry/Bishop’s Committee and the clergy negotiate a mutually acceptable compensation. The compensation ranges are based on "years of service" to provide a guide for compensation increases as years of service increase. This compensation schedule sets the minimum for churches in the Diocese of Hawai‘i. "Years of service" means the number of years of status as a clergy person in good standing in The Episcopal Church in the USA. In Parishes, compensation is negotiated between the clergy person and the vestry. For Missions, compensation is negotiated between clergy and the Bishop’s Committee with the approval of the Bishop. Credit for prior years of service as an ordained person in-good-standing in another denomination is negotiated between the clergy and the Vestry/Bishop’s Committee with the approval of the Bishop. With respect to clergy newly called or appointed to a congregation, the Vestry/Bishop’s Committee is required to notify the Treasurer of the Diocese as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention. In order to maintain accurate records, a schedule will be attached to the Parochial Report reporting the clergy compensation and the number of years of service as it increases each year.
- b. Clergy must be paid at least the minimum of the applicable category with salary reviews at least annually. Congregations and clergy should schedule and hold a biennial Mutual Ministry Review, complete with clear goals and objectives, mutual accountabilities and shared expectations by both the laity and the clergy.
- c. These categories are minimums and should be used as a starting point for salary negotiations. Vestries/Bishop’s Committees shall seriously consider appropriate compensation.
- d. For ease of administration, all compensation figures will be rounded up into amounts divisible by 12.
- e. Each Vestry/Bishop’s Committee, working in consultation with their clergy, shall approve a resolution determining the housing allowances for the following year.

This Internal Revenue Service (IRS) requirement shall be completed by December 31st of the year preceding the commencement of the allowance.

- f. For clergy who are paid a cash housing allowance, the amount of the housing allowance shall be determined by negotiation between clergy and Vestry/Bishop's Committee.
- g. The 2017 Housing Allowance Guideline is \$21,622 and is included in the compensation amounts stated above. Any congregation that furnishes housing for a Fair Market Value that is less than the \$21,622 is encouraged to pay the difference in cash to the clergy. The value of housing that is decided shall be added to the cash salary in order to compute the total compensation for Church Pension Fund purposes.
- h. Congregations with assisting clergy are encouraged to classify the assistant's position into a category appropriate to the scope of the position.

II. Part-Time Positions

- a. Part-time clergy in charge of congregations will be paid according to the applicable range above, times the % as agreed for the position.

III. Full-Time Employee Benefits

- a. An automobile allowance of \$8,604 will be provided, unless the clergy and Vestry/Bishop's Committee mutually determine by December 31 of the year preceding the commencement of the allowance that a mileage plan (using the current IRS cents per mile) will be provided for the year instead. Clergy are encouraged to consider use of pre-tax dollars by setting up a reimbursable expense account plan or have the congregation provide an automobile.
- b. The congregation will pay the mandatory Church Pension Fund Assessment for clergy on salary, housing, social security reimbursement and on utilities (if applicable).
- c. \$100,000 Group Life Insurance is provided by the Church Pension Fund to clergy at no cost to the congregation.
- d. Sections III.e-III.h below apply to full-time employees (both clergy and lay employees) who work at least 40 hours per week.
- e. The congregation generally offers full-time employees the Diocesan Health Maintenance Organization (HMO) Plan. (For exceptions, please apply to the Office of the Treasurer.) Under the plan, the congregation pays for full family medical coverage.
- f. Spousal health insurance coverage: If the spouse or civil union partner of a clerical or lay employee is employed and insurance is provided (offered and paid for) by the spouse's or civil union partner's employer, the spouse or civil union partner will not be covered at the church's or diocese's expense. If the employed spouse or civil union partner declines coverage from his/her employer and chooses to be on the church's or diocese's plan, the employee is responsible for the spouse's or civil union partner's premium.
- g. Dependent health insurance coverage: Dependents of eligible full-time employees are eligible for coverage under the diocese's health plan up to the age of 26, regardless of the child's financial dependency, residency with the employee,

student status, or employment. However, the diocese does not offer dual coverage. Therefore, if a dependent is covered under another health plan the diocese will not pay the premium for that dependent. The full premium will need to be paid for by the employee for any dependent with dual coverage.

- h.** The congregation will pay the cost of Worker's Compensation coverage.
- i.** The Temporary Disability Insurance Plan for clergy is provided by the Church Pension Fund at no cost to the congregation.
- j.** The congregation will pay the clergy social security costs at 7.65% of salary and housing.
- k.** Full-Time clergy are entitled to one month (30 calendar days) of annual vacation with full stipend and allowances. This vacation time cannot be more than 45 calendar days in any one year, except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions. (In other words, no more than 15 days can be carried over to the following year.) Congregations should encourage clergy to take vacation.
- l.** Members of the clergy who have been employed by the church for at least one full year are entitled to leave for the birth or adoption of a child for a minimum of eight weeks with full compensation. Up to an additional 4 weeks may be taken without pay, or using vacation or sick time. If both spouses are employed by the Diocese, they are limited to a combined total of 12 work weeks of paid Parental Leave. Leave must be taken within 12 months of the birth or adoption.

Clergy giving birth shall submit a claim for short term disability through the Church Pension Group, which will reimburse the employer for 70% of the cleric's total compensation figure (up to \$1,000/week) for up to 12 weeks. Adoptive parents will receive the same time off with pay as a birth parents but will not be entitled to file a disability claim.

IV. Part-Time Employee Benefits

- a.** Part-time clergy will receive the federal guideline reimbursement of business automobile mileage instead of the stipulated allowance.
- b.** The congregation will pay the mandatory Church Pension Fund assessment of salary, housing, social security reimbursement and on housing utilities (if applicable).
- c.** Part-time employees (both clergy and lay employees) who work at least 20 hours per week for four consecutive weeks are eligible for coverage on the Diocesan HMO plan at no cost to the employee.
- d.** Spousal coverage: Spouses or civil union partners of part-time employees are not eligible for coverage.
- e.** Dependent coverage:
 - i.** Dependents of part-time employees who work at least 30 hours per week are eligible for coverage under the diocese's health plan up to age 26, regardless of the child's financial dependence, residency with the employee, student status, or employment. The employee is responsible for the full premium for his/her dependent's coverage

ii. Dependents of part-time employees who work less than 30 hours per week are not eligible for coverage under the diocese's health plan.

- f. The congregation will pay the cost of Worker's Compensation coverage.
- g. The Temporary Disability Insurance Plan for part-time clergy is provided by the Church Pension Fund.
- h. The congregation will pay the clergy social security costs at 7.65% of salary and housing.
- i. Part-time clergy are entitled to one month (30 calendar days) of annual vacation with agreed stipend and allowances. This vacation time cannot be more than 45 calendar days in any one year except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions. (In other words, no more than 15 days can be carried over to the following year.) Congregations should encourage clergy to take vacation.

v. **Other**

- a. Moving Expenses: Clergy will receive an allowance for moving expenses from the US Mainland, typically in the range of \$12,000 to \$20,000 depending on location.
- b. Sabbatical: Clergy are eligible for sabbatical leave at the ratio of one month per year of service in the congregation, to be available after the third year, and cumulative through the fourth year. The maximum amount of leave is limited to 4 months. The Vestry/Bishop's Committee shall annually budget funds to accumulate to provide pastoral and sacramental supply during the clergy person's sabbatical leave. Sabbatical leaves are provided for the benefit of both the congregation and clergy. Thus, before a sabbatical leave is granted, clergy must agree to serve the congregation for at least one year upon returning from the sabbatical. In addition, the request for sabbatical must be accompanied by a full and detailed description of the activities to be undertaken during the leave and, if granted, clergy shall submit to the Bishop and the Vestry/Bishop's Committee at the end of the leave, a report on the accomplishments of the leave. Accrued but not taken sabbatical leave can be carried over to following years in the same parish/mission. Accrued but not taken sabbatical leave is not paid out at retirement.
- c. Continuing Education: Clergy are required by Canon and Diocesan policy to continue their education. The congregation should provide funds in its annual budget for this continuing education. The minimum recommended amount is \$980/year. This amount should accumulate if unused and may carry over to the next year. This fund should also be available for sabbatical expenses.

vi. **Supply Clergy Compensation**

- a. The minimum compensation for Saturday evening/Sunday supply clergy shall be as follows:

One Service: \$174

Two Services: \$233

Each additional Service: \$115

Clergy will be reimbursed for travel (mileage, airfare, etc.), overnight parking and housing (if necessary).

CONGREGATIONAL COMPENSATION CATEGORIES

CATEGORY 4	1 TO 90
CATEGORY 3	91 TO 140
CATEGORY 2	141 TO 230
CATEGORY 1	231 and above

2017 CONGREGATIONAL COMPENSATION CATEGORY
COMPUTATION WORKSHEET BASED ON
2015 PAROCHIAL REPORT DATA

I. Number of Pledging Units

Number of Pledging Units _____
Multiplied by .40 = _____

II. Average Sunday Attendance

Average Sunday Attendance _____
Multiplied by .30 = _____

III. Plate and Pledge Income

Plate and Pledge Income in \$1,000 _____
Multiplied by .30 = _____

IV. BARC (Adult Baptisms age 16+, plus confirmations and receptions)

Plus BARC= _____

TOTAL OF WEIGHTED FIGURES _____

Anyone who may have questions on how to utilize these worksheets and compensation categories, ranges and tables may contact the Diocesan Clergy Compensation Review Committee Chair, and/or Mr. Peter Pereira, Diocesan Treasurer.

ADDENDUM TO MINIMUM CLERGY COMPENSATION SCHEDULE

Examples:

1. Clergy with 5 years of service is called to serve in a Category 4 Parish/Mission. Minimum compensation should be \$75,900. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
2. Clergy with 20 years of service is called to serve in a Category 2 Parish. Minimum compensation should be \$109,296. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
3. Clergy with 25 years of service is called to serve as a part salary vicar in a Category 4 Mission. The position is for 50% of salary. Minimum compensation should be \$45,192 (\$90,384 divided by 2 = \$45,192). As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
4. Clergy with 2 years of service is called to serve in a Category 3 church. Minimum compensation should be \$73,620. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy \$85,000.

2017 COMPENSATION BASED ON 2015 PAROCHIAL REPORT DATA
ALPHABETICAL

CHURCH	No. of Pledging Units	Average Sun Attend	Plate+Pledge Income	Weighted Totals BARC	Categories	0 thru 4 years	5 thru 9 years	10 thru 19 years	20 + years	
ALL SAINTS	72	122	226,541	1	134	3	73,620	82,944	92,148	99,600
CALVARY	29	49	104,282	1	59	4	68,220	75,900	84,324	90,384
CHRIST CHURCH	64	67	159,175	0	93	3	73,620	82,944	92,148	99,600
CHRIST MEMORIAL	17	41	46,561	5	38	4	68,220	75,900	84,324	90,384
EMMANUEL	40	59	136,305	0	75	4	68,220	75,900	84,324	90,384
EPIPHANY	90	93	201,121	3	127	3	73,620	82,944	92,148	99,600
GOOD SAMARITAN	24	24	43,000	0	30	4	68,220	75,900	84,324	90,384
GOOD SHEPHERD	96	130	129,735	1	117	3	73,620	82,944	92,148	99,600
GRACE	12	33	32,793	0	25	4	68,220	75,900	84,324	90,384
HOLY APOSTLES'	47	92	231,323	0	116	3	73,620	82,944	92,148	99,600
HOLY INNOCENTS'	32	79	132,677	6	82	4	68,220	75,900	84,324	90,384
HOLY NATIVITY	40	104	232,702	1	118	3	73,620	82,944	92,148	99,600
ST. ANDREW'S	139	218	338,681	14	237	1	89,136	100,200	111,324	120,168
ST. AUGUSTINE'S	29	72	74,334	3	59	4	68,220	75,900	84,324	90,384
ST. CHRISTOPHER'S	83	106	226,652	2	135	3	73,620	82,944	92,148	99,600
ST. CLEMENT'S	97	121	277,480	4	162	2	81,024	91,116	101,232	109,296
ST. ELIZABETH'S	65	217	180,106	28	173	2	81,024	91,116	101,232	109,296
ST. JAMES'	108	158	307,478	6	189	2	81,024	91,116	101,232	109,296
ST. JOHN'S, KULA	85	95	191,460	0	120	3	73,620	82,944	92,148	99,600
ST. JOHN'S, BY/SEA	27	31	50,055	2	37	4	68,220	75,900	84,324	90,384
ST. JOHN THE BAPTIST	9	60	19,208	29	56	4	68,220	75,900	84,324	90,384
ST. JUDE'S	21	42	50,894	4	40	4	68,220	75,900	84,324	90,384
ST. LUKE'S	16	24	22,386	0	20	4	68,220	75,900	84,324	90,384
ST. MARK'S	57	104	211,352	4	121	3	73,620	82,944	92,148	99,600
ST. MARY'S	56	73	102,141	3	78	4	68,220	75,900	84,324	90,384
ST. MATTHEW'S	25	25	35,567	0	28	4	68,220	75,900	84,324	90,384
ST. MICHAEL'S	84	139	277,438	3	162	2	81,024	91,116	101,232	109,296
ST. NICHOLAS	25	73	113,693	3	69	4	68,220	75,900	84,324	90,384
ST. PAUL'S, OAHU	120	226	197,641	10	185	2	81,024	91,116	101,232	109,296
ST. PETER'S	61	103	221,630	1	123	3	73,620	82,944	92,148	99,600
ST. STEPHEN'S	14	33	58,472	0	33	4	68,220	75,900	84,324	90,384
ST. TIMOTHY'S	51	78	176,521	1	98	3	73,620	82,944	92,148	99,600
TRINITY BY/SEA	49	63	117,665	0	74	4	68,220	75,900	84,324	90,384
WEST KAUAI	34	42	86,923	0	52	4	68,220	75,900	84,324	90,384

Attachment 5: 2017 Proposed Budget Narrative and Numbers

Narrative and Explanation

INCOME

Page 3, Line 1a: Assessments

Assessment income is the amount levied by the Convention on each congregation in the Diocese of Hawai'i to support the programs and expenses of the Diocese. The projected income shown in this budget is based on a 2017 assessment rate of 18.5% of each congregation's operating income, as shown on the most recent parochial report on file. That means that the 2017 revenue forecast is based on the parochial reports for 2015.

As background, the triennial General Convention of the Episcopal Church in June 2015 voted to decrease the national church's assessment rate applied to the dioceses over the next three years, and as that lower rate takes effect, the Council recommended that the assessment levied on congregations in our diocese also be lowered. The Diocesan Council this year recommends that the rate decrease to 18.5% for 2017, with a further reduction to 18% in 2018.

Page 3, Line 1b: Investment Income

- To estimate income from investments, the Diocese uses a spending policy of five percent of each endowment fund's average market value over the prior twelve quarters.
- All projected investment income is net of investment fees, both managerial and custodial.
- Income from the Portfolio (Restricted) is primarily from the Episcopate Endowment Fund. The distribution is limited to the expenses related to the "Episcopate" (the Bishop).
- Income from the Portfolio (Unrestricted), the Von Holt Fund, and the Ing Fund represent a 5% total return distribution.
- Income from the Helen Hagemeyer Endowment is restricted by the donor for support of mission churches and provides for a 5% total return for distribution.
- The Diocese is the beneficiary of the investment income from the Catton Fund, Parke Trust, Prisanlee Fund, and Valvon Fund. We do not have investment management oversight of these funds.
- The Catton Fund income is restricted by the donor for retired church workers.

Page 3, Line 1c: Apartments

Rental income comes from the diocesan-owned apartments (the 6 units of the two-story "Cluett Apartments") on the mauka side of Queen Emma Square next to St. Peter's Church. Management and tenant oversight of the Cluett Apartments is currently outsourced with no direct involvement by the Office of the Bishop. Income for 2017 is projected to be less than 2016 because one Cluett unit is being used by the new chaplain of St. Andrew's Schools.

Page 3, Line 1d: Parking

Parking income is from the rental of Diocesan parking spaces in the parking lot behind the Memorial Building (the Office of the Bishop is located on the second floor of the Cathedral's

Memorial Building). These spaces are rented to the St. Andrew's Schools and four other individuals.

Page 3, Line 1e: Interest

This represents the interest earned on Diocesan cash accounts.

Page 3, Line 1f: Miscellaneous

Miscellaneous gifts and other income are included in this line item.

Page 3, Line 1g: Prior Year Surplus

The Prior Year Surplus will be used to pay for the Strategic Initiatives- see line 10m

EXPENSES

Page 5, Line 2a: Korean Missioners

Two priests from South Korea, Diocese of Seoul, were working to reestablish the ministry for a Korean-speaking congregation at St. Luke's Church, Honolulu, as part of an agreement with the Archbishop of Korea. The missioners returned to Korea in 2015. The amount in the 2016 budget was to assist with travel expenses if the Diocese of Seoul sent another missioner to Hawai'i in 2016 at its own expense. This did not occur, so no provision for this line item is included in the 2017 budget.

Page 5, Line 2b: Native Hawaiian Ministry Committee

This line item is for travel for individuals to attend meetings of the Anglican Indigenous Network (AIN) and other local- and church-wide indigenous ministry events. This Committee maintains close contact with other indigenous peoples and their faith communities throughout the United States and the Worldwide Anglican Communion. The Committee on Native Hawaiian Ministry offers various opportunities for education and mission. More recently, this line item has helped to fund diocesan workshops on various aspects of Hawaiian culture and tradition offered by committee members and invited guests.

Page 5, Line 2c: Pacific Islander Ministry Committee

The intent of this budget item is to provide for and facilitate activities and services for Pacific Islander youth and their families in Hawai'i. A majority of this target population is underprivileged, underrepresented, and underserved. Primary reasons include, but are not limited to, socioeconomic distress resulting from disenfranchisement and displacement from their respective island homes and culture, under-education, and underemployment. The Pacific Islander Ministry meets the needs of this targeted group by developing and providing services that include distribution of food and meals, education, recreation and social activities, pastoral visitations and church services. This ministry has expanded to bring members of the Chuukese and Tongan communities into the Episcopal Church.

Page 5, Line 2d: Pacific Islander Missioner

This line item provides for the compensation of the Missioner for Pacific Islander Ministry, Mrs. Fane Lino. It is budgeted as a half-time position.

Page 5, Line 3a: Audit Expenses – Missions

The Diocese includes in its budget the funds for missions and aided parishes to have an annual audit conducted. This is a national canonical requirement, coming from an action of the General Convention of the Episcopal Church. (Parishes also are canonically required to have an annual audit, but at their own expense.)

Page 5, Line 3b: Calvary/St. John's by-the-Sea

These Diocesan funds support were allocated in the past for the shared ministry of Calvary and St. John's by-the-Sea on Windward O'ahu. St. John's and Calvary are working together in supportive ways while maintaining separate identities. The purpose of the financial support now is to assist in re-establishing Calvary as a viable Episcopal Church in Kaneohe (see <http://www.calvarykaneohe.com>).

Page 5, Line 3c: Cathedral Wahi Kapu

In 2015, there was a one-time payment to the Cathedral of St. Andrew to provide Diocesan support for the renovation of the Wahi Kapu in the Cathedral. It reflected the commitment of the Episcopal Church in Hawai'i to honor the Holy Sovereigns as the founding patrons of the Diocese.

Page 5, Line 3d: Grace, Moloka'i

This line item supports the ministry of Grace Church on Moloka'i (<http://www.gracechurchmolokai.com>). The Council has determined that this is an essential ministry of the Diocese of Hawai'i. Council encourages other churches in the Diocese to greater engagement with Grace Church, including urging support of their thrift shop and consciously visiting the congregation when possible.

Page 5, Line 3e: St. James'/St. Columba's

This line item supports ministry at St. Columba's, Pa'auilo, as part of a revitalization effort from St. James' Church, Waimea (see <http://stjameshawaii.org>). St. Columba's Church was made a preaching station (Unorganized Mission) some years ago. In the past couple years, a Sunday morning congregation has been re-established. It began by using Sunday supply, then moved into a Lay Pastor mode. As of August 2015, the mission replant efforts moved into their next phase, which is a Priest-in-Residence model. Significant needed repairs have been made to the vicarage and church. This (2017) is the third year of a three-year plan to see if a viable congregation can be replanted.

Page 5, Line 3f: St. Jude's, Ocean View

This budget account supports the ministry of this isolated Big Island congregation. St. Jude's is a small Organized Mission with significant outreach to its community, offering a space for senior citizens to meet, free internet for students, hot showers and meals for the homeless, and spay and neuter clinics for dogs and cats.. For weekly sacramental ministry, the congregation employs a Priest-in-Residence model with visiting clergy. The Rector of Holy Apostles, Hilo, provides oversight and support.

Page 5, Line 3g: West O'ahu

This budget allocation supports the shared ministry of St. Nicholas-Kapolei, St. John the Baptist-Waianae, St. Stephen's-Wahiawa and St. Timothy's-Aiea. While a review of the operations and

structure by the Council continues, the region has made some improvements in financial accountability and in transparency. The Council will continue to monitor the feasibility and vitality of this shared ministry initiative.

Page 5, Line 4a: Camp Mokulē‘ia

Camp Mokulē‘ia has assumed the responsibility of operating “Hui Pu,” the Diocesan youth summer camp. 2016 was the first year it took over this responsibility from the Diocese. The camp consists of a high school program, a middle school program, and a shorter elementary school (entering grades 4-6) program. Like A Cup of Cold Water and St. Andrew’s Schools, Camp Mokulē‘ia is a subsidiary of the Episcopal Church in Hawai‘i.

Page 5, Line 4b: Christian Formation

This line item allows the Diocese to encourage and aid congregations in the areas of adult and children’s education. It includes diocesan membership fees for such programs as Education for Ministry (EfM) and Godly Play. The amount provided will fund the costs of speaker(s), logistical support, and some scholarship funds for diocesan formation events. The Christian Formation budget account can aid congregations and educators seeking resources to support local Christian education initiatives. Funding is also included to cover the costs of developing and holding the Diocesan Convocation, an annual diocesan gathering for the purposes of formation and mission called for by the 2007 annual meeting of the Convention.

Page 5, Line 4c: Diversity Training

This funding is to assist in diversity training, communication, and resource development for congregations and individuals. The training was mandated by resolution of the General Convention. Based on the promises in our Baptismal Covenant to “seek and serve Christ in all persons, loving [our] neighbors as [ourselves]” and to “respect the dignity of every human being,” we must seek to create dialogue on racism; to facilitate respect for diversity; and to promote healing, reconciliation, and transformation in our members and institutions. The Diocese continues to seek a contextually appropriate and volunteer-friendly means for such training on a broad level in the style of “Safeguarding God’s Children.” The hiring in 2016 of a Canon for Congregational Life and Leadership may facilitate this effort.

Page 5, Line 4d: EYE Reserve

Every three years, there is a nation-wide Episcopal Youth Event. It will be on July 10-14, 2017 on the campus of the University of Central Oklahoma in Edmond. It is the Diocese’s policy to fund one-third of the cost, while expecting parish and individual support to cover the balance. This amount will go into the reserve fund for the next EYE just as the Diocese reserves funds each year for General Convention.

Page 5, Line 4e: Planned Giving

This funding is to help congregations encourage members and friends to remember the Church in their wills or estate plans. The Diocese offers a program of education and direct support for congregations, and works with the Episcopal Church Foundation (ECF) on marketing, training, and gift planning. This line item also funds the annual Ho‘ike Ulu Legacy Society events that honor good stewards who have remembered their congregations, the Diocese, or another ministry in their wills or estate plans.

Page 5, Line 4f: Safe Church Training/Sexual Misconduct Prevention

This line item funds canonically required classes for the identification and prevention of sexual misconduct, as well as the costs incurred by the trainers. It includes, in some years, the costs of training kits or fees for “training the trainers” sessions. Training in preventing sexual misconduct against both children and adults is required by General Convention resolutions and by diocesan policy.

Page 5, Line 4g: Stewardship

This line item supports the ministry of stewardship in the Diocese and engages congregations in a greater understanding of stewardship, with a focus on congregational giving. The Diocese also participates in the wider stewardship discussion by participating in The Episcopal Network for Stewardship (TENS) and other forums. Funding has been adjusted as the assessment rate reduction on congregations has been initiated and with more focused programing.

Page 5, Line 4h: Summer Camp

Responsibility for running “Hui Pu,” the Diocesan youth summer camp, shifted in 2016 to Camp Mokulē‘ia. See “Page 5, Line 4a” above.

Page 5, Line 4i: Youth and Young Adult Ministry

This line item is intended to provide programs for youth and young adults that are viable, thriving, spiritually refreshing, resourceful, cost-effective, and, most importantly, God centered. There is currently no diocesan staff member directing this ministry and there is no current plan for such a staff position. The Bishop and Diocesan Council will evaluate whether there is interest in reorganizing the Youth Ministry Committee and re-establishing activities such as “Happening” (<http://www.episcopalchurch.org/library/glossary/happening>), a renewal weekend for youth in high school; “New Beginnings” (<http://www.episcopalchurch.org/library/glossary/new-beginnings>), a program for Junior High Youth (Grades 6th - 9th); or youth leadership training weekends. Funding has been adjusted as the assessment rate reduction on congregations has been initiated and with the need for evaluation for future programing.

Page 6, Line 5a: A Cup of Cold Water

A Cup of Cold Water (ACCW) is a community-based Care-Van outreach program on the Island of Maui, formed by a group of committed Episcopalians from Good Shepherd, Holy Innocents, St. John's and Trinity By-the-Sea. Like Camp Mokulē‘ia and St. Andrew’s Schools, ACCW is a subsidiary of the Episcopal Church in Hawai‘i. The program is a food and clothing distribution service for the poor and needy in the community, and uses the care-van to deliver essential food, hygiene and clothing items throughout the island. With a strong volunteer base from the Episcopal Churches on Maui, the program is growing and now includes churches from various denominations. (See <http://www.episcopalhawaii.org/a-cup-of-cold-water.html>)

Page 6, Line 5b: Ecumenical/Interfaith Relations

This line item supports efforts to build relationships with, and community among, other faiths through shared communication and participation in the areas of faith-based, spiritual, and social issues aligned with the mission of our Diocese. Institutional membership in The Interfaith

Alliance Hawai'i (TIAH) and representation on the Board of Hawai'i Council of Churches Fund (HCCF) are part of this support. The 2017 budget also include funds to Pacific Health Ministries (which supports our CPE training) and the Samaritan Counseling Center (which does the psychological testing for those in the ordination process which is required by church canon).

Page 6, Line 6a: Church Administration Development

This covers the expenses of a one-day conference for diocesan church administrators, secretaries, offices managers and similar positions. Most of the funds are for airfare for one administrative position from each church in the Diocese. The event is mostly led by volunteers, Office of the Bishop staff, and may have an outside speaker.

Page 6, Line 6b: Clergy Conference

The amount budgeted under Clergy Conference funds the expenses, mostly airfare, for two Clergy Education Days per year and provides a substantial subsidy for the annual clergy retreat. For 2016 and beyond, expenses formerly budgeted separately under Community of Deacons are included in this line item. This is funding for two meetings per year of the vocational Deacons with the Bishop, and annual membership dues in the Association of Episcopal Deacons (AED) plus attendance by a Deacon from the Diocese at an AED conference. This line item also can cover the airfare for clergy spouses to attend the Clergy/Spouse Dinner, if there is one, during the annual meeting of the Convention, and occasional Clergy Spouse events.

Page 6, Line 6c: Curacy Support

This account funds the opportunity for newly graduated seminarians from the Diocese to return to Hawai'i after ordination. This may be as an assistant or as the clergy-in-charge of a small congregation. The intent is to make it possible for newly ordained, seminary graduates from Hawai'i to serve at least two years under the mentorship of an experienced priest in the Diocese and to grow in ministry in our unique context. Currently, there are two clergy serving in this program, one each at St. Nicholas and St. Andrew's Schools.

Page 6, Line 6d: Other

This line item covers: Other items that are part of the work of the Commission on Ministry, such as psychological testing and background checks for those in the ordination process (both of which are required by church canon). Also included are the costs of background checks for candidates for positions as priests in mission congregations. Any costs associated with the training and licensing of laypersons to the licensed ministries spelled out in Title III of the Canons of The Episcopal Church. The cost of various books, periodicals, and other resources intended to promote leadership or ministry development and discernment throughout the Diocese.

Page 6, Line 6e: Seminarian Support

The Diocese provides a grant of \$1,000 per semester to help cover tuition for anyone being sponsored for ordination by a congregation in the Diocese of Hawai'i and attending a seminary. The Diocese currently will have four seminarians in 2017 (attending Yale Divinity School; the School of Theology, University of the South; Seminary of the Southwest; and Virginia Theological Seminary).

Page 6, Line 6f: Waiolaihui‘ia, The Local Diocesan Ordination Formation Program

Now in its fifth year, Waiolaihui‘ia is the Hawai‘i program for those being formed for ordination to the priesthood or vocational diaconate. This program is intended to provide training and formation for mature persons, grounded in the local cultures of Hawai‘i, for whom the disruption and cost of mainland seminary is not feasible. Whether employed, self-supporting, or retired, these persons have the flexibility and stability to serve a congregation as priest-in-charge, rector, long-term supply, or deacon. The group meets in community ten times a year for intensive weekends of training and worship. The curriculum of the three-year program includes both academic courses prepared by the Episcopal Seminary of the Southwest, and practical courses developed by the Iona School for Ministry of the Diocese of Texas. Graduates of Waiolaihui‘ia are expected to meet all canonical requirements for ordination. The Diocese of Hawai‘i is one of a growing number of Episcopal dioceses collaborating in the Iona Initiative (see <http://www.ionainitiative.org>).

Page 6, Line 7a: Diocesan Council Grants

The Diocesan Council reviews and funds grants to congregations for new projects and programs. The amount available for such grants will lower in 2017 than in 2016 due to the Council’s intention to continue reducing the assessment rate on congregations.

Page 6, Line 7b: Diocese Fundraising Consultant

In response to the Episcopal Diocese of Hawai‘i participating in Project Resource of the College of Bishop, this new line item will make available help for congregations in gaining a greater understanding of basic philanthropic practices and to develop plans for alternative sources of funding beyond the annual pledge campaign.

Page 6, Line 7c: Bishop’s Emergency Reserve

This is an emergency fund to aid congregations on the recommendation of the Bishop to Diocesan Council. These funds are used for unplanned emergencies that threaten the ministry of the congregation. The adjustments in this line reflect both the nature of emergencies and the need for quick response. These emergencies are often expensive to address (retaining walls, sewer systems, plumbing, electrical, etc.) and the Diocese usually can provide partial help.

Page 6, Line 7d: Treasurers’ Consultations

This covers the travel costs for new treasurers from congregations to meet with the Diocesan Treasurer on matters relating to their duties and responsibilities.

Page 7, Line 8a: Bishop

This line item includes the compensation and benefits for the Diocesan Bishop.

Page 7, Line 8b: Bishop’s General Convention Travel

This line item supports the annual allocation to create a reserve fund for travel and meeting costs for the Bishop to attend the triennial General Convention of the Episcopal Church.

Page 7, Line 8c: Executive Assistant

This line item includes the compensation and benefits for the Bishop's Executive Assistant. The Executive Assistant/Administrative Manager provides administrative support to the executive leadership team and brings organization to the office's leadership functions.

Page 7, Line 8d: Hospitality

This supports the Bishop's ministry of hospitality. As part of his episcopal responsibilities, he exhibits Hawai'i's aloha spirit and hosts individuals and groups, reciprocates hospitality, and develops partnerships. This also includes funding for the Bishop to support the fundraising activities of the entities on whose board of directors he serves by virtue of the office (St. Andrew's Schools, 'Iolani School, Seabury Hall, and Camp Mokulē'ia).

Page 7, Line 8e: Keyman insurance

This line item provides the insurance premium for the Bishop's life insurance benefitting the Diocese in the event of the Bishop's death.

Page 7, Line 8f: Travel and Continuing Education

This covers the Bishop's inter-island travel (parish visitations, regional and clerical meetings, search and vestry consultations, and other meetings), mainland travel (House of Bishops' meetings), spousal travel, and other unanticipated travel.

Page 7, Line 9a: Academic Dean

This represents the salary paid to the Academic Dean who oversees the local training program for ordination (*Waiolahui 'ia*).

Page 7, Line 9b: Bookkeeper

This line item represents the pay and benefits for the bookkeeper. The bookkeeper performs general accounting duties, maintains computer records of financial transactions, keeps track of accounts, and verifies the accuracy of procedures used for recording financial transactions.

Page 7, Line 9c: Admin. General

This line represents the pay and benefits for the half-time general duty Administrative Assistant. The position provides administrative and reception support to staff, helping relieve office staff of clerical work and administrative and business details by performing general office operations.

Page 7, Line 9d: Administrative Program Support

This line represents funding for half-time temporary help and contingency staffing. It allows for flexibility in providing staff support for special projects and programs, and the possible need for additional help as the new Canon for Congregational Life and Leadership engages ministry in 2017.

Page 7, Line 9e: Canon for Congregational Life and Leadership

This new staff position was filled in mid-2016 and will focus on working with regions and congregations to equip leaders (lay and ordained) to engage in God's mission in these islands.

Particular focus will be given to congregational development, stewardship and formation (especially as it strengthens lay and clergy leaders and advances the mission of the Church to make disciples.) This staff person will also encourage and help equip congregations to establish alternative Christian communities and reach new populations. The position is budgeted at the same level as the Canon to the Ordinary in past years.

Page 7, Line 9f: Office Manager

This line represents the pay and benefits for Office/Property Manager. This position is responsible for organizing and coordinating office operations and procedures and carrying out a range of administrative and IT-related tasks, with the responsibility of ensuring that the office runs efficiently and effectively.

Page 7, Line 9g: Treasurer

This line represents the pay and benefits for the Treasurer, who is the Chief Financial Officer of the Diocese, overseeing all issues of investments, finances, accounting, real estate, insurance, planned giving, and taxes.

Page 7, Line 9h: Youth Director

This line item included the compensation and benefits for a Youth Director. The position is not budgeted this year.

Page 7, Line 10a: Advertising

This is the cost of advertising in telephone books.

Page 7, Line 10b: Archives

This line item covers the cost to maintain the archives for the Diocese of Hawai'i, including archival supplies, pest management, and reproduction of images from other institutions, exhibits, and attendance by our volunteer Diocesan Historiographer at a professional development conference.

Page 7, Line 10c: Audit Expenses - Diocese

This line item covers the cost of contracting with a certified public accounting firm to conduct an audit of the diocesan financial records and to prepare a report as annually required by the Canons of the Episcopal Church.

Page 7, Line 10d: Chancellor's Expenses

This line item allows the Chancellor to participate in the Western Chancellors' Conference, and provides access to a computer research service and certain publications in support of the legal assistance that the Chancellor's Office gives to the Diocese and its congregations and institutions.

Page 7, Line 10e: Church Internet/Website support

This line item provides for the costs of maintaining the websites for Churches.

Page 7, Line 10f: Contract Communications Coordinator

This covers the contract for the Editor of the e-News/e-Chronicle and Webmaster of the Diocesan website.

Page 7, Line 10g: Diocesan Convention

This line item covers the unreimbursed cost of holding the annual meeting of Diocesan Convention, including area meeting costs, convention meeting costs, supplies, materials, and postage. This cost is net of registration fees/meals and shared travel costs. It also includes an amount for temporary staff.

Page 7, Line 10h: Directors & Officers Insurance

This provides for liability (errors & omissions) insurance to insure The Episcopal Church in Hawai'i, its directors, officers and volunteers. The insurance premium is based on claims experiences and market conditions.

Page 7, Line 10i: General Convention Deputy Support

This line item provides for the annual accumulation of funds to be held in reserve over three years to support the eight deputies and two alternates from our Diocese who attend the triennial General Convention of the Episcopal Church (the next one scheduled for July 5-18, 2018 in Austin, Texas).

Page 7, Line 10j: Grant Writer

The Council felt it may be advantageous for the Diocese to have a grant writer on contract to help take advantage of numerous grants available. This was a trial program for 2016. Since no action was taken to implement this, it is not budgeted in 2017.

Page 7, Line 10k: Legal and Related Expenses

This represents legal and related costs incurred by the Diocese. Unexpended legal expenses up to \$5,000 will be set aside as a reserve to cover potential future legal expenses.

Page 7, Line 10l: Meeting Costs

This line item provides provide funds for incidental and travel costs for meetings that arise because of emergencies or other unanticipated circumstances.

Page 7, Line 10m: Strategic Initiatives

This budget account is for contracting a consultant to lead the Diocese in a Mutual Ministry Review, a Personal Professional Evaluation (PPE) of the Bishop and also a Strategic Plan.

Page 7, Line 10n: Office Expenses

This line item includes telephone, copying costs, equipment maintenance, computer help, subscriptions, postage, equipment purchase, supplies, etc. The budget also includes the cost of software and computer upgrades and staff training.

Page 7, Line 10o: Property - Cluett

The Diocese owns the Cluett apartments located on Queen Emma Square. Management of the apartments is contracted out to a property manager. This account covers the cost of utilities, repairs of the apartments, property and liability insurance, property management fees, and general excise tax.

Page 7, Line 10p: Property - Diocese

This account covers general liability and umbrella insurance as well as the cost of maintenance of the trees on the diocesan parking lot.

Page 7, Line 10q: Property - MacCray House

This covers the cost of keeping and maintaining the MacCray House near the University of Hawai‘i–Mānoa. There is ongoing discussion on the long-term plans for this underutilized property.

Page 7, Line 10r: Property Taxes

This line item pays the property taxes on the parking lot and apartments rented for income by the Diocese.

Page 7, Line 10s: Province VIII Quota

This line item funds the voluntary assessment the Diocese pays to the Province. Hawai‘i is part of Province VIII of the Episcopal Church, and this is the amount the Diocese pays to help with Provincial programs and administration. Through the Synod (the official meeting of representatives of the Province), the Province encourages a voluntary assessment rate. Unfortunately, dioceses have failed to respond at the level. This line item has been reduced to bring our diocesan voluntary contribution into proportionate parity with other dioceses in Province VIII (though still higher than the majority).

Page 7, Line 10t: Social Media

The Council felt that the church’s mission would be enhanced by increasing the Diocese’s visibility on social media such as Facebook, Twitter, etc. This budget item was to support that goal. However, since it was not used in 2016, it is not budgeted in 2017.

Page 7, Line 10u: Staff Continuing Education

This line item covers the cost of continuing education for the Office of the Bishop staff.

Page 7, Line 10v: Staff Support Costs

This line item covers support costs for special projects for all staff members in the Office of the Bishop.

Page 7, Line 10w: Storage

This budget item covers the cost of storing records in a secure, off-site location due to space limitations in current office quarters.

Page 7, Line 10x: Technology Support

Included in this line item is the contract for outsourced IT support and the purchase of needed technology.

Page 7, Line 10y: The Episcopal Church Quota (Assessment)

This funds the assessment the Diocese pays to The Episcopal Church nationally to contribute toward its work and ministry. It is based on Diocesan income, which includes parochial giving,

unrestricted operating investment income, and restricted investment income used to pay operating expenses for the respective years. The National Church asking, after deducting a \$150,000 exemption from Diocesan income, is computed at a flat rate. At the General Convention in Salt Lake City in 2015, the rate was set to decrease over the next three years from the 19% assessed in 2015 to 15% in 2018. This will be accomplished by lowering the rate incrementally to 18% in 2016, 16.5% in 2017, and 15% in 2018. At the same time, dioceses that have not been paying the full asking/assessment are expected to do so by the end of the three years. The Diocese of Hawai‘i always pays the full asking amount of the General Convention.

Page 8, Line 11a: Cathedral Capital Reserve

This line item acknowledges that the Diocese needs to share costs of capital improvements of the Memorial Building (for example, the roof). This reserve fund will allow Council to respond to such needs.

Page 8, Line 11b: Diocesan Office Cleaning Expense

This budget item covers the cost for cleaning of the Office of the Bishop.

Page 8, Line 11c: Security Shared with the Cathedral

This is the Diocese’s portion of the cost of maintaining security for Queen Emma Square. The other Episcopal entities on the Square share the cost of these services. The increase in this line reflects the change in costs at the conclusion of a contract and engaging a new vendor (the previous security company did not bid).

Page 8, Line 11d: Shared Cathedral Expenses

The Diocese pays a portion of the Cathedral's maintenance budget because of the presence of the Office of the Bishop on the second floor of the Memorial Building. This is a non-assessable building use expense reimbursement.

Page 8, Line 12a: Travel – Governance Groups

This line covers the cost of travel and online meeting costs for meetings of the governance groups of the Diocese, including Standing Committee, Diocesan Council, Compensation Review Committee, Commission on Ministry, and for clergy and warden meetings with the Bishop.

Page 8, 12b: Staff Travel

This line item supports the ministries of members of the Office of the Bishop staff and the Treasurer by funding travel to all islands in the state and to North America for meetings, consultations, and church-related programs.

Page 8, Line 13a: Kapolei land

This budget line pays the property taxes and other expenses to maintain property purchased in Kapolei for future construction of a church in this growing area of O‘ahu. Until a church facility is built on the site, the Diocese must pay property taxes.

Page 8, Line 13b: Medigap Program

This line item provides a subsidy to eligible retired clergy and their spouses to cover a portion of their Medigap insurance costs.

Page 8, Line 13c: Pearl Harbor Land Lease Rent

While the Diocese was attempting to sell the property where St. George's was located, it continued to pay lease rent to the federal government. The Diocese has purchased and resold this property in 2016, and no longer pays lease rent.

Page 8, Line 13d: Property Consulting

An amount was set aside in 2015 to hire a consultant to work with several congregations who are looking into the highest and best use of their land and facilities. Since title to most property is vested in the Diocese, the Council feels it is appropriate to provide funds for professional expertise to help congregations develop appropriate plans and proceed in a manner that is beneficial to the congregations, in accordance with their vision for ministry, and also consistent with the vision of the Diocese as a whole.

The Numbers

Total Income

		<u>TOTAL INCOME (in \$)</u>				
		2015 ACTUAL	2016 APPROVED BUDGET	2017 DRAFT BUDGET	2018 FORECAST	2019 FORECAST
Income						
1 a	Assessments	1,775,278	1,702,062	1,719,235	1,706,200	1,740,300
	<i>Rate</i>	20%	19%	18.5%	18%	18%
1 b	Investment Income					
	Portfolio (Restricted)	192,679	274,100	217,300	221,700	226,100
	Portfolio (Unrestricted)	539	2,200	2,200	2,300	2,300
	Von Holt Fund (Unrestricted)	97,834	198,900	199,900	203,900	208,000
	Helen Hagemeyer End Fd (Restricted)	-	25,000	50,000	51,000	52,000
	Ing Fund (Unrestricted)	87,818	92,800	91,800	93,600	95,500
	Catton Fund (Restricted)	23,004	23,300	24,400	25,600	26,900
	Parke Trust (Unrestricted)	46,599	47,700	48,700	49,700	50,700
	Prisanlee Fund (Unrestricted)	20,703	20,400	20,800	21,200	21,600
	Valvon Fund (Unrestricted)	21,600	22,440	22,900	23,300	23,800
	Total Investments	490,776	706,840	678,000	692,300	706,900
Rentals						
1 c	Apartments	88,651	97,800	82,900	84,100	85,400
1 d	Parking	95,758	96,700	97,300	98,200	99,400
	Total Rentals	184,409	194,500	180,200	182,300	184,800
1 e	Interest	19	500	500	500	500
1 f	Miscellaneous	2,000	6,000	6,000	6,000	6,000
1 g	Prior year surplus			100,000		
GRAND TOTAL INCOME		2,452,482	2,609,902	2,683,935	2,587,300	2,638,500

Total Expenditures

	<u>TOTAL EXPENDITURES (in \$)</u>				
	2015	2016	2017	2018	2019
<u>Expenses</u>	ACTUAL	APPROVED BUDGET	DRAFT BUDGET	FORECAST	FORECAST
Ministry and Mission	834,300	832,352	773,085	761,400	776,900
Diocesan Organization	1,608,188	1,777,550	1,910,850	1,825,900	1,861,600
GRAND TOTAL EXPENSES	2,442,488	2,609,902	2,683,935	2,587,300	2,638,500
SURPLUS	9,994	-	-	-	-

Ministry and Mission

MINISTRY AND MISSION (IN \$)

			2015	2016	2017	2018	2019
			ACTUAL	APPROVED	DRAFT	FORECAST	FORECAST
				BUDGET	BUDGET		
DIOCESAN INITIATIVES							
2	a	Korean Missioners	75,000	12,000	-		
2	b	Native Hawaiian Ministry Committee	5,838	5,000	5,000		
2	c	Pacific Islander Ministry Committee	3,455	5,000	5,000		
2	d	Pacific Islander Missioner	79,800	60,500	63,100		
		Subtotal	164,093	82,500	73,100	74,600	76,100
CONGREGATIONAL SUPPORT							
3	a	Audit Expenses - Missions	35,916	41,500	42,400		
3	b	Calvary/St. Johns By-the-Sea	24,000	12,000	11,000		
3	c	Cathedral Wahi Kapu	10,000	-	-		
3	d	Grace, Molokai	65,000	75,000	75,000		
3	e	St. James/ St. Columba's	20,000	18,000	15,000		
3	f	St. Jude's, Ocean View	4,200	4,200	4,000		
3	g	West Oahu	200,000	170,000	150,000		
		Subtotal	359,116	320,700	297,400	288,300	294,400
DISCIPLESHIP							
4	a	Camp Mokolēi'a	-	30,000	30,000		
4	b	Christian Formation	23,664	50,000	35,000		
4	c	Diversity Training	-	2,000	2,000		
4	d	EYE Reserve	10,000	10,000	10,000		
4	e	Planned Giving	6,731	10,000	10,000		
4	f	Safe Church Training/Sexual Misconduct Prevention	6,555	8,000	8,200		
4	g	Stewardship	6,185	12,000	8,500		
4	h	Summer Camp Youth and Young Adult	26,722	-	-		
4	i	Ministry	4,239	15,000	10,000		
		Subtotal	84,096	137,000	113,700	116,000	118,300

Budget page 5 (continues on next page)

MINISTRY AND MISSION (IN \$) - Continued

		2015	2016	2017	2018	2019
		ACTUAL	APPROVED	DRAFT	FORECAST	FORECAST
		<hr/>				
OUTREACH AND JUSTICE						
5	a A Cup of Cold Water	5,000	5,000	5,000		
5	b Ecumenical/Interfaith Relationships	-	1,200	3,600		
	Subtotal	5,000	6,200	8,600	8,800	9,000
		<hr/>				
MINISTRY DEVELOPMENT						
6	a Church Administration Development	-	8,000	8,000		
6	b Clergy Conference	6,701	20,000	20,000		
6	c Curacy Support	18,911	120,000	120,000		
6	d Other	15,923	11,000	16,000		
6	e Seminarian Support	2,317	6,000	8,000		
6	f Waiolaihui'ia (Local Ordination Formation Program)	52,131	64,000	50,000		
	Subtotal	95,983	229,000	222,000	226,400	230,900
		<hr/>				
OTHER						
7	a Diocesan Council Grants	88,800	45,552	25,000		
7	b Diocesan Fundraising Consultant	-	-	10,000		
7	c Bishop's Emergency Reserve	36,528	10,000	21,885		
7	d Treasurers' Consultations	684	1,400	1,400		
	Subtotal	126,012	56,952	58,258	47,300	48,200
		<hr/>				
TOTAL MINISTRY AND MISSION		834,300	832,352	773,085	761,400	776,900
		<hr/>				

Diocesan Organization

		DIOCESAN ORGANIZATION (IN \$)				
		2015	2016	2017	2018	2019
		ACTUAL	APPROVED BUDGET	DRAFT BUDGET	FORECAST	FORECAST
EPISCOPATE						
8	a Bishop	220,822	223,700	227,000		
8	b Bishop's General Convention Travel	2,600	3,000	3,000		
8	c Executive Assistant	84,131	85,500	86,400		
8	d Hospitality	11,541	18,000	18,000		
8	e Keyman Insurance	524	550	550		
8	f Travel & Continuing Ed.	23,118	26,800	27,000		
	Subtotal	342,736	357,550	361,950	369,200	376,600
OFFICE OF BISHOP STAFF						
9	a Academic Dean	24,000	30,000	34,500		
9	b Bookkeeper	73,015	72,700	74,000		
9	c Admin. General (Part-time)	20,047	23,900	40,000		
9	d Admin. Program Support (Part-time)	-	30,000	40,000		
9	e Canon for Cong Life & Leadership	-	155,000	156,400		
9	f Office Manager	77,533	79,500	79,900		
9	g Treasurer	187,937	193,400	196,100		
9	h Youth Director	30,345	-	-		
	Subtotal	412,877	584,500	620,900	633,300	646,000
ADMINISTRATION						
Diocesan Expense						
10	a Advertising	1,592	2,600	2,600		
10	b Archives	3,925	6,000	5,000		
10	c Audit Expenses - Diocese	32,835	29,700	30,300		
10	d Chancellor's Expenses	-	5,000	5,000		
10	e Church Internet/Website Support	1,642	2,000	2,000		
10	f Contract Communications Coordinator	13,666	18,000	18,000		
10	g Diocesan Convention	6,127	6,700	8,000		
10	h Directors & Officers Ins.	6,460	7,100	7,200		
10	i General Convention Deputy Support	14,000	15,000	15,000		
10	j Grant Writer	-	10,000	-		

			2015	2016	2017	2018	2019
			ACTUAL	APPROVED	DRAFT	FORECAST	FORECAST
				BUDGET	BUDGET		
10	k	Legal & Related Expenses	15,000	15,000	20,000		
10	l	Meeting Costs: Other	451	1,500	1,500		
10	m	Strategic Initiatives	-	5,000	100,000		
10	n	Office Expenses	61,170	61,600	62,400		
10	o	Property - Cluett	47,569	57,000	57,000		
10	p	Property - Diocese	12,518	11,500	25,000		
10	q	Property - MacCray House	12,859	15,800	26,000		
10	r	Property Taxes	15,016	16,400	16,000		
10	s	Province VIII Quota	10,000	12,000	6,000		
10	t	Social Media	-	4,500	-		
10	u	Staff Continuing Education	11,081	15,000	15,000		
10	v	Staff Support costs	8,808	10,000	10,200		
10	w	Storage	5,267	7,400	7,600		
10	x	Technology Support	33,966	40,000	40,000		
10	y	The Episcopal Church Quota (Assessment)	312,000	304,800	283,200		
		Subtotal	625,952	679,600	763,000	655,100	667,400
		Ault Memorial Office					
		Building Expense					
11	a	Cathedral Capital Reserve	34,000	34,000	34,000		
11	b	Diocesan Office Cleaning Expenses	6,969	9,000	9,200		
11	c	Security Shared with the Cathedral	7,600	7,800	14,000		
11	d	Shared Cathedral Expenses	24,000	24,500	25,000		
		Subtotal	72,569	75,300	82,200	83,800	85,400
		Travel					
12	a	Governance Groups	33,592	30,000	30,000		
12	b	Staff Travel	8,453	7,000	10,000		
		Subtotal	42,045	37,000	40,000	40,800	41,600
		Other					
13	a	Kapolei land	18,305	18,400	18,400		
13	b	Medigap Program	23,004	25,200	24,400		
13	c	Pearl Harbor land lease rent	20,700	-	-		
13	d	Property Consulting	50,000	-	-		
		Subtotal	112,009	43,600	42,800	43,700	44,600
TOTAL DIOCESAN ORGANIZATION			1,608,188	1,777,550	1,910,850	1,825,900	1,861,600

Attachment 6: The Bishop's Report

Bishop's Statistical Report

According to Title III, Canon 12, Section 3(d), the following has occurred in our Diocese from October 2, 2015 to October 1, 2016.

Clergy at October 2, 2016

Bishop Diocesan	1
Active	57
Retired	58
Licensed	11
Non-Parochial	85
Military Chaplains	2

According to Title III, Canon 12, Section 3(d), the following has occurred in our Diocese from October 2, 2015 to October 1, 2016.

Admitted as Postulants for Holy Orders: 2
Jasmine Bostock, Ha'aheo Guanson

Admitted as Candidates for Holy Orders: 6
Andrew Arakawa, Jasmine Bostock, Chris Bridges, Mark Haworth, Preston Lentz, Fane Lino

Removed as Postulant: 1
Fran Kramer

Licensed Ministers

Eucharistic Ministers:	Total of 206 with a current license 78 have been licensed in the past year
Eucharistic Visitors:	Total of 39 with a current license 7 have been licensed in the past year
Worship Leaders:	Total of 12 with a current license 2 have been licensed in the past year

Clergy Changes

<u>Lost by Death: 6</u>	
Dec 7, 2015	Charles T. Crane
Feb 1, 2016	John Longo
Feb 12, 2016	John Holmes
Mar 29, 2016	Eleanore Akina
July 11, 2016	Edmond Browning
July 29, 2016	John G. Shoemaker

Letters Dimissory out of the Diocese: 2

Oct 7, 2015	James Loughren	To: Dallas
Mar 29, 2016	Sandra Honnold	To: Northern California

Transfer of Canonical Residence into the Diocese: 2

May 12, 2016	Christopher Golding	From: Australia
May 26, 2016	Craig Vance	From: Canada

Change of Canonical Residence into the Diocese: 9

Oct 6, 2015	Horace G. Hitchcock	From: New York
Jan 8, 2016	George Clifford	From: North Carolina
Feb 9, 2016	Matthew Lukens	From: Virginia
Apr 5, 2016	Kathleen Cullinane	From: San Joaquin
June 6, 2016	Marion Keator	From: Western Massachusetts
June 14, 2016	Bruce DeGooyer	From: Springfield
Aug 9, 2016	Alexander Graham	From: Virginia
Aug 23, 2016	Heather Patton-Graham	From: Washington
Sept 22, 2016	Andrew McMullen	From: Colorado

Ordinations

To the Priesthood: 5

Jan 11, 2016	Ernesto Castro Pasalo
June 25, 2016	Phyllis Mahilani Beimes
June 25, 2016	Malcolm Keleawe Hee
Aug 1, 2016	John A. Hau'oli Tomoso
Aug 30, 2016	Paul Nahoia Lucas

To the Diaconate: 6

Oct 28, 2015	Phyllis Mahilani Beimes (Transitional)
Oct 28, 2015	Malcolm Keleawe Hee (Transitional)
Oct 28, 2015	Paul Nahoia Lucas (Transitional)
Oct 28, 2015	John A. Hau'oli Tomoso (Transitional)
June 25, 2016	Annalise Marie Castro (Transitional)
July 2, 2016	Lani Louise Bowman (Vocational)

Sacramental Acts

Baptisms	8
Confirmations	44
Receptions	4
Reaffirmations	29
Burials	0
Marriages	1
Celebration of New Ministry	3

Other

Consents to the election of bishops:	7
Non-consents to election of bishops:	2
Consents to the resignation of bishops:	2

Congregations Visited

All Saints
Calvary
Christ Church
Christ Memorial
Emmanuel
Epiphany
Episcopal Church on West Kauai
Good Samaritan
Good Shepherd
Grace
Holy Apostles
Holy Innocents
Holy Nativity
St. Andrew
St. Augustine's
St. Christopher's
St. Clement
St. James
St. John the Baptist
St. John's By-the-Sea
St. John's, Kula
St. Jude's
St. Luke's
St. Mark's
St. Mary's
St. Matthew's
St. Michael and All Angels
St. Nicholas
St. Paul's
St. Peter's
St. Stephen's
Trinity By-the-Sea

Attachment 7: Official Clergy List

Canonically resident in good standing in the Diocese of Hawai'i in the order of their residence, which is prefixed, with the order of their ordination to the diaconate, which is affixed, from May 1, 1945 through October 1, 2016.

ACTIVE CLERGY

		Date of Ordination to Diaconate
1986	The Rev. Imelda S. Padasdao (Priest) St. Elizabeth's, Priest Associate 1326 Konia Street; Honolulu, HI 96817	1986
1988	The Rev. Peter S. Fan (Priest) St. Elizabeth's, Priest Associate 832 Olokele Avenue; Honolulu, HI 96816	1980
1990	The Rev. Peter R. Besenbruch (Priest) 94-535 Anania Court, #101; Mililani, HI 96789	1982
1993	The Rev. Gregory M. Johnson (Priest) St. Mary's, Rector PO Box 893788; Mililani, HI 96789	1993
1996	The Rev. P.S. Noriaki Ueda (Priest) 71-1-201A, Enoki-cho, Shinjuku-ku, Tokyo, Japan 162-0806	1987
2000	The Rev. Cn. Randolph V.N. Albano (Priest) St. Paul's, Vicar 99-125 Uahi Street; Aiea, HI 96701	1979
2000	The Rt. Rev. Robert L. Fitzpatrick (Bishop) The Episcopal Diocese of Hawai'i, Bishop Diocesan 583 Kamoku Street, #3107; Honolulu, HI 96826	1986
2001	The Rev. Ajuko Ueda (Priest) 71-1-201A, Enoki-cho, Shinjuku-ku, Tokyo, Japan 162-0806	2001
2001	The Rev. Dcn. C.S. Honey Becker (Deacon) PO Box 819; Kailua, HI 96734	2001

2005	The Rev. Robert “Moki” Hino (Priest) Holy Apostles, Rector 1478 Waianuenue Avenue; Hilo, HI 96720	2005
2005	The Rev. Daniel Leatherman (Priest) ‘Iolani School, Chaplain 168 18 th Street; Honolulu, HI 96818	1996
2006	The Rev. David Gierlach (Priest) St. Elizabeth’s, Rector 231 Miloiki Place; Honolulu, HI 96825	2006
2008	The Rev. Richard Shields (Priest) 1441 Victoria Street, #403; Honolulu, HI 96822	1979
2009	The Rev. Paul A. Lillie (Priest) St. Mark's, Rector 3311 Campbell Avenue; Honolulu, HI 96815	2004
2009	The Rev. Dcn. Lisa Pang (Deacon) Episcopal Church in Micronesia, Deacon 237 Pugua Drive; Yona, Guam 96915	2009
2010	The Rev. Richard A. Tardiff (Priest) Christ Church, Rector 87-6627 Kekaa Place; Kealahou, HI 96750	2004
2011	The Rev. Giovan Venable King (Priest) St. Christopher, Rector 115 Aikahi Loop; Kailua, HI 96734	2007
2011	The Ven. Irene E. Maliaman (Priest) Episcopal Church in Micronesia, Archdeacon 911 N. Marine Corps Drive; Upper Tumon, Guam 96913	1988
2011	The Rev. Walter Brownridge (Priest) 1145 Gudger Road; Sewanee, TN 37375	2000
2011	The Rev. Cn. Malcolm Chun (Priest) The Cathedral of St. Andrew, Canon Pastor 1620 Halekoa Drive; Honolulu, HI 96821	2011
2011	The Rev. Amy Crowe (Priest) Holy Innocents, Vicar 561 Front Street; Wailuku, HI 96761	2011

2011	The Rev. Corey Thornton (Priest) US Navy, Chaplain 58437 Juarez Drive; Yucca Valley, CA 92284	2011
2011	The Rev. Dcn. Peter Wu (Deacon) St. Paul's, Deacon 7528 Nakalele Street; Honolulu, HI 96825	2011
2011	The Rev. David Stout (Priest) St. James', Rector PO Box 6278; Kamuela, HI 96743	1997
2011	The Rev. Roberta "Robin" Taylor (Priest) Christ Memorial, Vicar 4334 Iokua Street; Kilauea, HI 96754	2011
2012	The Rev. Becky Tinnon (Priest) 325 Thames Drive; Colorado Springs, CO 80906	2008
2012	The Rev. Michael Tinnon (Priest) 325 Thames Drive; Colorado Springs, CO 80906	2008
2012	The Rev. Leo Loyola (Priest) Calvary, Vicar 45-441 Meakaua Street; Kaneohe, HI 96744	2012
2012	The Rev. Dcn. Janice Watson (Deacon) 1334 Audubon Place; Loveland, CO 80538	2008
2012	The Rev. Isaias Ginson (Priest) 911 North Marine Corps Drive; Tamuning, Guam 96913	2010
2012	The Rev. Debra Vanover (Priest) <i>In transition</i>	1996
2012	The Rev. Kerith Harding (Priest) St. John's (Kula), Rector 8986 Kula Highway; Kula, HI 96790	2009
2013	The Rev. Helen Harper (Priest) 210 W. Drummond Ave.; Ridgecrest, CA 93555	2002
2013	The Rev. Ryan D. Newman (Priest) All Saints', Rector PO Box 429; 1067 Kuhio Hwy; Kapaa, HI 96746	2002

2013	The Rev. Dcn. Cris South (Deacon) 942 Alexis Lucia Road; Alexis, NC 28006	2013
2014	The Rev. Nicole Simopoulos (Priest) 'Iolani School, Chaplain 563 Kamoku Street; Honolulu, HI 96826	2013
2013	The Rev. Dcn. Steve Costa (Deacon) St. Elizabeth's, Deacon 98-402 Koauka Loop, #1802; Aiea, HI 96701	2013
2013	The Rev. Kaleo Patterson (Priest) St. John the Baptist and St. Stephen's, Vicar 84-632 Widemann Street; Wainae, HI 96792	2013
2013	The Rev. Dcn. Duane Leach (Deacon) 818 Indigo Village Ct; Southport, NC 28461	2011
2014	The Rev. Irene Tanabe (Priest) Epiphany, Rector 1533-A Pualele Place; Honolulu, HI 96822	2011
2014	The Rev. Diana Akiyama (Priest) St. Augustine's, Vicar 59-232 Ala Kahua Drive; Kamuela, HI 96743	1988
2015	The Rev. Ernesto Pasalo (Priest) St. Nicholas, Vicar 1412 Alapai Street; Honolulu, HI 96813	2015
2015	The Rev. Raymond Woo (Priest) St. Luke's, Vicar 1717 Mott-Smith Drive, #2313; Honolulu, HI 96822	2015
2015	The Rev. Mahi Beimes (Priest) St. Matthew's, Vicar 47-166 Lile Place; Kaneohe, HI 96744	2015
2015	The Rev. Keleawe Hee (Priest) The Cathedral of St. Andrew, Priest Associate 2296-A Waiomao Road; Honolulu, HI 96816	2015
2015	The Rev. Paul Nahoa Lucas (Priest) St. John's By-the-Sea, Vicar PO Box 80; Kaaawa, HI 96730	2015

2015	The Rev. John. A. Hau'oli Tomoso (Priest) Good Shepherd, Priest Associate 51 Kuula Street; Kahului, HI 96732	2015
2016	The Rev. Matthew Lukens (Priest) 1237 Palolo Ave, #4; Honolulu, HI 96816	2013
2016	The Rev. Cn. Kate Cullinane (Priest) St. Clement's, Interim Rector 6221 Keokea #132; Honolulu, HI 96825	1989
2016	The Rev. Christopher Golding (Priest) St. Clement's, Associate Rector 1515 Wilder Ave, #2; Honolulu, HI 96822	2011
2016	The Rev. Craig Vance (Priest) Good Shepherd, Rector 301-2180 W. Vineyard Street; Wailuku, HI 96793	2005
2016	The Rev. Bruce DeGooyer (Priest) Trinity By-the-Sea; Vicar PO Box 761; Kihei, HI 96753	2004
2016	The Rev. Annalise Castro (Transitional Deacon) The St. Andrew's Schools, Chaplain 1309 Queen Emma Street, Apt 2B; Honolulu, HI 96813	2016
2016	The Rev. Dcn. Lani Bowman (Deacon) St. Augustine's, Deacon PO Box 551712; Kapaa, HI 96755	2016
2016	The Rev. Cn. Alexander Graham (Priest) The Episcopal Diocese of Hawai'i, Canon for Congregational Life and Leadership 2611 Ala Wai Blvd, #1206; Honolulu, HI 96815	2003
2016	The Rev. Heather Patton-Graham (Priest) 'Iolani School, Chaplain 2611 Ala Wai Blvd, #1206; Honolulu, HI 96815	2003
2016	The Rev. Andrew McMullen (Priest) St. Michael and All Angels, Priest-in-Charge 1017-2 Moanakai Rd; Kapaa, HI 96746	2006

RETIRED CLERGY

1954	The Rev. W. Edwin Bonsey (Priest) 401 Santa Clara Avenue, #309; Oakland, CA 94610	1954
1954	The Rev. David P. Coon (Priest) PO Box 690; Kamuela, HI 96743	1954
1960	The Rev. William H. Aulenbach, Jr. (Priest) 5200 Irvine Boulevard, #59; Irvine, CA 92620-2024	1960
1961	The Rev. J. Hollis Maxson (Priest) Pohai Nani; 45-090 Namoku Street, D-2; Kaneohe, HI 96744	1961
1962	The Rev. Thomas Yoshida (Priest) 1410 Makiki Street; Honolulu, HI 96814	1962
1963	The Rev. Cn. David K. Kennedy (Priest) 1 Keahole Place, #3409; Honolulu, HI 96825	1963
1963	The Rev. Guy Piltz (Priest) PO Box 1973; 62-2145 Ouli Street; Kamuela, HI 96743	1963
1966	The Rt. Rev. Richard S.O. Chang (Bishop) 1760 S. Beretania Street, #11-C; Honolulu, HI 96826	1966
1966	The Rev. Gerald G. Gifford, II (Priest) 446 Kawaihae Street, #212; Honolulu, HI 96825	1952
1968	The Rev. Rudolph A. Duncan (Priest) 46-082 Puulena Street, #1221; Kaneohe, HI 96744	1968
1968	The Rev. Cn. Franklin S.H. Chun (Priest) The Episcopal Diocese of Hawai'i, Co-Chaplain to Retired Clergy 1163 Lunaanela Street; Kailua, HI 96734	1968
1968	The Rev. George Lee (Priest) 2468 Lamaku Place; Honolulu, HI 96816	1957
1971	The Rev. Richard E. Winkler (Priest) 202 Pin Oak Drive; Harker Heights, TX 76543	1971
1972	The Rev. Cn. Brian J. Grieves (Priest) 7007 Hawai'i Kai Drive, #A-21; Honolulu, HI 96825	1972

1973	The Rev. Imo S. Tiapula (Priest) PO Box 2030; Pago Pago, American Samoa 96799	1971
1974	The Rev. Jan Rudinoff (Priest) 2775 Kanani Street; Lihue, HI 96766	1972
1975	The Rev. Vincent O'Neill (Priest) 2296 Aztec Ruin Way; Henderson, NV 89044	1964
1977	The Rev. Lynette G. Schaefer (Priest) PO Box 1233; 225 Aahi Place; Kaunakakai, HI 96748	1977
1977	The Rev. Robert E. Walden (Priest) 46-290 Iki`iki Street; Kaneohe, HI 96744	1977
1979	The Rev. Heather M. Mueller (Priest) 508 Woodrow Street; Taft, CA 93268	1979
1979	The Rev. Brian F. Nurdning (Priest) 1144 Kumukumu Street, Apt. E; Honolulu, HI 96825	1960
1983	The Rev. Dcn. Dorothy M. Nakatsuji (Deacon) 1725 Fern Street; Honolulu, HI 96826	1983
1985	The Rev. John B. Connell (Priest) 95-1050 Makaikai Street, Apt #17M; Mililani, HI 96789	1985
1985	The Rev. David J. Baar (Priest) St. John's (Kula), Priest Associate PO Box 427; Kula, HI 96790	1962
1985	The Rev. Dcn. Edith Sewell (Deacon) 18695 West Bernardo Drive, #8B; San Diego, CA 92127	1985
1987	The Rev. Charles W. Cannon (Priest) 291 Shady Glen Avenue; Point Roberts, WA 98281	1968
1988	The Rev. Marilyn R. Watts (Priest) 2133 S. Corona Street; Denver, CO 80210	1988
1991	The Rev. Thomas M. Van Culin (Priest) 2578-F Pacific Heights Road; Honolulu, HI 96813	1991
1993	The Rev. Dcn. Leonard R. Howard (Deacon) 98-1128 Malualua Street; Aiea, HI 96701	1993

1993	The Rev. Donor Macneice (Priest) No. 5, Street 29, Tonle Bassac; Phnom Penh, Cambodia	1964
1995	The Rev. Carol M. Arney (Priest) 1840 University Ave. West, #104; Saint Paul, MN 55104	1995
1995	The Rev. Alejandro Geston (Priest) 91-1746 Bond Street; Ewa Beach, HI 96706	1967
1995	The Rev. Dcn. Agnes Patricia Reynolds (Deacon) 665 Paopua Loop; Kailua, HI 96734	1995
1997	The Rev. Dcn. Barbara Coan (Deacon) 1311 Nahele Place; Kapaa, HI 96746	1993
1997	The Rev. F. Kay Johnson (Priest) 959 W. 41st Street; Houston, TX 77018	1989
2000	The Rev. Walter Stevens (Priest) Pacific Health Ministry, Chaplain 7244 Kalalau Place; Honolulu, HI 96825	2000
2000	The Rev. John E. Turner (Priest) 19446 N. 110th Lane; Sun City, AZ 85373	2000
2001	The Rev. Jeannette A.H. Myers (Priest) 38 Payran Street; Petaluma, CA 94952	1979
2001	The Rev. Teresa Bowden (Priest) 1009 Blossom River Way, #174; San Jose, CA 95123	2001
2001	The Rev. Dale C. Hathaway (Priest) 2079 Audubon Drive; Rock Hill, SC 29732	1982
2001	The Rev. Elizabeth A. Zivanov (Priest) 95108 Turnstone Court; Fernandina Beach, FL 32034	1993
2004	The Rev. Jodene Hawkins (Priest) 203 Kulipuu Street; Kihei, HI 96753	1990
2004	The Rev. Russell M. Johnson (Priest) 659 W. Redondo Place; Green Valley, AZ 85614	1987
2004	The Rev. Timothy Sexton (Priest) 5310 Bridal Circle; Oakley, UT 84055	1976

2006	The Rev. Thomas J. Buechele (Priest) 829 Boulder Creek Lane; Ashland, OR 97520	1967
2006	The Rev. William J. Albinger, Jr. (Priest) 92 Foster Street; Cambridge, MA 02138	2003
2007	The Rev. Andrew J. Walmisley (Priest) 424 Camino Sobrante; Orinda, CA 94563	1979
2008	The Rev. Dallas B. Decker (Priest) 18218 Paradise Mountain Road, #88; Valley Center, CA 92082	1976
2009	The Rev. Dcn. James Moore (Deacon) 214 C Lizama Street; Barrigada, Guam 96913	2009
2010	The Rev. Linda M. Decker (Priest) Church of the Good Shepherd, Priest Associate 307 S. Alu Road; Wailuku, HI 96793	2010
2010	The Rev. Austin B. Murray (Priest) 1117 Narrumson Road; Manasquan, NJ 08736	1973
2012	The Rev. David Blanchett (Priest) 910 Ahana Street, #707; Honolulu, HI 96814	2004
2013	The Rt. Rev. Donald Hart (Bishop) PO Box 461; Peterborough, NH 03458	1962
2015	The Rev. Alison Dingley (Priest) 1255 Nuuanu Ave, Apt E 1513; Honolulu, HI 96817	1978
2015	The Rev. Dcn. Viliami Langi (Deacon) St. Elizabeth's Episcopal Church, Deacon 1125 Pua Ln, #3A; Honolulu, HI 96817	2015
2015	The Rev. Horace Gaylord Hitchcock (Priest) 1030 Aoloa Place, #206-A; Kailua, HI 96734-5232	1972
2015	The Rev. George Clifford (Priest) 1177 Queen Street, #3303; Honolulu, HI 96814	1992
2016	The Rev. Marion Keator (Priest) 64-5119 Pukuniahiahi Place; Kamuela, HI 96743	2000

Pursuant to Canon 1, Section 1.1, I hereby certify that the foregoing list of clergy of the Diocese of Hawai'i is correct and under the provisions of Articles III and VI of the Constitution of the Diocese are canonically resident in good standing in the Diocese of Hawai'i and are entitled to full membership of the Convention.



The Rt. Rev. Robert L. Fitzpatrick
Bishop of Hawai'i

LICENSED CLERGY

11/29/09	The Rev. Alberto Alarcon (Priest) 95-1017 Kaapeha Street, #71; Mililani, HI 96789 Canonical Residence: Philippine Independent Church	1973
11/29/09	The Rev. Robert William Nelson (Priest) 93 Laukahi Street; Kihei, HI 96753 Canonical Residence: Alaska	1979
10/1/10	The Rev. David C. Moore (Priest) PO Box 702, Eastsound, WA 98245 Canonical Residence: Olympia	1975
12/19/12	The Rev. Mary Tudela (Priest) 2110 Kaneka Street, #172; Lihue, HI 96766 Canonical Residence: Chicago	2004
4/19/16	The Rev. Linda Lundgren (Priest) 16441 Havelock Way; Lakeville, MN 55044 Canonical Residence: Minnesota	1993
8/24/16	The Rev. Dwight Brown (Priest) 75-258 Malulani Drive; Kailua-Kona, HI 96740	1981

LICENSED LUTHERAN PASTORS

- 11/29/09 The Rev. Bruce P. Craft (Priest)
158 Akiohala Place; Kailua, HI 96734
Synod: Pacifica Synod
- 11/29/09 The Rev. Diane S. Martinson (Priest)
St. Peter's, Rector
1054 Green Street; Honolulu, HI 96822
Synod: Pacifica Synod
- 11/29/09 The Rev. Dale S. Burke (Priest)
Hawai'i Pacific University, Chaplain
95-108 Mahoa Place; Mililani, HI 96789
Synod: Pacifica Synod
- 1/21/16 The Rev. Keith Wolter (Priest)
95-743 Hokuwelowelo Place; Mililani, HI 96789
Synod: Pacifica Synod
- 9/22/16 The Rev. John Lunn (Priest)
Grace, Vicar
2210 Farrington Ave; PO Box 217; Hoolehua, HI 96729
Synod: Pacifica Synod

LICENSED CLERGY OF OTHER DENOMINATIONS

The Rev. David Turner (Priest)
Licensed to Preach and assist at Worship
Camp Mokulē'ia, Executive Director
68-729 Farrington Highway; Waialua, HI 96791
United Church of Christ

Attachment 8: Annual Report of the Treasurer

TO: Delegates to the 48th Annual Meeting of the Convention
FROM: Peter Pereira, Diocesan Treasurer
SUBJECT: Annual Report of the Treasurer
DATE: October 6, 2016

The Balance sheet of The Episcopal Church in Hawai'i on December 31, 2015 showed assets of \$41,379,841; liabilities of \$20,194,746 (of which \$18,643,073 represents parish/mission investments balances); and net assets of \$21,185,095. The total operating income of the diocese exceeded operating expenses in 2015 by \$9,994. It should be noted that all congregations have paid their 2015 assigned assessments, except Trinity by-the-Sea.

James Hasselman, CPA, audited our financial statements. The audited financial statement is posted on our web site: Episcopalhawaii.org > Resources > Forms & Documents > Audits

Our audit shows that we have an adequate system of internal control. Appropriate parties must properly authorize all disbursements, and two authorized officers must sign all checks. Our audit committee met with the auditor to review the audit report

2016

1. In your Convention Workbook, you will find the current Budget versus Actual Operating Report as of August 31, 2016. The report is summarized to cut printing costs. If you want a detail report, please call me.
2. In your Convention Workbook, you will also find a report on our Theological Education Offering for 2015. You will note that we contributed \$46,046, which amounted to approximately one-half of our 1% goal. Now is the time to be checking on the performance of your Parish or Mission this year so that we can meet our 1% goal in 2016.
3. Our Investment performance numbers are as follows: Year to date at 8/31/16 = 3.7%; trailing 12 months = 4.3%; 3 Year trailing = 5.8%; since 6/30/92= 7.4%.
4. During the year the Commission on Finance and Administration met with our investment monitor and managers to review the performance of our investment portfolio and also to review our Investment Policy. We rebalance our portfolio when needed. We have a long-term view towards our portfolio management with the understanding that the stock market will experience fluctuations from time to time. We have a total return investment policy and spending policy. Our policies are implemented to ensure that there will be a steady stream of earnings annually, while at the same time ensuring that the fund assets will be there for the future. Our spending policy is set at a payout rate of 5 percent (5%) of the average market value of the Investment Fund over twelve quarters. The spending policy (which we will continue to review), together with sound investment performance, ensures that, over time, the fund will retain its ability to produce earnings. For more information, please go to our web site: Episcopalhawaii.org > Resources > Forms & Documents > Investments

5. The setting up of the Shared Travel Expense Fund for the 2016 Diocesan Convention has been accomplished.
6. The assessment rate has been 20% since 2009, and the rate decreased to 19% in 2016. The Diocesan Council has proposed further reductions to 18.5% in 2017 and 18% in 2018 and 2019.
7. The Compensation Review Committee (CRC) is submitting a compensation schedule reflecting a 1% increase over the current year. Please refer to the CRC report and the 2017 Clergy Compensation and Benefits policy for details.
8. During the year, I worked with treasurers advising and training them on various matters, such as taxes, accounting and audit, investments, insurance, parochial reports, employment, insurance and property issues. I also worked with them on refinancing loans from the bank at competitive rates for various renovation projects.
9. During the year, I coordinated with the auditors and treasurers to audit their churches' financial records. I know this takes additional time on your part to complete the audit work papers. Thanks to the church treasurers for doing the audit work papers.
10. I am working with our Church Insurance Company of Vermont to renew our property and liability insurance renewal for the year 2017. In 2013 we stopped using an agent (AON) and I now work directly with Church Insurance Company of Vermont. This resulted in approximately \$50,000 savings in total premium for 2013 and similar amounts with annual premium increase in 2014 through 2016.
11. The Photovoltaic (PV) program has taken a bit of my time this year. Thank you Albert Wong and Dixie Kaetsu for all your help. We have 16 Churches participating in the PV program.
12. We have increased our Legacy Society membership to 118. The purpose of the Legacy Society is to recognize those who have remembered their church in their estate plans, and to enable members to witness to the value of their church in their lives and to secure ministries for generations to come. Thank you for including your church in your will. Please consider joining the Legacy Society. Please go to the website to see Planned Giving materials: Episcopalhawaii.org > Resources > Forms & Documents > Legacy Society.

I would like to thank the treasurers, wardens and clergy whose work, cooperation and goodwill have helped us in our work. Many thanks also to the members of Diocesan Council, Commission on Finance and Administration, Diocesan Compensation Review Committee, Diocesan Development Committee and folks on special projects, Chancellor and Vice Chancellors, Office of the Bishop Staff and Sharon Billingsley. Thank you all for your support and the gifts you share with us.

Balance Sheet

THE EPISCOPAL CHURCH IN HAWAII
BALANCE SHEET
August 31, 2016

ASSETS

Petty Cash	200
Cash in Bank	1,697,467
Short Term Investments	130,552
Accounts Rec. - Churches/Other	487,713
Other A/C Rec. & Prepaid Exp.	30,828
Investments	15,566,736
Loan Rec. - Churches/Camp	844,311
Land & Buildings	3,168,232
Assets Held in Trust	49,123

TOTAL ASSETS

21,975,162

LIABILITIES

Accounts Payable	27,195
Accrued Vacation	19,234
Annuity Payment Liab.	6,930
Due to Churches/Other	57,839
Security Deposits	16,011
Postretirement Benefits	593,020
Note Payable - Churches/Camp	638,567

TOTAL LIABILITIES

1,358,796

NET ASSETS

Unrestricted	
General Fund	1,659,097
Plant Fund	3,168,232
Investment Fund	2,753,529
Temporarily Restricted	
General Fund	180,108
Investment Fund	6,867,370
Permanently Restricted	
Investment Fund	5,988,030

TOTAL NET ASSETS

20,616,366

TOTAL LIABILITIES AND NET ASSETS

21,975,162

Income Statement

THE EPISCOPAL CHURCH IN HAWAII INCOME STATEMENT FOR THE PERIOD ENDED 8/31/16

	Actual 8/31/16	Budget YTD	Variance		Annual Budget
INCOME					
Assessments	1,134,694	1,134,708	(14)	A	1,702,062
Investments	303,231	340,920	(37,689)	B	706,840
Rentals	122,903	129,667	(6,764)		194,500
Other	940	4,333	(3,393)		6,500
TOTAL INCOME	1,561,768	1,609,628	(47,860)		2,609,902
EXPENSES					
MINISTRY AND MISSION					
Diocesan Initiatives	40,722	55,000	14,278	C	82,500
Congregational Support	206,317	213,800	7,483		320,700
Discipleship	70,798	101,333	30,535	D	137,000
Outreach and Justice	3,832	4,133	301		6,200
Ministry Development	75,751	154,667	78,916	E	229,000
Other	10,000	37,968	27,968	F	56,952
Subtotal Ministry and Mission	407,420	566,901	159,481		832,352
DIOCESAN ORGANIZATION					
Episcopate	234,375	244,548	10,173		357,550
Office of Bishop Staff	286,875	389,667	102,792	G	584,500
Administration					
Diocesan Expenses	468,688	465,933	(2,755)		679,600
Ault Memorial Office Bldg	48,818	50,200	1,382		75,300
Travel	26,143	24,667	(1,476)		37,000
Other	31,916	32,554	638		43,600
Subtotal Diocesan Organization	1,096,815	1,207,569	110,754		1,777,550
TOTAL EXPENSES	1,504,235	1,774,470	270,235		2,609,902
SURPLUS	57,533				

EXPLANATION OF SIGNIFICANT VARIANCES

- A** Assessment unpaid at 8/31/16 = \$145,573. See listing attached.
- B** Episcopate distribution is limited to a 5% distribution.
- C** Due mainly to funds not spent on Korean Missioners and Native Hawaiian Ministry.
- D** Due mainly to funds not spent for Christian Formation and Youth and Young Adult Ministry.
- E** Due mainly to funds not spent for Clergy Conference, Curacy Support and other programs.
- F** Due mainly to funds not requested for Diocesan Council grants.
- G** Due mainly to the timing of hiring new Canon position and admin. program staff not hired.

Assessment Balance Due

THE EPISCOPAL CHURCH IN HAWAII

Current year (2016) Assessment Balance Due

	Assessment Outstanding 8/31/16	Payments made thru 10/1/16	Balance Due 10/1/16
All Saints Episcopal Church	\$3,866	\$-	\$3,866
Christ Church	\$23,478	\$-	\$23,478
Emmanuel Episcopal Church	\$3,439	\$3,439	\$-
Holy Nativity Church	\$7,219	\$7,219	\$-
St. Augustine's Episcopal Church	\$1,899	\$1,899	\$-
The Cathedral of St. Andrew	\$25,260	\$25,260	\$-
St. Nicholas Church	\$9,096	\$2,274	\$6,822
St. Mark's	\$9,988	\$4,994	\$4,994
St. Michael & All Angels	\$13,586	\$6,793	\$6,793
St. John the Baptist	\$2,096	\$524	\$1,572
St. Stephen's Episcopal Church	\$5,284	\$1,321	\$3,963
St. Timothy's Episcopal Church	\$14,416	\$3,604	\$10,812
Trinity By-the-Sea Church	\$25,946	\$-	\$25,946
Total	\$145,573	\$57,327	\$88,246

Diocesan Assessment

THE EPISCOPAL CHURCH IN HAWAI'I

CHURCH	DIOCESAN ASSESSMENT		2015 OPERATING INCOME	2017 DIOCESAN ASSESSMENT	2017 INCREASE/ (DECREASE)
	2014 OPERATING INCOME	2016 DIOCESAN ASSESSMENT			
		@ 19%		@ 18.5%	
ALL SAINTS	244,136	46,386	249,690	46,193	(193)
CALVARY			142,626	26,386	26,386
CHRIST CHURCH	211,830	40,248	211,531	39,133	(1,115)
CHRIST MEMORIAL	186,941	35,519	196,290	36,314	795
EMMANUEL	217,167	41,262	237,510	43,939	2,677
EPIPHANY	303,433	57,652	325,955	60,302	2,650
GOOD SAMARITAN	124,019	23,564	123,338	22,818	(746)
GOOD SHEPHERD	351,005	66,691	359,958	66,592	(99)
GRACE	39,150	7,439	49,195	9,101	1,662
HOLY APOSTLES'	305,002	57,950	306,044	56,618	(1,332)
HOLY INNOCENTS'	186,612	35,456	172,253	31,867	(3,589)
HOLY NATIVITY	455,903	86,622	496,708	91,891	5,269
ST. ANDREW'S	1,595,347	303,116	1,561,311	288,843	(14,273)
ST. AUGUSTINE'S	119,909	22,783	119,359	22,081	(702)
ST. CHRISTOPHER'S	332,531	63,181	245,487	45,415	(17,766)
ST. CLEMENT'S	402,584	76,491	430,255	79,597	3,106
ST. ELIZABETH'S	463,243	88,016	486,073	89,924	1,908
ST. JAMES'	362,955	68,961	461,295	85,340	16,379
ST. JOHN BAPTIST	33,101	6,289	62,739	11,607	5,318
ST. JOHN'S,KULA	230,004	43,701	261,708	48,416	4,715
ST. JOHN'S BY/SEA	89,519	17,009	86,345	15,974	(1,035)
ST. JUDE'S	50,200	9,538	55,910	10,343	805
ST. LUKE'S	103,035	19,577	118,276	21,881	2,304
ST. MARK'S	315,396	59,925	351,618	65,049	5,124
ST. MARY'S	242,242	46,026	251,297	46,490	464
ST. MATTHEW'S	76,338	14,504	79,546	14,716	212
ST. MICHAEL'S	429,029	81,516	408,378	75,550	(5,966)
ST. NICHOLAS	143,602	27,284	125,188	23,160	(4,124)
ST. PAUL'S	202,242	38,426	201,966	37,364	(1,062)
ST. PETER'S	530,233	100,744	485,311	89,783	(10,961)
ST. STEPHEN'S	83,444	15,854	89,817	16,616	762
ST. TIMOTHY'S	227,624	43,249	285,083	52,740	9,491
TRINITY BY/SEA	204,834	38,918	168,169	31,111	(7,807)
WEST KAUAI	95,611	18,165	86,923	16,081	(2,084)
TOTAL	8,958,221	1,702,062	9,293,152	1,719,235	17,173

Theological Education Contribution Letter

March 15, 2016

The Rt. Rev. James R. Mathes
Diocese of San Diego
2728 Sixth Avenue
San Diego, CA 92103

Dear James:

Attached is our revised 2015 report on the 1% Theological Education Offering. In 2015, gifts totaled \$46,046 which is about 51% of the Operating Income Target.

Most of our churches gave to the Virginia Theological Seminary, Church Divinity School of the Pacific, Sewanee: The University of the South, Waiolaihui‘ia and Yale. Gifts also went to Society for the Increase of Ministry, Bexley Seabury Seminary and others.

Faithfully yours,



Peter Pereira
Diocesan Treasurer

cc: The Rt. Rev. Richard Robert L. Fitzpatrick
Bexley Seabury Seminary
Church Divinity School of the Pacific
Sewanee: The University of the South
Society for the Increase of Ministry
Virginia Theological Seminary
Waiolaihui‘ia in the Diocese of Hawai‘i
Yale Divinity School
Diocesan Council Members
All Churches

Theological Education Offerings

THE EPISCOPAL CHURCH IN HAWAI'I THEOLOGICAL EDUCATION OFFERING

CHURCH	2014 Operating Income	2015 1% Amount	2015 Amount Given
ALL SAINTS	244,136	2,441	
CHRIST CHURCH	211,830	2,118	
CHRIST MEMORIAL	186,941	1,869	2,000
EMMANUEL	217,167	2,172	2,169
EPIPHANY	303,433	3,034	3,000
GOOD SAMARITAN	124,019	1,240	
GOOD SHEPHERD	351,005	3,510	1,000
GRACE	39,150	392	392
HOLY APOSTLES'	305,002	3,050	1,000
HOLY INNOCENTS'	186,612	1,866	
HOLY NATIVITY	455,903	4,559	10,000
ST. ANDREW	1,595,347	15,953	5,400
ST. AUGUSTINE'S	119,909	1,199	1,200
ST. CHRISTOPHER'S	332,531	3,325	250
ST. CLEMENT	402,584	4,026	495
ST. ELIZABETH'S	463,243	4,632	1,000
ST. JAMES'	362,955	3,630	9,910
ST. JOHN the BAPTIST	33,101	331	
ST. JOHN'S, KULA	230,004	2,300	
ST. JOHN'S BY/SEA	89,519	895	1,000
ST. JUDE'S	50,200	502	550
ST. LUKE'S	103,035	1,030	1,030
ST. MARK'S	315,396	3,154	2,000
ST. MARY'S	242,242	2,422	500
ST. MATTHEW'S	76,338	763	
ST. MICHAEL'S	429,029	4,290	
ST. NICHOLAS	143,602	1,436	
ST. PAUL'S	202,242	2,022	
ST. PETER'S	530,233	5,302	2,450
ST. STEPHEN'S	83,444	834	
ST. TIMOTHY'S	227,624	2,276	
TRINITY BY/SEA	204,834	2,048	500
WEST KAUAI	95,611	956	200
TOTAL	8,958,221	89,582	46,046

Investment Funds of the Episcopal Church in Hawai'i

AS OF JUNE 30, 2016

TRUST ENDOWMENTS	Total Shares	Market Value @ 85.227637	Balance End of Quarter (Cost)
<u>ALL SAINTS' CHURCH, KAPAA</u>			
Clergy Childrens' Education Fund	74.56542	6,355.03	5,361.32
Albert Horner Organ Maint. Fund	70.56725	6,014.28	2,835.32
Eddie Ruby Scott Trust	381.78582	32,538.70	33,498.17
Etta Wilcox Sloggett Memorial Fund	334.21911	28,484.70	6,725.65
Emma Lyman Wilcox Memorial Fund	325.81288	27,768.26	6,239.72
Henry Willey Columbarium	181.14927	15,438.92	7,074.31
Ramona R. Walden Altar Fund	75.67791	6,449.85	6,015.67
Rector's Equity Allowance	103.36630	8,809.67	8,797.63
Willey Memorial Fund	559.88432	47,717.62	22,849.72
	<u>2,107.02828</u>	<u>179,577.03</u>	<u>99,397.51</u>
<u>CAMP MOKULEIA, OAHU</u>			
Margaret Root Clarke Memorial Camp Scholarship Fund	81.76685	6,968.80	3,256.46
Margaret Monterio Mem Campership	168.98227	14,401.96	7,336.89
	<u>250.74912</u>	<u>21,370.76</u>	<u>10,593.35</u>
<u>CHRIST CHURCH, KEALAKEKUA, HI</u>			
Christ Church Property	449.69712	38,326.62	42,794.02
David Douglas Wallace Mem Endow Fd	48.58277	4,140.59	1,937.94
Parish Designated Trust Fund	225.37031	19,207.78	16,958.28
Ellen C Hall Fund	182.53475	15,557.01	5,674.48
Dora Greenwell Bryant Pennell Fund	24.22045	2,064.25	1,013.24
The Greenwell Memorial Trust	638.66517	54,431.92	44,526.26
Restoration/Renovation Fund	313.35743	26,706.71	21,169.93
Mission Fund	105.79236	9,016.43	5,471.50
S.H. Davis Fund	0.82489	70.30	76.60
	<u>1,989.04525</u>	<u>169,521.61</u>	<u>139,622.25</u>
<u>CHRIST MEMORIAL CHURCH, KILAUEA</u>			
Eddie Ruby Scott Trust	398.35397	33,950.77	34,968.05
Building Maintenance Fund	485.57191	41,384.15	42,698.43
St. Thomas Building Fund	872.22476	74,337.66	75,837.40
	<u>1,756.15064</u>	<u>149,672.58</u>	<u>153,503.88</u>

TRUST ENDOWMENTS DIOCESAN - BUDGET	Total Shares	Market Value @ 85.227637	Balance End of Quarter (Cost)
Episcopate Endowment Fund	47,302.70357	4,031,497.65	2,517,682.35
Edwin Lani and Puanani Hanchett Memorial Mission Fund	243.81155	20,779.48	11,055.00
Hawaiian Church Chronicle	220.74736	18,813.78	10,232.20
Mary Y.C. Ing Restoration Fund	20,072.27006	1,710,712.15	1,681,871.09
Thomas Dowell Phillips Mem Pen Fd	492.21361	41,950.20	23,347.86
Von Holt Fund	44,005.84108	3,750,513.85	3,336,005.57
	112,337.58723	9,574,267.11	7,580,194.07
<hr/>			
DIOCESAN - OTHERS			
The Rev. J. Thurlow and Jane Baker Memorial Fund	2,096.25535	178,658.89	174,154.07
Bishop's Pastoral Fund	996.77662	84,952.92	74,894.04
The Chang Clergy Children's Scholarship Fund	1,044.83253	89,048.61	91,967.91
Bishop's Special Fund	363.77946	31,004.06	27,019.61
Clergy Continuing Education Fund	7,012.05465	597,620.85	484,968.01
Diocesan Capital Reserve	603.12604	51,403.01	51,230.25
Diocesan General Fund	4,373.67097	372,757.64	389,034.54
Eleanore McKinney Endowment Fund	472.42184	40,263.40	35,993.59
Election Process Fund	2,102.79881	179,216.57	182,917.64
Episcopate Construction Fund	169.01784	14,404.99	12,875.68
George Hebrank Endowment Fund	751.41916	64,041.68	62,181.64
Harry & Katherine Kennedy Memorial Fund	585.09346	49,866.13	45,680.43
Helen Hagemeyer Endowment Fund	12,004.53489	1,023,118.14	966,875.54
Hurricane Deductible & Earthquake Reserve Fund	13,108.74792	1,117,227.61	1,138,151.55
Katherine Hanley Wery Trust	931.35669	79,377.33	78,368.31
Kenneth & Ruth Perkins Endowment Fund	1,802.78698	153,647.27	152,284.32
Lambeth Conference Travel Fund	422.17894	35,981.31	35,704.18
Linberg Revolving Fund	10,143.98783	864,548.11	806,656.32
Medigap Fund	1,790.98538	152,641.45	156,769.74
Mission Fund	666.84413	56,833.55	56,032.20
Morimasa & Myrtle Kaneshiro Fund	583.03107	49,690.36	50,950.65
Eric Potter Memorial Fund	225.89561	19,252.55	19,413.53
Alice Anne Rice Endowment Fund	2,385.40436	203,302.38	205,154.80

TRUST ENDOWMENTS	Total	Market	Balance
DIOCESAN – OTHERS (cont.)	Shares	Value @ 85.227637	End of Quarter (Cost)
Scholarship Fund	5,225.74145	445,377.60	376,917.46
Victory Fund	1,285.97273	109,600.42	112,977.67
	<u>71,148.714710</u>	<u>6,063,836.83</u>	<u>5,789,173.68</u>
 <u>EMMANUEL EPISCOPAL CHURCH, KAILUA</u>			
Church Renovation Fund	1,128.46565	96,176.46	94,009.49
Emmanuel Church, Special Fund	1,328.16809	113,196.63	116,768.65
Gratia McConkey Memorial	245.18750	20,896.75	21,757.38
The Leroy, Charlotte & Valarie Green Endowment Fund	120.31389	10,254.07	5,911.57
Joseph J and Anna P Lovell Tr Fund	989.06786	84,295.92	78,621.21
Maggie Nott Fund	321.04574	27,361.97	26,946.56
Church Undesignated Operating Reserve Fund	720.90738	61,441.23	66,747.29
Rowe Fund	130.17952	11,094.89	11,029.47
Various Memorial Funds	95.58937	8,146.86	8,016.05
Youth Ministry Fund	38.69986	3,298.30	3,284.68
	<u>5,117.62486</u>	<u>436,163.08</u>	<u>433,092.35</u>
 <u>EPIPHANY CHURCH, HONOLULU</u>			
Candle Fund	49.07575	4,182.61	1,646.99
Wilfred Richardson Mem Flower Fund	15.54844	1,325.16	773.31
Sophia Taylor Mem Altar Guild Fund	34.84895	2,970.09	1,388.42
Georgiana Crutchfield Memorial Fund	45.08403	3,842.41	3,392.51
	<u>144.55717</u>	<u>12,320.27</u>	<u>7,201.23</u>
 <u>GOOD SAMARITAN</u>			
Church Unrestricted A/C	81.22581	6,922.68	5,970.06
Preschool Unrestricted A/C	172.67369	14,716.57	15,306.92
Church Operational A/C	232.73310	19,835.29	17,618.31
	<u>486.63260</u>	<u>41,474.54</u>	<u>38,895.29</u>

TRUST ENDOWMENTS	Total	Market	Balance
GOOD SHEPHERD CHURCH, WAILUKU	Shares	Value @	End of
		85.227637	Quarter (Cost)
Clergy Housing Trust	2,322.17361	197,913.37	199,832.66
Altar Guild Fund	80.38093	6,850.68	7,259.76
Bross Memorial Youth Fund	2,882.25484	245,647.77	266,982.17
Memorial Fund	290.81046	24,785.09	25,630.84
Seminarian Scholarship Fund	82.73336	7,051.17	7,530.47
	<u>5,658.35320</u>	<u>482,248.08</u>	<u>507,235.90</u>
<u>CHURCH OF THE HOLY APOSTLES, HILO</u>			
Auto Replacement Fund	14.82373	1,263.39	1,124.77
Babe Chillingworth Memorial Fund	81.11841	6,913.53	7,098.75
Vestment Fund	226.33343	19,289.86	15,995.75
Thomas and May Cook Memorial Fund	1,682.39086	143,386.20	118,734.80
The Kilauea Fund	6,665.36709	568,073.49	387,476.20
Program/Clergy Fund	674.53297	57,488.85	49,407.22
Martha E Wakefield Mem Vicarage Fund	1,613.46095	137,511.46	94,330.87
Ronald C Yoder Memorial Fund	177.88462	15,160.69	13,177.11
Joseph Clark Young People's Fund	23.28177	1,984.25	1,981.44
Altar Linen Fund	74.60419	6,358.34	5,998.03
Kitagawa Memorial Fund	5.64240	480.89	441.87
Mae Marcellino Memorial	8.98610	765.86	715.84
	<u>11,248.42652</u>	<u>958,676.81</u>	<u>696,482.65</u>
<u>HOLY INNOCENTS CHURCH</u>			
Kahi Maluhia Trust Fund	<u>532.12651</u>	<u>45,351.89</u>	<u>49,049.02</u>
<u>HOLY NATIVITY CHURCH, HONOLULU</u>			
Columbarium	527.70200	44,974.79	47,233.11
Concert	220.84971	18,822.50	19,767.63
Nellie Hartman	6,013.35470	512,504.01	537,421.58
Capital Improvements	1,319.46309	112,454.72	120,573.39
Hjorth	174.102 83	14,838.37	15,583.45
General Operating Endowment	10,082.66315	859,321.55	913,662.60
Memorial	451.66467	38,494.31	40,427.23
Margaret L Montgomery Trust Fund	316.78616	26,998.94	25,610.47
	<u>19,106.58631</u>	<u>1,628,409.19</u>	<u>1,720,279.46</u>

	Total Shares	Market Value @ 85.227637	Balance End of Quarter (Cost)
TRUST ENDOWMENTS			
HOLY NATIVITY SCHOOL, HONOLULU			
General and Reserve Fund	4.79919	409.02	418.40
Reed Glover Endowment Fund	5.38048	458.57	483.45
Church Endowment Fund	5.22310	445.15	468.93
Hagemeyer Scholarship Endowment Fund	2,600.60366	221,643.30	215,029.71
Scholarship Endowment Fund	5.42625	462.47	487.76
Bellows Scholarship Endowment Fund	92.07377	7,847.23	8,301.97
Ruth Alison Bastis Endowment Fund	1,567.21286	133,569.85	151,306.13
	<u>4,280.71931</u>	<u>364,835.59</u>	<u>376,496.35</u>
ST. AUGUSTINES EPISCOPAL CHURCH, KAPA'AU			
Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund - St Augustine's Church	424.52914	36,181.62	31,037.42
Building Fund	1,174.59969	100,108.36	101,056.87
Richard & Helen Hagemeyer Fund	971.53496	82,801.63	87,520.91
St Augustine's Church Yard Fund	230.84154	19,674.08	16,127.29
The Clergy Support Fund	1,016.67045	86,648.42	89,601.97
Carson and Rosemary Rasmussen Clergy Endowment Fund	7,277.93808	620,281.46	645,173.34
	<u>11,096.11386</u>	<u>945,695.57</u>	<u>970,517.80</u>
THE CATHEDRAL OF ST. ANDREW			
Candle Fund	92.79192	7,908.44	2,224.34
Capital Reserve Fund	1,164.07398	99,211.27	101,794.56
Augustine Powers	1,043.83644	88,963.71	92,412.58
Living Endow, Clergy, Etc.	411.69908	35,088.14	36,448.40
The Deanery	214.82940	18,309.40	13,213.38
Choir	65.21787	5,558.36	5,773.84
Organist	67.82649	5,780.69	6,004.79
W Armitage Carlisle	283.78268	24,186.13	24,973.91
Guild & Aux	981.86926	83,682.40	27,650.87
Young Memorial	855.81942	72,939.47	23,155.22
Anderson Memorial	178.54668	15,217.11	8,047.08
Devonish	12.38157	1,055.25	808.21
Tenney	102.30579	8,719.28	2,649.07
Palmer	407.26800	34,710.49	25,427.41
Maintenance & Renovation	934.59568	79,653.38	27,155.76
Memorial Buildings	1,036.74088	88,358.98	28,301.94
Outreach	407.36164	34,718.47	26,432.95
Nellie Alice Russell	235.53500	20,074.09	19,091.03

TRUST ENDOWMENTS	Total	Market	Balance
THE CATHEDRAL OF ST. ANDREW (cont.)	Shares	Value @ 85.227637	End of Quarter (Cost)
Abbe Green	50.03180	4,264.09	2,694.66
Soper	50.03203	4,264.11	2,691.81
R. Hicks Memorial	296.21277	25,245.51	24,043.28
Orvis Music Fund	1,990.18038	169,618.37	170,253.87
	<u>10,882.93876</u>	<u>927,527.14</u>	<u>671,248.96</u>
<u>THE SAINT ANDREW'S SCHOOLS</u>			
Alumnae Association Scholarship Fund	506.47396	43,165.58	28,291.43
British Benevolent Society Scholarship	285.64179	24,344.57	12,382.84
Class of 1966 Endowed Fund for Hawaiian Culture	300.07341	25,574.55	25,216.81
E E Ford Foundation	313.61966	26,729.06	16,435.25
Frederick Mitchell Endowment	157.79334	13,448.35	14,360.11
Fred H. & Ruth K. Shintaku Scholarship Fund	932.47410	79,472.56	75,897.75
Bishop Harry S Kennedy Schl Fund	334.88038	28,541.06	18,342.10
Caroline Ornellas Memorial Schl Fund	(0.01456)	(1.24)	(0.78)
Sister Evelyn Scholarship Fund	225.05504	19,180.91	8,968.86
Vance O Smith Trust Fund	577.87588	49,251.00	31,875.56
Betty V Von Holt Scholarship Fund	148.64047	12,668.28	5,951.56
Class of 1937 Scholarship Fund	228.50612	19,475.04	18,226.44
Muriel M. Thayer Scholarship Fund	22.70663	1,935.23	2,074.09
Withington Foundation Fund	101.62178	8,660.98	9,379.20
Nikaido Fund for General Endowment	17.12733	1,459.72	1,521.57
Peter B Ogilby Scholarship Fund	19.71007	1,679.84	1,524.36
Queen Emma General Scholarship Fund	5,197.15908	442,941.59	265,321.78
Eleanor Wilcox Carney Financial Aid Fund	199.62039	17,013.17	17,230.57
Ellen K. Brazauski Scholarship Fund	181.12452	15,436.81	15,146.09
Class of 1951 Scholarship Fund	72.84086	6,208.05	6,216.61
Yoshie Isoshima Fund	402.74068	34,324.64	34,427.20
Sarah Horswill Kauka Scholarship Fund	218.90098	18,656.41	18,581.49
Operational Endowment Fund	323.02492	27,530.65	27,060.69
Class of 1952 Faculty Advancement Fund	544.20356	46,381.18	46,137.38
Solien Science and Math Endowment Fund	598.67171	51,023.38	50,450.11
	<u>11,910.47210</u>	<u>1,015,101.37</u>	<u>751,019.07</u>

	Total Shares	Market Value @ 85.227637	Balance End of Quarter (Cost)
TRUST ENDOWMENTS			
ST. ANDREW'S CATHEDRAL FOUNDATION			
General Endowment Fund	29,411.99681	2,506,714.99	2,586,564.09
Kenneth & Ruth Perkins Endowment Fund	1,791.05542	152,647.42	151,907.02
	<u>31,203.05223</u>	<u>2,659,362.41</u>	<u>2,738,471.11</u>
ST. CHRISTOPHER'S CHURCH - KAILUA			
Rector's Hsg. Endow Fund	1,873.28343	159,655.52	159,131.07
General Endowment	2,601.77953	221,743.52	219,565.26
Outreach Endow Fund	981.55391	83,655.52	58,530.85
	<u>5,456.61687</u>	<u>465,054.56</u>	<u>437,227.18</u>
ST. CLEMENT'S PARISH, HONOLULU			
Brodhead Fund for Social / Adult Education	589.87292	50,273.48	42,981.73
Brodhead Memorial Fund for Prayer Books & Hymnals	25.50668	2,173.87	1,617.94
Chapel of Peace Maintenance Fund	882.81869	75,240.55	68,997.73
Cooke Organ Fund	0.32769	27.93	29.39
General Fund	272.80811	23,250.79	17,569.11
	<u>1,771.33409</u>	<u>150,966.62</u>	<u>131,195.90</u>
ST. ELIZABETH'S CHURCH, HONOLULU			
Joseph Ho Foundation	3,852.26459	328,319.41	388,859.65
Hon Endowment Fund	75.79657	6,459.96	3,207.26
Val and Abbie Peroff Trust	129.12746	11,005.23	10,836.96
Scholarship Trust	534.78978	45,578.87	54,454.27
	<u>4,591.97840</u>	<u>391,363.47</u>	<u>457,358.14</u>
ST. JOHN'S, KULA, MAUI			
Shim-Mark-Littell Endowment	1,293.92684	110,278.33	115,544.02
Cemetery Perpetual Care Fund	280.39218	23,897.16	21,585.57
Facility Repair, Replacement and Improvement Fund	955.04128	81,395.91	82,279.45
Grounds and Cemetery Improvement Fund	450.24673	38,373.46	39,115.68
Holy Spirit Super Fund	906.69646	77,275.60	79,026.56
St. John's Endowment Fund	740.18006	63,083.80	61,177.53
	<u>4,626.48355</u>	<u>394,304.26</u>	<u>398,728.81</u>

TRUST ENDOWMENTS	Total	Market	Balance
ST. JOHN'S BY-THE-SEA, KANEOHE	Shares	Value @	End of
		85.227637	Quarter (Cost)
General Endowment Fund	829.87429	70,728.22	75,694.65
Lot Lau Endowment Fund	276.02763	23,525.18	23,476.78
	1,105.90192	94,253.40	99,171.43
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ST. MARK'S EPISCOPAL CHURCH			
Father Aiona Theological Education Fund	39.85045	3,396.36	3,600.30
Endowment Fund	719.77379	61,344.62	60,566.57
Elsie Okada Restricted Fund	140.33829	11,960.70	12,441.19
Princess Abigail Kawananaoia Fund	59.94598	5,109.05	4,926.53
	959.90851	81,810.73	81,534.59
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ST. MICHAEL'S, LIHUE, KAUAI			
Edie Wilcox	1,543.49245	131,548.21	130,307.26
The Ike Kampmann III Education Fund	462.58143	39,424.72	41,969.19
Eddie Ruby Scott Trust	474.69878	40,457.46	41,973.09
Nancy & Holbrook Goodale Fund	4,711.80715	401,576.19	412,380.35
Scheduled Maintenance Fund	642.59471	54,766.83	55,251.86
St. Michael's General Endowment Fund	2,798.75529	238,531.30	235,954.05
Wilcox Rectory Endowment	1,301.70183	110,940.97	110,827.36
	11,935.63164	1,017,245.68	1,028,663.16
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ST. NICHOLAS, KAPOLEI			
Jensen-Malvin Memorial Fund	160.69225	13,695.42	11,726.92
Hono'uliuli Mission Fund	649.79845	55,380.79	51,270.33
Beverly Booth Memorial Fund	41.21149	3,512.36	3,347.95
	851.70219	72,588.57	66,345.20
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ST. PAUL'S, HONOLULU			
Building Fund	4,573.84369	389,817.89	347,659.70
Bryon a Devonish Candle Fund	62.93289	5,363.62	4,546.01
Youth Group Fund	119.80339	10,210.56	11,803.90
	4,756.57997	405,392.07	364,009.61

	Total Shares	Market Value @ 85.227637	Balance End of Quarter (Cost)
TRUST ENDOWMENTS			
ST. PETER'S, HONOLULU			
Capital Improvements Endowment Reserve Fund	225.93119	19,255.58	21,054.55
Columbarium Perpetual Care Fund	6,041.33457	514,888.67	540,152.66
General Endowment Fund	1,213.10502	103,390.07	112,742.76
Katherine Kong Endowment Fund	3,779.82490	322,145.54	366,597.07
Katherine Hanely Wery Outreach & Counseling Fund	340.78756	29,044.52	31,620.39
Lydia Y.F. Moo	1,849.12237	157,596.33	156,299.51
Mission Endowment Fund	45.13709	3,846.93	4,159.96
Raymond Kong Endowment Fund	2,049.08237	174,638.45	199,719.61
Albert C. Kong Endowment Fund	590.52584	50,329.12	55,020.81
Restricted Endowment Fund	553.79861	47,198.95	48,250.99
	764.50656	65,157.09	74,348.54
	<u>17,453.15608</u>	<u>1,487,491.25</u>	<u>1,609,966.85</u>
ST. STEPHEN'S CHURCH, WAHIAWA			
Frank E Ahrendt Memorial Fund	729.46743	62,170.79	49,431.48
Combined Memorial Fund	146.85162	12,515.82	9,903.22
Mary Tree Hatlelid Music Fund	48.71736	4,152.07	4,345.40
The Solomon P. McCurdy Memorial Fund	453.50815	38,651.43	37,976.26
The France Memorial Fund	128.11218	10,918.70	8,779.26
Gerda Rutherford Fund	165.15324	14,075.62	12,738.15
	<u>1,671.80998</u>	<u>142,484.43</u>	<u>123,173.77</u>
ST. TIMOTHY'S, AIEA, OAHU			
Garduque Memorial Fund	41.32450	3,521.99	3,642.47
St. Timothy's Aiea Family Center	2,853.50665	243,197.63	254,223.42
STCC-Marion P. Tappe Scholarship Fund	245.26862	20,903.66	22,521.26
St. Timothy's Children's Center (STCC)	180.55550	15,388.32	15,641.13
St. Timothy's Fund	2,338.45077	199,300.63	204,111.03
Takafuji Memorial Fund	220.22078	18,768.90	19,410.95
	<u>5,879.32682</u>	<u>501,081.13</u>	<u>519,550.26</u>
TRINITY EPISCOPAL CHURCH BY-THE-SEA, KIHEI			
The Carol Law Memorial Columbarium Fund	78.61571	6,700.23	6,748.05
Trinity Investment Fund	1,299.39954	110,744.75	111,409.43
	<u>1,378.01525</u>	<u>117,444.98</u>	<u>118,157.48</u>

TRUST ENDOWMENTS MISCELLANEOUS	Total Shares	Market Value @ 85.227637	Balance End of Quarter (Cost)
Daughters of the King	12.00711	1,023.34	1,061.78
Episcopal Church in Micronesia	1,158.06097	98,698.80	100,556.16
Episcopal Church Women of Hawaii	365.50918	31,151.48	30,059.01
ECW - Diocesan Altar Guild	98.99900	8,437.45	8,560.07
'Iolani Guild Scholarship Fund	1,075.36220	91,650.58	97,755.49
Queen Emma Chapel Missions Fund	937.35490	79,888.54	79,838.00
Henry Digby Sloggett Memorial Fund	18,949.28402	1,615,002.70	1,518,936.03
Eliza K. Spencer Native Hawaiian Ministry Endowment Fund	166.68990	14,206.59	11,936.96
Grace Church-Richard and Helen Hagemeyer Endowment Fund	1,080.53132	92,091.13	92,618.71
Morimasa & Myrtle Kaneshiro Restricted Fund	150.70183	12,843.96	13,169.72
St. George's Pearl Harbor Permanent Endowment Fund	181.16522	15,440.28	14,063.94
St. George's Preschool Endowment Fund	14.27179	1,216.35	1,174.93
St. James Unrestricted Fund	3,611.18331	307,772.62	310,556.13
St. John's Episcopal School Bldg. Replacement Fund (Guam)	136.89652	11,667.37	9,992.20
St. Jude Unrestricted Fund	922.20196	78,597.09	84,978.37
St. Mary's Building Portfolio	747.83446	63,736.16	69,384.41
St. John the Baptist - Richard & Helen Hagemeyer Endowment Fund	872.27612	74,342.03	72,897.59
The Waikiki Episcopal Chapel Endow Fund	5,717.48069	487,287.37	492,423.32
Tom and Hatsune Sekimura Fund (qtrly distributions to Good Samaritan 1/1/15-12/31/29, transfer to TECH 1/1/2030)	270.73921	23,074.46	23,296.69
Women of Vision	122.94309	10,478.15	10,436.07
West Kauai Endowment Fund	307.07131	26,171.17	24,601.56
 TOTAL	 400,593.88804	 34,141,670.63	 31,235,853.45

Average Sunday Attendance (2015) – By County

CHURCH	County	2011	2012	2013	2014	2015
CHRIST CHURCH	Hawaii	66	71	73	60	67
HOLY APOSTLES'	Hawaii	74	92	94	90	92
ST. AUGUSTINE'S	Hawaii	69	83	79	71	72
ST. JAMES'/ST COLUMBA'S	Hawaii	72	124	146	147	158
ST. JUDE'S	Hawaii	27	29	33	38	42
Hawaii Total		308	399	425	406	431
ALL SAINTS	Kauai	110	95	100	111	122
CHRIST MEMORIAL	Kauai	28	39	36	38	41
ST. MICHAEL'S	Kauai	183	175	187	166	139
WEST KAUAI	Kauai	43	34	40	41	42
Kauai Total		364	343	363	356	344
GOOD SHEPHERD	Maui	168	153	155	151	130
GRACE	Maui	29	27	25	36	29
HOLY INNOCENTS	Maui	85	82	87	87	79
ST. JOHN'S, KULA	Maui	91	94	92	101	95
TRINITY BY/SEA	Maui	70	64	68	65	63
Maui Total		443	420	427	440	396
CALVARY	Oahu	78	50	43	55	49
EMMANUEL	Oahu	54	52	59	56	59
EPIPHANY	Oahu	132	118	118	103	93
GOOD SAMARITAN	Oahu	34	28	29	29	24
HOLY CROSS	Oahu	8	7	8	8	0
HOLY NATIVITY	Oahu	106	104	97	96	104
ST. ANDREW	Oahu	236	252	257	274	218
ST. CHRISTOPHER'S	Oahu	121	114	112	115	106
ST. CLEMENT	Oahu	169	149	143	135	121
ST. ELIZABETH'S	Oahu	174	165	176	191	217
ST. JOHN THE BAPTIST	Oahu	25	20	25	26	60
ST. JOHN'S BY THE SEA	Oahu	42	39	35	39	31
ST. LUKE'S	Oahu	24	23	26	30	24
ST. MARK'S	Oahu	99	101	103	103	104
ST. MARY'S	Oahu	59	52	49	69	73
ST. MATTHEW'S	Oahu	45	34	31	28	25
ST. NICHOLAS	Oahu	86	81	92	96	73
ST. PAUL'S	Oahu	238	220	229	223	226
ST. PETER'S	Oahu	106	94	97	97	103
ST. STEPHEN'S	Oahu	50	48	50	28	33
ST. TIMOTHY'S	Oahu	104	104	107	63	78
Oahu Total		1990	1855	1886	1864	1821
TOTAL		3105	3017	3101	3066	2992

Pledge Per Week (2015), Ranking

CHURCH	# Of Pledge Cards	Pledge %	Dollars Pledged	Annual	Avg Weekly
				Pledge	pledge/card
Holy Apostles	47	68%	207,734	4,420	85
St Nicholas	25	78%	97,497	3,900	75
Calvary	29	71%	101,272	3,492	67
St Mark	57	51%	180,384	3,165	61
Grace	12	69%	34,124	2,844	55
St Peter's	61	36%	172,584	2,829	54
Emmanuel	40	46%	110,104	2,753	53
St Michael	84	56%	230,456	2,744	53
St Clement	97	60%	258,077	2,661	51
Holy Nativity	40	21%	104,590	2,615	50
St Christopher's	83	86%	210,836	2,540	49
St Timothy's	51	44%	124,251	2,436	47
All Saints	72	70%	174,348	2,422	47
St Stephen	14	36%	32,540	2,324	45
St Matthew's	25	71%	56,485	2,259	43
Christ Church	64	67%	141,820	2,216	43
St John's (Kula)	85	66%	173,388	2,040	39
St Elizabeth's	65	27%	130,201	2,003	39
St John BTS	27	62%	53,276	1,973	38
Holy Innocents	32	37%	62,995	1,969	38
Epiphany	90	54%	174,648	1,941	37
St Andrew	139	17%	267,951	1,928	37
St Jude's	21	71%	39,680	1,890	36
St James'	108	43%	199,784	1,850	36
Trinity BTS	49	50%	84,500	1,724	33
Christ Memorial	17	14%	26,910	1,583	30
St Mary's	56	35%	88,047	1,572	30
St Augustine's	29	33%	39,852	1,374	26
St John the Baptist	9	20%	12,245	1,361	26
West Kauai	34	50%	43,485	1,279	25
Good Samaritan	24	23%	28,860	1,203	23
St Luke's	16	15%	17,153	1,072	21
Good Shepherd	96	28%	102,522	1,068	21
St Paul's	120	35%	71,455	595	11
TOTAL	1818	41%	3,854,054	2,120	41

Note: Pledge % = Dollars pledged divided by operating income.

Average Pledge for Hawai'i 2014 **\$2,012**

*Average Pledge for All Domestic Dioceses
(2014 numbers) **\$2,629**

***Dioceses similar in size in terms of ASA (2014 numbers)**

Diocese	Average Sunday Attendance	Average Pledge
West Missouri	3,340	\$2,810
West Tennessee	3,205	\$4,220
Kentucky	3,147	\$2,866
Western Louisiana	3,122	\$3,603
Rochester	3,063	\$1,912
Hawai'i	3,003	\$2,012
South Carolina	2,812	\$2,486
Lexington	2,768	\$2,945
West Virginia	2,759	\$2,557
Iowa	2,674	\$2,690
Nebraska	2,612	\$2,480

Attachment 9: Incomplete Yr 2015 Audits

THE EPISCOPAL CHURCH IN HAWAII

CONGREGATIONS THAT HAVE NOT COMPLETED THEIR 2015 AUDITS

National Canon Title 1-Canon 7 Sec.1(f)

All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate diocesan authority.

Diocesan Canon- Section 41.1.5

All accounts shall be audited annually by such an accounting method as shall be permitted by the Diocesan Council. All reports of such audits, including any memorandum issued regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than thirty (30) days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year. Those congregations that fail to comply with the September 1 deadline shall be reported by name to the next Annual Meeting of the Diocesan Convention and such report shall be recorded in the minutes of said Annual Meeting.

The following churches have not submitted their 2015 Audit:

- Christ Church- not done for the last 4 years
- St. Elizabeth's- not done for the last 4 years
- St. Clement's- not done for the last 3 years
- Holy Nativity- not done for the last 2 years
- Epiphany- not done for this year only
- St. Mary's- not done for this year only

Attachment 10: Report of the Standing Committee

CONTACT: Mr. Gerald Madison, President; 1148 Akipohe Street, Apt. B; Kailua, HI 96734; 808.927.1547; gerrymadison@mac.com

SECRETARY: The Rev. Robin Taylor

MEMBERS: Ms. Amy Null, Mr. John Decker, Mr. Gerald Madison, Ms. Phyllis Chang, The Rev. Moki Hino, The Rev. Kerith Harding, The Rev. David Kennedy, and The Rev. Robin Taylor

Action:

- Consent to request for Elections: Bishop Coadjutor of the Diocese of Los Angeles
- Non-Consent to request for Election: Bishop Suffragan of the Diocese of West Texas
- Consent to Elections: Patrick Bell as Bishop of the Diocese of Eastern Oregon; Douglas Sparks as Bishop of the Diocese of Northern Indiana; Santosh K. Murray as Bishop of the Diocese of Easton, Maryland; José McLoughlin as Bishop of the Diocese of Western Carolina; DeDe Duncan-Probe as Bishop of the Diocese of Central New York
- Non-Consent to Election: None
- Approval of Ordination to the Priesthood of: Phyllis Mahi Beimes; Paul Nahoa Lucas; John Hau‘oli Tomoso; Malcom Keleawe Hee, Annalise Castro
- Approval of Ordination to the Vocational Diaconate of Lani Bowman
- Approval to Candidacy for the Priesthood of Chris Bridges, Jasmine Bostock, Preston Lentz, Mark Haworth, Andrew Arakawa, Fane Lino
- Approval to Postulancy for the Priesthood: Ha‘aheo Guanson
- Approval of St. Christopher’s property sale.
- Approval of St. Peter’s sale of California property.
- Approval of Diocesan Main Street (St. George’s) property sale.

Other Work of the Standing Committee:

- Consultation on matters between Holy Nativity Church and School
- Consultation on status of Good Samaritan Church
- Compensation for the Bishop of Hawai‘i
- Joint meetings with the Commission on Ministry
- Collaboration with the Commission on Ministry on BACAM (Bishop’s Advisory Council for Aspirants to the Ministry)
- Evaluate applicants for Canon for Congregational Life and Leadership
- Interview candidate for Canon for Congregational Life and Leadership
- Diocese Joint Strategic Task Force participation
- Mutual Ministry Review planning as part of Diocese Strategic effort.
- Consideration of St. Mary’s Church development plan

Attachment 11: Report of the Commission on Ministry (COM)

CONTACT: The Rev. Linda M. Decker, Chair; Good Shepherd; 808.243.2284;
imdmaui@twc.com

COMMISSION MEMBERS: The Rev. Linda Decker - Clergy-At-Large - 2016 (Good Shepherd, Maui) – **Chair**, Mr. Walter Beh - Lay-At-Large - 2016 (St. Christopher's, O'ahu) The Rev. Randolph Albano - Clergy-At-Large - 2017 (St. Paul's, Honolulu), Ms. Debora Tandal - Lay-At-Large - 2017 (St. John the Baptist, Honolulu), The Rev. Kaleo Patterson - Clergy-At-Large - 2018 (St. John the Baptist, Waianae and St. Stephen's, Wahiawa), Mr. John Condrey - Lay-At-Large - 2018 (St. Andrew, Honolulu), The Rev. Ray Woo - Clergy-At-Large - 2019 (St. Luke's, Honolulu), Ms. Pam Fern - Lay-At-Large - 2019 (St. Clement, Honolulu)

+Licensed Preachers:

Having researched policies of other dioceses, COM proposed to the Bishop an update for this diocese which bases the nomination, training, and use of lay preachers in a congregation; information is published on the diocesan website: search for "licensed preachers". Licenses will be issued by the Bishop.

+Discernment:

In February, COM invited the diocese to a session planned and led by John Condrey, assisted by Jenny Wallace. About 22 attended, equally divided between discerners, clergy, and lay people willing to serve on discernment committees. Sessions will also be offered on neighbor islands as requested, or COM members are available to meet with Discernment Committees meeting or in formation. Discernment Committees may be focused on ministries of all baptized Christians; or on an individual who is exploring a call or ordained ministry, in which case the committee is appointed by the rector and reports to the vestry/ bishop's committee.

+Continuing Education Grants:

This year COM has made grants totaling \$10, 891 to the following priests: Gierlach, King, Leatherman, Johnson, Akiyama, Golding, Tanabe, Lillie, Lucas.

+Bishop's Advisory Council Aspirants for Ministry:

Together with the Standing Committee, in August COM hosted all those in the ordination process for a day of fellowship and worship. Each aspirant met with all committee members present; the intention is to encourage them in what can be a lonely and frightening process, and to ensure that when interviews are conducted during the process, not all are strangers to each other. All aspirants attended, except for the seminarians, who had already left for the fall term.

+Ordinations:

This year COM has certified to the Bishop that the following candidates for priesthood had completed their formation and have demonstrated competency in the canonically required areas: Ernesto JaR Pasalo, Phyllis Mahi Beimes, Malcolm Keleawe Hee, John Hau'oli Tomoso, Paul Nahoia Lucas, Annalise Castro. Lani Bowman was certified for vocational diaconate.

Kalani Holokai will complete her formation for vocational diaconate in December and will meet with Examining Chaplains for certification early in 2017.

Four candidates for ordination are attending seminary: Chris Bridges, Jasmine Bostock, Andrew Arakawa, Steve McPeek.

Five candidates and postulants are in their second of three years of formation in Waiolaihui'ia: Mark Haworth, Ha'aheo Guanson, Fane Lino, Preston Lentz, Sam Samuelu. Another is on leave-of-absence for health reasons.

COM interviews all aspirants every year.

Attachment 12: Report of the Commission on Finance and Administration (COFA)

CONTACT: The Rev. Ryan D. Newman, *Rector and Head of School*, All Saints' Episcopal Church and Preschool (Kapa'a); 808.822.4267; ryan@allsaintskauai.org.

COMMISSION MEMBERS: Ms. Dixie Kaetsu, The Rev. Paul Lillie, The Rev. Ryan D. Newman, Mr. Nelson Secretario, Ms. Kathy Sato, and Mr. Albert Wong. Staff support: Mr. Peter Pereira, Treasurer.

REPORT: The Commission is charged with oversight and management of the Diocesan Investment Portfolio, providing due diligence review on leases, contracts, and real estate actions, and providing advice to Diocesan Council on financial and administrative matters. The Commission on Finance and Administration meets monthly.

Investment Portfolio: As of July 31, 2016 the portfolio's value is \$34,670,056. This amount includes about 45% of Diocesan funds and 55% pooled investments from parishes and other Diocesan activities. For the calendar year-to-date, trailing one, three, five years and since inception, the portfolio returned 3.43%, 0.26%, 4.98%, 4.90% and 7.37%. Given recent market volatility, the Commission rebalanced its stock/bond allocation to a more conservative allocation of 50%/50% (coming from a 60% equity /40% bonds allocation). The portfolio is currently invested with six investment firms in eight different funds. The Commission is assisted by an investment consultant.

Real Estate: The Commission either reviewed and approved all leases involving Diocesan property or, if the terms of the lease exceeded delegated authority, made recommendations for action to Diocesan Council. In June, the sale of the St. George's property was finalized. The proceeds of the sale totaled \$1.3 million.

Camp Mokulē'ia: This past February, during a period of winter storms and heavy surf, approximately 80 feet of the Camp's sea wall as damaged beyond repair. In addition, a large sink hole opened up between the sea wall and the beach house (Director's Residence). The Commission would like to commend David Turner, the Board of Camp Mokulē'ia, and the Camp's staff, for their quick and thorough response to this disastrous situation. Since February, the Camp has been working with a team of engineers, architects, and contractors to address the issues. With the assistance of Peter Pereira, the Camp secured a \$125,000 line of credit to expedite the urgent repairs and protect the valuable assets of Camp Mokulē'ia.

Photovoltaic (PV): This year the State of Hawai'i concluded abruptly the Green Energy Market Securitization (GEMS) Program. GEMS was created to provide financing for clean energy technologies through public-private partnerships. The program's conclusion necessitated the Commission to research and vet three solar companies. The Commission recommended to Council, who then approved, Hawai'i Energy Connection-HEC (KumuKit Solar) to continue working with the congregations interested in deploying solar energy solutions.

Contracts: The Commission reviews contracts from congregations and activities. Review includes price reasonableness, qualifications of the contractor, and contract financing. Many of

the contracts reviewed involve construction for repair and maintenance of facilities. In addition, the Commission reviewed multiple long-term lease agreements made by congregations with organizations.

The Commission wants to acknowledge the continuing leadership and support provided by Peter Pereira to the Commission and to the Diocese.

Attachment 13: Report of the Compensation Review Committee (CRC)

CONTACT: The Rev. Kerith Harding, Chair; 808.878.1485; kerith.harding@gmail.com

COMMISSION MEMBERS: The Rev. Kerith Harding, Chair (St. John's, Kula); Mr. Arthur Buto (St. Clement's); The Rev. David Stout (St. James'); Ms. Donna Oba (St Augustine's); The Rev. Irene Tanabe (Epiphany); Ms. Rae Costa (St. Timothy's). Staff Support: Mr. Peter Pereira (Office of the Bishop)

The Diocese of Hawai'i establishes minimum guidelines that are practical, fair, and just to assist churches in determining fair compensation for clergy that will allow a reasonable, moderate standard of living and that will attract, retain, and support them in their role and growth as faithful ministers of the Gospel, and in the pastoral care of the church.

Nearly every year, the cost of basic goods and services goes up. If clergy compensation is not adjusted accordingly, we end up reducing clergy salary simply by keeping it the same. The most recent Hawai'i Consumer Price Index ("HCPI") increased by .5%. The CRC is recommending a 1.0% increase to all minimum compensation categories for 2016. The CRC reminds congregations that these categories are in fact only outlining minimum compensation and encourages congregations to take their clergy's gifts, talents, and progress toward goals, into consideration when determining salary increases. We encourage congregations to use the Mutual Ministry Review, as outlined in the Compensation and Benefits Policy, as a useful tool in this regard.

For 2017, the CRC recommends the automobile allowance decreased to \$8,604, reflecting decreased gas prices and federal mileage reimbursement rate.

This year, the CRC was also tasked with responding to Resolution "D030 Establish Parental Leave Policy" of the 78th General Convention. The resolution urges "all dioceses, congregations, and other church-related offices and agencies/contexts to establish and make available parental leave policies for birth and adoptive parents, both clergy and lay, in their employ." The CRC has done much work to craft new policy language that is in keeping with this resolution, with the benefits already offered through the Church Pension Group for clergy who give birth, and with the laws of the state of Hawai'i. We believe we have achieved this goal, and we laud our Convention's efforts to bring parity in benefits between women and men, and birth and adoptive parents.

The only expense of the CRC is travel for neighbor island committee members.

Attachment 14: Report from the Historiographer

CONTACT: Mr. Stuart W. H. Ching (Historiographer), Office of the Bishop; 808.282.8308; sching@hawaiiantel.net

REVIEW OF ACTIVITIES

Acquisition Highlights:

- Bishop's Office: Official acts of the bishops (1967-1975, 1976-1977); official acts of Standing Committee (1975-1976); election and consecration materials (1976, 1986, 1997); correspondence (1985); articles (1985-1986); Profile of Diocese of Hawai'i (1986).
- Communications Office: Past issues of *Hawaiian Church Chronicle* (1979-2010).
- St. Elizabeth's Church: Parish register (1912-1931).
- St. George's Church: Parish registers; Bishop Committee minutes (2010-2011); USS Arizona honor certificate; parish history; and photos.
- St. Luke's Church: Baptismal register (1963-2014); communicants register (1914-1979); guest book (1960-1969); and parish history.
- St. Mary's Church: Rector's reports.
- St. Philip's Church: Church service register (2003).
- St. Stephen's Church: Parish register (1965-2010).

The transfer of documents from the Office of the Bishop and other diocesan offices, committees, and commissions help fill in the gaps in the archival records of this diocese. It is especially important to now have records chronicling the official acts of the bishops, their correspondence, and the official acts of the Standing Committee.

The various churches listed above should also be acknowledged for their compliance in transferring their inactive sacramental registers to the archives, when no suitable storage areas were available at their own sites. Other parishes and missions are encouraged to deposit their inactive registers in the diocesan archives before pest infestation, mold, mildew, and improper handling cause irrevocable damage to their registers and the informational content they contain.

Preservation Efforts:

- Blueprints and architectural drawings were unrolled; measured; assessed for current condition; placed in acid-free folders; and stored in a flat file.

Public Access:

- Container lists of collection materials are being revised, as more records are added through accrual and record groups expanded. These container lists serve as finding aids for researchers wishing to access stored collection materials.

- An inventory was created for blueprints and architectural drawings. The inventory listed: parish name, tax map key, city, date of creation, architect, description, and current condition. PDF digital files were created for each blueprint and drawing.
- The historiographer continues to provide on-site access to archival materials by appointment, preferably on Saturdays or Sunday afternoons. For researchers coming from the neighbor islands, mainland, or foreign destinations, accommodation is sometimes made to access the archives on weeknights after 5:00 p.m.
- Reference inquiries received by email or telephone are researched and answered as time permits. For inquiries involving materials not found in the diocesan archives, such as personnel files, property deeds, financial records, and active sacramental listings, researchers are referred to the appropriate department, parish, or mission.

REVIEW OF EXPENDITURES

The following items and services were purchased for the diocesan archives:

- Archival map folders – \$832.46.
- Contracted services to digitally scan 702 maps by HonBlue – \$1,937.22.

REVIEW OF GOALS ACHIEVED

The three primary goals of any archives are to: (1) collect, (2) preserve, and (3) access. The first goal was achieved with the instigation of a systematic and regular transfer of administrative records from the Bishop’s Office to the diocesan archives. I wish to thank Office Manager Charmaine Ito and Executive Assistant Irina Martikainen for initiating and coordinating this effort. This supplements an existing practice whereby acquisitions received by the Bishop’s Office from external sources are logged with the name of the donor before deposit in the archives. The acquisition of sacramental registers and other articles from individual parishes and missions also fulfills this first goal of collecting materials.

The second goal of preservation is accomplished with the arrangement and rehousing of blueprints and architectural drawings in acid-free folders and archival flat files. Much appreciation goes to Charmaine Ito and Sonny Liu for assisting with this project.

The third goal of providing public access to the diocesan archives collection is realized with the revision of container lists; the development of an inventory for blueprints and architectural drawings; the creation of digital scans; the accommodation of on-site researchers by appointment; and response to reference inquiries received via telephone or email.

Attachment 15: Report from the Canon for Congregational Life and Leadership

CONTACT: The Rev. Cn. Alexander (Sandy) Graham; 808.536.7776 x309
acgraham@episcopalhawaii.org

The brevity of this report in no way reflects a lack of life or leadership within our congregations and schools this past year, but rather it reflects the relative newness of your new canon. I am privileged to be with you, and my family and I have been humbled by the aloha shown us since the beginning of August. We are settling in and loving life and ministry in Hawai‘i.

In September I was able to spend time with other clergy from the diocese in retreat at Camp Mokolē‘ia, where we considered the discernment of clerical call, sharing several call stories, learning about the ongoing process here in the diocese, and getting to know one another. Each new ministry also comes with a sense of calling – of the Holy Spirit’s urging and our response to it. It is out of this sense of calling that I humbly enter into ministry with all of you. From my perspective, I am here not because I am smarter, wiser, more educated or more knowledgeable than lay and clergy leaders already here – I doubt I’d ever know your individual school or congregational ministry contexts better than you would! – but I am here because I believe God has decided to work through our mutual ministry for the betterment of the Church in Hawai‘i. I continue to be humbled by not only God’s loving actions, but that people like you and me are chosen to be active participants in God’s plan.

I look forward to working on diocesan formation programs and retreats for both clergy and lay leaders, but I believe my main task moving forward is getting to know the diocese – to earn your trust and to help form the life and leadership within the diocese. Please keep me in mind not only for when things get challenging in your ministry contexts, but also for ongoing formational and strategic assistance (like Mutual Ministry Reviews).

Thank you all for the welcome. I am privileged to be with you, and look forward to discerning with you what God has in store for the Diocese of Hawai‘i.

Attachment 16: Report from the Dean of Waiolaihui‘ia

CONTACT: The Rev. Diana Akiyama, Dean; 808.854.6979; diana.akiyama@gmail.com

ACADEMIC INSTRUCTORS: The Rev. Raymond Woo and The Rev. Diana Akiyama

PRACTICUM INSTRUCTORS*: The Rt. Rev. Richard Chang, The Rev. Irene Tanabe, The Rev. David Gierlach, The Rev. David Stout, The Rev. Cn. Kate Cullinane, The Rev. Dan Leatherman, The Rev. David Moore, The Rev. Linda Lundgren (Diocese of MN)

*Practicum Instructors are *occasional* and will change each year as needed.

Report:

- December 2015 graduates: Mahi Beimes, Keleawe Hee, Hau‘oli Tomoso, Nahoia Lucas
- Middler students 2016: Ha‘aheo Guanson, Mark Haworth, Preston Lentz, Fane Lino, Sam Samuela
- Academic focus in middler year: Church History
- Some Practicums are being adapted for the ministry context of the Diocese of Hawai‘i, and for a vision of the church in the 21st century (i.e. radical inclusion, climate change)
- Waiolaihui‘ia now has on-line application and its own webpage on the diocese website
- Dean Akiyama is a member of the Iona Initiative Task Force and attends annual meetings in Austin, TX
- Looking for help identifying material on the history of Christian theology in Hawai‘i

Attachment 17: Other Diocesan Reports

Episcopal Church of West O‘ahu (ECWO)

CONTACT: Mr. Keane Akao, Executive Director; 808.488.5747; keane.akao@ecwo.org.

MEMBERS: St. John the Baptist Episcopal Church, Waianae; St. Nicholas Episcopal Church, Kapolei and Aiea; St. Stephen’s Episcopal Church, Wahiawa; St. Timothy’s Episcopal Church, Aiea

REPORT: The past 12 months has been a growth year for The Episcopal Church of West O‘ahu.

- Review of Activities: What we’ve accomplished
 - St. Timothy’s re-established a two-service schedule on Sunday mornings
 - A new priest was assigned to our region: the Rev. Ernesto “JaR” Pasalo, Jr.
 - Started St. Timothy’s Prep, an early childhood music program
 - Published an employee manual
 - Began rebranding process with Switch Solution, Inc.
 - Completed work to install new roadside signage at St. Timothy’s, which was funded by special gifts. The new signage concurs with regional rebranding efforts.
 - Standardized and centralized membership management, updating database to ACS
 - Expanded relationship with Kama‘aina Kids at St. Timothy’s which includes the rental of the Sumida Hall kitchen Monday through Friday
 - Hosted three Safeguarding God’s Children classes open to everyone in the Diocese
 - Celebration of Queen Lili‘uokalani’s Birthday at Soldier’s Chapel at Schofield
 - St. Timothy’s opened a new Food Bank facility (approximately 700 sq/ft) which allows the church to easily serve 150 people each month
- Review of Expenditures: What we spent it on
 - Hired a new priest: the Rev. Ernesto “JaR” Pasalo, Jr.
 - Hired a new music director: Diane Koshi
 - Hired a new Regional Finance Manger
 - Finalized the development of the Regional Center at St. Timothy’s with improved office layouts, furnishings, and technology with a goal of maximizing the functionality of the ministry sites
 - The Region offers Choral Evensong on the 2nd and 4th Sundays of the month in ‘Aiea
 - St. Stephen’s purchased a portable sound system
 - St. Timothy’s continues to work with Group 70 International and Aukai Consulting LLC on a transit-oriented development plan for their campus
- Review of goals achieved by activities:
 - Achieved greater exchange between members of the four sites; this work continues
 - With a regional office to manage day-to-day tasks, there is an increased interest in the services, events and activities in the ministry sites and their communities
 - Increased donor giving through focused campaigns
 - Average Sunday Attendance amongst 3 out of 4 of our member congregations has

- increased
- Standardized and centralized many of the forms, documents, files, tracking, and finances. Managing these for the ministry sites allows each of the ministry sites to focus their efforts on taking care of their members and community

Committee on Native Hawaiian Ministries (CONHM)

CONTACT: Ms. Kalani Holokai, Chair: Currently assigned to St. John's, Kula, Maui; 808.572.5542; kholokai@gmail.com

COMMITTEE MEMBERS:

Mr. Keane Akao, St. Mark's, Kapahulu
Ms. Kala Holden, St. Nicholas, Kapolei
Mr. Bruce Hanohano, Epiphany, Kaimuki
Ms. Piilani Hanohano, Epiphany, Kaimuki
Ms. May Holokai, St. John the Baptist, Waianae
Mr. Roth Puahala, The Cathedral of St. Andrew, Honolulu
Mr. Kalani Holokai, St. John's, Kula

We welcomed a new member to CONHM, Roth Puahala, a member of The Cathedral of St. Andrew. Roth currently works in the office of Senator Kai Kahele and has been actively engaged for many years with various organizations that serve and promote the advancement of our kanaka maoli and the community at large, one of them, the Hawaiian Civic Clubs, serving in many leadership capacities.

We continue to move forward with the Commemoration of Queen Lili'uokalani as tasked by Bishop Robert Fitzpatrick last year. Piilani Hanohano has graciously agreed to *lawe mai* (bring together) our efforts in compiling our legislative package. Much work still needs to be written, developed and coordinated, and Piilani's leadership will assist us in completing this successfully.

We also continue our commitment to the Anglican Indigenous Network (AIN), with Pihopa Kitohi Pikaahu from Aotearoa as Convener. The AIN plans to meet in Canada in 2017. Our *Lau Lau* workshop was planned for the summer, however due to other commitments and members' schedules, this will be rescheduled.

Our last committee meeting for the year will be forthcoming.

We appreciate very much the grace and continued support of the Episcopal Diocese of Hawai'i and all our brothers and sisters in Christ.

For all those who exalt themselves will be humbled, and those who humble themselves will be exalted. Luke 14:11

Pacific Islander Ministry (PIM) Committee

CONTACT: Ms. Kilisilola Fane Lino, PIM Missioner; 808.548.1718; fanelino@gmail.com

Review of Activities and those who participated or were served: The Pacific Islander Ministry (PIM) is an initiative of the The Episcopal Diocese of Hawai‘i (TEDH). Its target population consists of the people of Oceania* who have recently immigrated to Hawai‘i from Micronesia, Melanesia, and/or Polynesia, and current Hawai‘i residents of such heritage. For many reasons, Hawai‘i became our new home away from home, and TEDH has opened its arms to welcome us into the Body of Christ, which is the Church. The PIM and its activities bring us together from the parish level to the Diocese level to fellowship and to know each other regardless of our ethnicity and be proud of being Episcopalian. PIM activities are culturally appropriate and designed to address family members according to gender or age with an aim no one is left behind.

- **Men’s Group** for fathers, grandfathers, step-fathers and fathers-in-law;
- **Women’s Group** for mothers, grandmothers, single mothers, stepmothers and mothers-in-law;
- **Adult Youth Group** for young women and men who’ve graduated from high school, matriculated to postsecondary education, and/or entered the workforce or military;
- **Youth Group** for middle- through high school aged students; and,
- **Sunday School** for children in Kindergarten and Elementary school.

Activities during the program year included:

- **Special Mother’s and Father’s Day Celebrations**, respectively, at which children and youth honored their parents with a feast and traditional orations from the heart to show their love and appreciation;
- **Young Adult Leadership Training:** who later qualified to attend meetings at National (Province VIII Youth Gathering) and State (Hawai‘i Youth Conference) level preparing for the World Youth Congress host by the State of Hawai‘i.
- **Youth and Sunday School Camping:** held at Camp Mokulē‘ia during Easter in which they valued the meaning of Jesus and the cross, the resurrection and compared the BCP, Nicene, Apostle Creed, our baptism vows and its meaning.
- **PIM Annual Prayer Breakfast:** Our ending program last year ended with prayer and every groups within the PIM came to celebrate together our original connection with the Diocese of Hawai‘i which was through Bishop Willis beginning in 1902 on the island of Tonga.

Review of Expenditures: Nearly half of the Diocesan PIM budget cost, was used for the accommodation expenses for the Prayer Breakfast, and camp accommodation for the Youth and Sunday School Camps which took place at Camp Mokulē‘ia, Parishes and individual donors have also played a role in supporting PIM events. PIM was blessed to have volunteers provide support with food and lei for Mother’s and Father’s Day events. Due to lack of PIM Bishop Committee members some volunteers also contributed their time, especially our junior leaders of our youth and young adult in the planning, preparation, and delivery of activities.

Review of goals achieved by Activities: All PIM activities are guided by the following goals:

- **Provide outreach and recruitment of Pacific Islander participants within the Diocese** through experience of fellowship together to know and learn from one another, words by mouth of our ministry and activities.
- **Provide outreach and recruitment of Pacific Islander participants outside the Diocese** by reaching out to Pacific Islanders in public parks, as well as homeless and houseless families. Our Youth and Young adults did this by acts of kindness and love, delivered food, clothes and blankets.
- **Educate Pacific Islander participants about the Episcopalian way of worship** especially youth that we are welcome according to who you are. We are all Christians, no one is perfect, but we can join hands and walk forward together.
- **Integrate the traditions of the Episcopal church with Pacific Islanders traditions and lifestyles** to instill pride and build esteem as contributory and participatory community members as directed in the Book of Common Prayer such as the Outline of our Faith called Catechism and using our lectionary for daily office.
- **Build leadership skills to nurture success among Pacific Islanders-Most Important,** as faithful Episcopalians, evidenced by the confirmation of sixty-nine (69) individuals over the past two years.

**Note:* Oceania refers to Pacific Islander Nations from three groups: Micronesia, Polynesia, and Melanesia. Respectively, the island groupings are:

- **Micronesia**, located in the Northern Pacific Ocean—Federated States of Micronesia – Chuuk, Yap, Pohnpei, and Kosrae, Marshall Islands, Northern Mariana Islands, Guam, Palau, Gilbert Islands and Kiribati
- **Polynesia**, located in the Southern Pacific Ocean—Tuvalu, Sāmoa, Tonga, Tahiti, Cook Islands, Niue, Rarotonga, Aotearoa (NZ), French Polynesia, and Hawai‘i
- **Melanesia**, Papua New Guinea, Solomon Islands, Vanuatu, Fiji and New Caledonia

Attachment 18: Reports from Subsidiary Organizations

The Diocese has three subsidiary organizations:

Camp Mokulē‘ia (Episcopal Camp and Conference Center at Mokulē‘ia)
The St. Andrew’s Schools
A Cup of Cold Water (ACCW), a Community Care Van

Camp Mokulē‘ia (Episcopal Camp and Conference Center at Mokulē‘ia)

Rev. David Baumgart Turner, Executive Director; 808.637.6241;
executivedirector@campmokuleia.com

On February 22nd the largest surf the North Shore has seen in over 50 years overwhelmed Camp Mokulē‘ia, breaking our sea wall in various places and creating sink holes, some as large as small busses, from one end of the wall to the other. Expecting equally large surf within 3 days, camp staff, Diocesan members, friends and volunteers worked tirelessly to protect the camp, erecting a 3 foot high sand berm more than 400 feet long, filling 1000+ sand bags and building barriers designed to prevent further damage. The work held the day, and no further significant damage ensued. Nevertheless, guests had to be turned away for weeks and repairs required have exceeded reserve funds. Thankfully, the staff has been magnificent under pressure. They re-opened the camp very quickly with a wonderful attitude of service and welcome. Equally, we are thankful to the many in the diocese who have responded generously to our needs through volunteer assistance and by helping to establish a fund that will cover much of our repair costs.

We are a ministry of The Episcopal Church in Hawai‘i (TECH) and thus it should surprise no one that in spite of the struggles of this year we continue to be very mission-focused. Just as the first mark of the Five Marks of Mission is all about proclamation of the Good News, we too aim through our setting, programs and staff “to inspire individuals and communities to re-connect with the goodness and blessings of all God’s Creation and live with aloha (Camp Mokulē‘ia Mission Statement adopted March 2016).” A school week visitor to the camp would likely see our Episcopal Service Corps members and programming staff delivering hands-on experiential learning that connects young people to the aina-based knowledge and deep spiritual wisdom of our Native Hawaiian host culture (which is so resonant with our own Biblical wisdom). Such programming helps today’s youth consider future choices wonderfully influenced by the harmony and balance they experience in the beauty of God’s Creation at Mokulē‘ia. Summer visitors might interact with our Diocesan Summer Camp Program, Hui Pu. This faith-based program strives to build the next generation of a committed and transforming church through activities, study and worship that are profoundly shaped by this small slice of heaven on earth. Weekend visitors to Camp Mokulē‘ia often have the gift of seeing the diverse faith community of Hawai‘i in fellowship, study and worship alongside a camping public that clearly craves sacred places like this for their own rest, recreation and renewal. Visitors strolling our grounds on any day we hope will be intrigued and moved by the intentionality of caring for God’s Creation we try to imbue in all of our activities and choices. Such intentionality might be found in our whimsical and creative garden patches that are helping us transition to predominantly

locally sourced foods in our food service, in the compost and recycling operations that turn waste into treasure, in photovoltaic systems that convert light to energy, or water catchment and gray water systems that further our daily abundance through capturing and utilizing our precious water.

The challenges ahead of us are many, yet hope springs eternal. We hope many in the diocese will join us for our first fundraiser on Nov. 26, in which we are seeking funds not for repairs (though needed) but for camperships that will allow underserved youth to come either to our school programs or HuiPu. Money for camperships helps us to further our daily work to increase the number of our guests and invite them to sit in our pews (the ocean and shoreline, the quiet camping spots in the trees, our cabins and lodge rooms, the sandy seat with sunset and star-sparkled views), hear and experience the Good News, and join us in ministry. All of us who are part of Camp Mokulē‘ia are honored to be part of this profound ministry of the Diocese.

* * * * *

The St. Andrew’s Schools

Contact: Dr. Ruth R. Fletcher, Head of School
Ms. Dew-Anne Langcaon, Chair – Board of Trustees

Phone: 808-532-2462
Phone: 808-457-1656

School Developments:

The 2016 - 2017 school year began with a new Head of School in place at St. Andrew’s Schools. Ms. Sandra J. Theunick retired on June 30, 2016 and Dr. Ruth Fletcher started her tenure on July 1, 2016.

St. Andrew’s Schools has successfully expanded to a vibrant three school community characterized by joyful and meaningful learning: Queen Emma Preschool, St. Andrew's School for Boys (The Prep), and St. Andrew's School for Girls (The Priory). This year The Prep has grown to include boys from Kindergarten through Grade 3.

The school is deeply committed to providing students with an innovative and personalized curriculum that empowers boys and girls to discover, amplify, and realize their true potential. Informed by our Episcopal values and unique Hawaiian heritage, our educational program provides students with a wide variety of meaningful and relevant learning experiences. These experiences help children become confident critical and creative thinkers, active problem solvers and compassionate learners and leaders. Children immersed in this culture of care and educational excellence are known, understood and prepared for success.

Program Developments:

During the 2015-16 school year the school made great progress in vertically and horizontally aligning the curriculum. Specifically, the K-5 teachers reviewed the Next Generation Science Standards, crafted skill-based science statements and used the Engineering Design Process to encourage problem solving, creativity, collaboration, and reflective thought as students engaged

in the science curriculum. Here are a few highlights of the newly developed educational programs:

- **The E Mālama I Ke Kino Program:** A K-5 student wellness program that cultivates a healthy mind, body and spirit, foundational for fostering motivated and intellectually capable students. Through the generous support of the HMSA Foundation, our students will be installing 2 aquaponics sets and a worm bin on campus and will participate in nature treks, gardening, nutrition lessons, mindfulness, and increased physical activity. The program will culminate in a celebration of learning at the E Mālama I Ke Kino, set for March 16, 2017, although we anticipate that it will continue to occur every year.
- **The Haleluhe Program:** To celebrate and perpetuate our Hawaiian heritage, we have launched an integrated Hawaiian studies program incorporating the Hawaiian language, culture, music, hula, and history for our K-5 students.
- **The STEAM:Ed Up! Program:** The Upper School science, math, and art departments are collaborating to build in meaningful STEAM-related projects that use art as a gateway to engage students. Through the generous support and gifts from G.N. Wilcox Foundation, Carol Ann Solien Fund, Class of '55 gift, and Matson Foundation, students have access to VEX Robotics equipment and software, a 3D printer, and a variety of other STEAM-related materials to support their interests. Additionally, our faculty members have been trained in using a visual and spatial skills curriculum that has been shown to enhance a student's capacity, especially with females, in the fields of science, math and engineering. This year, we will be fielding two High School and two Middle School robotics teams in VEX Robotics competitions. Our work will be presented at the Schools of the Future conference on October 2016.
- **The Stevens Global Leadership Project:** During the summer of 2016, the Stevens Global Leadership Program Learning Outcomes and benchmarks were developed and will become part of a student's high school transcript. Our students will continue their active participation in Model UN and Hawai'i Global Issues Network both on and off-island. Ten students who are on the Global Leadership track will be traveling to Cambodia for a service learning experience in the spring of 2017. This program is made possible by the generous support of the Stevens World Peace Foundation.

In addition to these curricular advancements, St. Andrew's Schools has expanded teacher professional growth and development opportunities for teachers at St. Andrew's and beyond. The school offered seven summer institutes on a variety of topics, including Mindfulness, STEAM Education, Gardening, and Social Emotional Learning for Boys.

Fund Raising Initiatives

The 2016 Queen Emma Ball raised over \$400,000 to support the schools' financial aid program.

In 2015-16, St. Andrew's Schools was awarded a total of \$320,719 in private grants from nine foundations for capital improvements, tuition aid, and/or programmatic support.

Fundraising for the Queen Emma Annual Fund in 2015-16 totaled \$118,991 with an average gift of \$291 (not including pledges). This is encouraging because the annual fund is slowly increasing year-to-year with a reported 49% donor retention and 12% increase for FY16.

Financial Update

Under new leadership in July of 2016, the school has gained momentum in its drive for financial sustainability. Despite lingering challenges with enrollment in the girls program, many parts of the operation are doing well financially. These include the preschool, the boys program, philanthropic support, and ancillary programs such as after school care, summer school, and summer camp.

After considerable losses in the past few years, the school now has a balanced budget for 2016-17. This new budget includes substantial changes in academic and administrative staffing but achieves that by refocusing resources on the schools’ core programs and values.

Fiscal Year	Operating Results
2013-14	-\$928,030
2014-15	-\$724,066
2015-16	-\$356,754
2016-17 Budget	\$ - 0 -

Going forward, school leadership is committed to delivering financially sustainable budgets, reinvesting in the physical plant, and investing responsibly in the schools’ social mission by providing greater student financial aid.

2015-2016 School Year Notable Accomplishments

- 96% College Matriculations for the Class of 2016 (1 student chose to take a Gap Year)
 - The senior class of 24 students earned over \$3.39 million in Scholarships
 - 67% bound for mainland and international universities and colleges
 - College acceptances included the following schools: American University, Boston University, Cornell University, Gonzaga University, Johns Hopkins University, Lewis and Clark College, Northeastern University, Pennsylvania State University, Purdue University, Santa Clara University, Seattle University, St. Johns University, UC Berkeley, UCLA, University of Oregon, University of San Diego, University of Southern California and University of Washington, to name a few.
 - Over 50% of the girls graduating in the Class of 2016 elected to major in a STEM (Science, Technology, Engineering or Math) field. Nationally only ~15% of females enroll in STEM fields
 - One senior from the Class of 2016 was a National Merit Scholar
- Twelve Junior and Senior Research Projects competed at the 59th Hawai‘i State Science & Engineering Fair. All 12 received multiple awards, as did science teacher Mr. Jay Hamura who was commended for his work with these students.
- Twenty-one Select Wind & Ensemble students will be participating in the *Macy’s Day*

Parade this year (2016) along with the *Aloha Week Parade*.

- Seniors Ariana Kim and Sreelakshmi Kutty were recognized at the International Science and Engineering Fair (ISEF) for their project, *Novel Utilization of Globally Invasive Algal Species: Environmental Implementations of Fermented Macroalgae*. They received a grand award of second place and \$1500 for their efforts.
- Middle School Social Sciences Teacher Carey Robinson was awarded the Junior Division Patricia Behring Teacher of the Year Award for Hawai‘i.
- Junior Jordan Jones won the 3000m race at the 2016 Hawai‘i High School Athletics Association Track & Field State Championships.
- Athletic Director Missy Kilbey was awarded the 2016 Athletic Director of the Year from the Hawai‘i High School Athletics Association (HHSAA).
- Belinda Chung, Director of College Counseling, was awarded the Joe Allen Exemplar Award from the Western Regional Forum of the College Board.

* * * * *

A Cup of Cold Water (ACCW), a Community Care Van

Contact: Mr. Kekuhaupio Akana, President; The Parish of Good Shepherd Episcopal Church, Wailuku, Maui, Hawai‘i; 808.264.678; shakasweepersllc@gmail.com

Board of Directors: Dr. John Decker, Rev. Linda Decker, Rev Amy Crowe (Clergy Representative), Ms. Mary Lou Mellinger, VP; Ms. Paula Baldwin, VP; Ms. Deb Lynch, Helen “Kit” Hart; Ms. Jeanne Abe (Supply Leader); Ms. Jean Fiddes; Ms. Erin Lowenthal; Mr. K. Peter Lee (Bishops Representative); Ms. Leah Sarme (Treasurer)

Report: A Cup of Cold Water is an Outreach Ministry of the Episcopal Churches of Maui & Friends and continues to deliver the basic needs of water, nutrition, clothing and comfort to Maui's neediest neighbors.

Diocesan Strategic Plan Goals:

This Outreach Ministry continues to fulfill our Hawai‘i Diocesan strategic plan goals of transforming our Diocese and Churches into vital and vibrant Christian communities by responding to human need with loving service. As of August 31 of this year, we have conducted service-mission contacts with 6,804 homeless and poor on the streets of Maui (up 1,346 from this time in year 2015). It should be emphasized that we also make efforts to encourage and help refer our homeless friends to seek transitional housing avenues and other forms of assistance. This was accomplished by an all-volunteer mission team, to include a Board of Directors, run leaders, outreach workers and supply team volunteers. Our outreach team includes over 60 volunteers from the four Episcopal Churches on Maui along with volunteers from Roman Catholic, along with various Christian Churches to include New Hope, Grace, Haiku Bible, Congregational, Quaker, and friends from the Maui Buddhist Faith community.

An emphasis on shared ministry along with in-reach with our fellow member churches and building bonds of spiritual formation while directly serving our poor, helps build the glue of a vibrant Christian community.

A Cup of Cold Water continues to be generously funded by individuals, churches, our Hawai'i Episcopal Diocese and charitable trusts. As of August 21, 2016, we maintained a balance of \$63,000.00 and expend about \$1,700.00 a month to operate. We also continue to receive an average of \$4,000.00 dollars of in-kind donations monthly. 95% of our funds go towards the purchase of water, nutrition, clothing, hygiene and first aid items with the other 5% is spent on administrative fees, van insurance, fuel and operations. Annual operating expenses are projected at \$30,000.00 for 2016.

A 2015 ACCW Annual report which gives a complete review of our operations is posted on the Hawai'i Diocese website under the Ministries tab and Mission beyond the Church.

Attachment 19: Registered Clergy List

Canonically Resident Clergy

The Rev. Diana Akiyama
The Rev. Cn. Randolph Albano
The Rev. Dcn. Honey Becker
The Rev. Mahi Beimes
The Rev. David Blanchett
The Rev. Dcn. Lani Bowman
The Rev. Dcn. Annalise Castro
The Rev. Cn. Franklin Chun
The Rev. Dcn. Steve Costa
The Rev. Amy Crowe
The Rev. Cn. Kathleen Cullinane
The Rev. Linda Decker
The Rev. Bruce DeGooyer
The Rev. Alison Dingley
The Rev. Peter Fan
The Rt. Rev. Robert Fitzpatrick
The Rev. David Gierlach
The Rev. Christopher Golding
The Rev. Cn. Alexander Graham
The Rev. Cn. Brian Grieves
The Rev. Kerith Harding
The Rev. Jodene Hawkins
The Rev. Keleawe Hee
The Rev. Moki Hino
The Rev. Gregory Johnson
The Rev. Cn. David Kennedy

The Rev. Giovan King
The Rev. Dcn. Viliami Langi
The Rev. Daniel Leatherman
The Rev. Paul Lillie
The Rev. Paul Nahoa Lucas
The Ven. Irene Maliaman
The Rev. Andrew McMullen
The Rev. Dcn. James Moore
The Rev. Ryan D. Newman
The Rev. Imelda Padasdao
The Rev. Jar Pasalo
The Rev. Kaleo Patterson
The Rev. Heather Patton-Graham
The Rev. Richard Shields
The Rev. Irene Tanabe
The Rev. Richard “Dick” Tardiff
The Rev. Robin Taylor
The Rev. John A. Hau‘oli Tomoso
The Rev. Craig Vance
The Rev. Raymond Woo
The Rev. Dcn. Peter Wu

Licensed Clergy

The Rev. John Lunn
The Rev. Diane Martinson
The Rev. Phil Paradine

Attachment 20: Registered Delegate List

All Saints

Nakamoto, Jean
Schulz, Mary
Secretario, Nelson
Secretario, Victoria
Smith, Mary Margaret

Calvary

Borges, Lila
Emery, Louise
Kalakau-Hatayama, Nona

Christ Church

Foerster, Bob
Greenwell, M. E. "Meg"
Spalding, Beryl

Christ Memorial

Akana, David
Butler, Cathy
Seah, Kim

Emmanuel

Banks, Sara
Emerson, Mike
Remedios, Carolyn
Tonokawa, Jane

Epiphany

Kokubun, Carrie-Anne
Kusumoto, Ryan
Sue, Nanlyn

Good Samaritan

Hee, Faye
Napuunoa, Milton
Nishihira, Deb

Good Shepherd

Aloy, Louise
Brown, Lawrence
Cajigal, Gloria
Davis, Alex
Davis, Lucille

Lee, K. Peter

Grace

Kallstrom, Russell
Kallstrom, Sonia
Kamakana, Jule

Holy Apostles

Adams, Doug
Banks, Paul
Jose, Meilani
Lewis, Debra

Holy Innocents

Delos Reyes, Diane
Gale, Chris
Janowiak, Marie

Holy Nativity

Ennor, Anne (Penny)
Le Roux, Louisa
Otani, Kathy
Slovak, Mark

St. Andrew (Cathedral)

Conklin, Elizabeth
Hansen, Ann
Lowenberg, Catherine
Sender, Karen
Service, Barbara
Thompson, Rose Mary

St. Augustine's

Cole, John
Denman, Peter
Hanano, Mary
Matsuda, Kathleen

St. Christopher

Beh, Walter
Bruckner, Linda
Hawkins, Emily
Hawkins, John
Mueller, Eric

St. Clement

Anderson, Dana
Hauger, Scott
Meyer, Meleanna
Morgan, Martha
Overstreet, Cathy
Palmore, Susan

St. Elizabeth's

Ching, Stuart
Langi, Melanie
Langi, Mosese
Lino, Soane
Murphy, Susan
Yadao, Dawn

St. James'

Acacio, Susan
Burke, Brian
Lahnum, Dawn
Sanchez, Karen
Snodgrass, Kim

St. John the Baptist

Holokai, May
Kasu, Noreen
Mokiao, Loretta

St. John's (Kula)

Fiddes, Jean
Gay, Barry
Gay, Monnie
Schumacher, Paul

St. John's BTS

Fay, Vicki
Frazier, Celia
Frazier, Dana

St. Jude's

Burt, Cordelia
Meier, Elaine
White, Thom

St. Luke's

Pyun, Pat
Yamada, David

St. Mark's

Akao, Keane
Leialoha, Sandra
Reavis, Michel
Schamber, John

St. Mary's

Date, Charlene
Hargarten, Denise
Lee, Laurie

St. Matthew's

Besenbruch, Valerie
Utu, Stacey
Utu, Sunia

St. Michael

Gregory, Melissa
Hillegonds, Patricia
Nuccio-Hiraga, Maureen
Null, Amy
Rusaw, Wendi

St. Nicholas

Brown, Doug
Holden, Kala
Valenzuela, Shana

St. Paul's

Agbayani, Nenita
De Jesus, Fay
Dureg, Julie
Mariano, Fely
Miller, Felicidad
Peralta, Lolita
Yoro, Amado

St. Peter's

Chun, Norma
McKinney, Bill
Ono, Amy
Wight, Robert
Yuen, Tim

St. Stephen's

Perry, Kekai
Putnam, Jim

Shawhan, Sandra

St. Timothy's

Dove, Jana

Luczak, Laurie

Mahuka, Joanne

Millard, Dave

Trinity BTS

Eisen, Steven

Pike, Terri

Sokei-Vila, Joan

Zipf, Barbara

West Kauai

Igaya, Eleanor

Igaya, Manny

Williams, Greg

Attachment 21: Necrology List

September 1, 2015 – August 31, 2016

All Saints' Episcopal Church	Elaine Tamura William Akana Yachiyo Wataya
Calvary Episcopal Mission	Julia L. Shapiro Fred L. Ufuti
Christ Church Episcopal	James Moss
Christ Memorial Episcopal Church	Randall George Smith
Emmanuel Episcopal Church	Monica Won The Reverend Deacon Eleanore Green Akina
Epiphany Episcopal Church	Betty Wun Tui Lee Daniel Robert Michael Dunphy Karin Regina Kim Ann Rosenthal Weers Rachael T. Chang Pauline Leilani Lambert Buckley Frank Goyei Tamaye Walter Tadao Tsukamoto
Good Samaritan Episcopal Church	Shizue Hannah Okamoto Seiko Ogai Oshita
Good Shepherd, The Parish of	Ernesto Mira Batulayan Ponciano Idica John Mario Espirito Munar Esteban Paludipan
Grace Episcopal Church	No Names to Report
Holy Apostles, Church of the	The Rev. Dcn. John Holmes
Holy Cross, The Church of the	No Names Reported
Holy Innocents, The Church of the	No Names to Report
Holy Nativity, The Church of the	Andrea McKenzie Dorothy Greig Betty Joan Torres

	Rodney Yee Stephen Milbank Spalding Donald Edwin Monroe Sr. Melvin Yee
St. Andrew, The Cathedral of	The Rev. Norio Sasaki Patrice McCarthy Nagley Thomas Kanamu Lalakea Thomas Paul Dunn Barbara Jean Sasaki David Kahaiula Trask Harvey Hee Dr. John Edwards, Jr Putnam Clarke
St. Augustine's Episcopal Church (Kohala Episcopal Mission)	Dr. Andrew L. Morgan Marta Alejandro Domingo Shigeko Kurashige Cornelia Silvano Ver Guerrero Dr. David James Hosbein Daisy Sui Yin Ching Luke
St. Christopher's, The Parish Church of	Bill Henderson
St. Clement, The Parish of	Alvin Philip Adams Mildred Von Tour Basler Janet Natsuko Busche Charlotte Barrett Clark Mary Lynne Godfrey Mariko Ikeda Kathleen Bommersbach Ledford Jean L. J. Lum John Francis McDermott, Jr. Edwina Margaret Nunn Helen Jayne Napae Doty Woolley John Franklin Woolley III
St. Columba's Episcopal Church	Gloria Balmilero
St. Elizabeth's Episcopal Church	Raymond Koon Chew Leong Mildred Dolfo Dantsuka Iris Shigenaga Park Ellen Emiko Awa Akiu Dang Chock Roland George Tharp Betty Kimie Kiesel

	Harrison Bung Lum Jong Bianca Helen Krizek Howard Nobuyoshi Iwami Ethel Sun Dong Chun Funefeai Sautia Lotopa Tanoa James Kealoha II Etta Natsuko Leong
St. James' Episcopal Church	Stephen(Kaipo)Andrew Spencer David John Tubman Sr. Keola Penovaroff Dorothy Carse James (Kimo) Hamilton Tabor II Lionel Riley
St. John the Baptist Episcopal Church	No Names to Report
St. John's, The Parish of (Kula)	Evey Culbert Betty Ann Sutcliffe Sam Kikumoto
St. John's By-the-Sea	Danielle Juzan Perkins Bertha Awa
St. Jude's Episcopal Mission	Gregory Courtland Yocum
St. Luke's Episcopal Church	Patsy Lee Mildred Von Tour Basler
St. Mark's Episcopal Church	Rosalie Huch
St. Mary's Episcopal Church	Mildred Mitsuko Ushijima Samuel Tet Kong Fung
St. Matthew's Episcopal Church	No Names to Report
St. Michael and All Angels Church	June Munson Boranian Try Gilbert Kamakanaokalani Contrades Pamela Mary Hazelton Ames Edward Hartung Jr. Marjorie Kozue Konishi
St. Nicholas Episcopal Church	No Names to Report
St. Paul's Episcopal Church	Francisco Lasaten Alcantara, Sr. Marcelo Bermudes

	Gabriella Baltazar Bueno Pacita Bumanglag Maxima Antalan Coloma Napoleon Santos Cristobal Ariel DeLeon DeJesus Marcelino Deuz Marquez Lapaz Pascua Pagatpatan Jose Romualdo Pedro Supnet Sotero Fidel Topinio Eleuteria Valdez Ulep Lucrecia Cacal Valdez
St. Peter's, The Parish of	Jean Yoshie Sato Nishimura Steven Ten Soong Ho Pearlie Wun Chee Ching
St. Stephen's Episcopal Church	No Names to Report.
St. Timothy's Episcopal Church	Charles Robinson
Trinity Episcopal Church By-the-Sea	Margaret Bedell Judith Bredhoff Douglas Perreira Jeanne Emiko Segal Richard Anderson
West Kaua'i, Episcopal Church on	William O. Crowell
Clergy of the Diocese of Hawai'i	The Rev. Charles Crane The Rev. John Longo The Rev. Dcn. John Holmes The Rev. Dcn. Eleanore Akina The Rt. Rev. Edmond Browning The Rev. John Shoemaker

Attachment 22: Courtesy Resolutions

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to our Primate and Presiding Bishop, the Most Reverend Michael B. Curry, and Mrs. Sharon Clement Curry, with deep gratitude and thankfulness for their ministry to The Episcopal Church and this Diocese;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Right Reverend Richard S.O. Chang, Fourth Bishop of Hawai‘i, and Mrs. Delia Chang;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Right Reverend Donald P. Hart, Third Bishop of Hawai‘i, and Mrs. Elizabeth Hart;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to Mrs. Patti Browning, widow of the Right Reverend Edmond L. Browning, former Presiding Bishop and Second Bishop of Hawai‘i;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Bishop of the Pacifica Synod of the Evangelical Lutheran Church in America, the Reverend Andrew Taylor, with deep gratitude and thankfulness for our full Communion partnership and the ministry shared with the Episcopal Church here in Hawai‘i;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Sisters of the Community of the Transfiguration, giving thanks to Almighty God for their many years of devoted service at St. Andrew’s Priory School for Girls, and asking for the continued prayers of the Sisters for this Diocese;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Very Reverend Mark Richardson, President and Dean of the Church Divinity School of the Pacific, and ask that he extend our greetings and aloha to the faculty and administration in thanksgiving for the ministry of education and spiritual formation of clergy and lay leaders at the seminary of Province VIII and many of whom have faithfully served this Diocese;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Very Reverend Ian S. Markham, President and Dean of Virginia Theological Seminary, and ask that he extend our greetings and aloha to the faculty and administration in thanksgiving for the ministry of education and spiritual formation to the seminarians from this Diocese and for special formation opportunities provided to this Diocese;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Archbishop of Canterbury, the Most Reverend Justin

Portal Welby, and Mrs. Caroline Eaton Welby, with deep gratitude and thankfulness for their ministry to the Anglican Communion;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Obispo Maximo of the Iglesia Filipina Independiente, the Most Reverend Ephraim Fajutagana, and to the Right Reverend Raul Tobias, Bishop-in-Charge of the Western USA and Canada, in thanksgiving for the historic connection between this Diocese and the Iglesia Filipina Independiente;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Most Reverend William Brown Turei, Primate of the Anglican Church in Aotearoa, New Zealand and Polynesia, to the Right Reverend Kitohi Pikaahu, and to the other Bishops, clergy and people of the Anglican Church in Aotearoa in thanksgiving for the ongoing relationship and fellowship of this Diocese with Te Pihopatanga o Aotearoa;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Moki Hino as Secretary of Convention; Ms. Jane Tonokawa as Chair of Dispatch of Business; all those assisting with credentials and registration; all those involved with elections, both tellers and counters;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Cathedral of St. Andrew, and the Reverend Canon Malcolm Nāea Chun (Canon Pastor), Mr. Todd Beckham (Interim Music Director and Organist), and Mrs. Judy Masuda (Altar Guild Directress) and the Altar Guild, for their assistance with the at the Convention Eucharist and the Business Meeting;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the St. Andrew’s Schools, Dr. Ruth Fletcher (Head of the Schools), the staff and students for their assistance with at the Convention Eucharist;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the people and staff of the Episcopal Church on West Oahu (St. Timothy’s Church, Aiea; St. Nicholas Church, Kapolei; St. John the Baptist Church, Mā‘ili; and St. Stephen’s Church, Wahiawa) for providing breakfast for today’s Business Meeting;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deepest thanks to Ms. Sharon Billingsley and Ms. Norma Chun who have faithfully volunteered in the Office of the Bishop, and to the Diocesan Altar Guild members for their faithful service to the Diocese;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Chancellor, Mr. Wayne

Yoshigai, the Vice Chancellor of the Diocese, Mr. Kevin Herring; to the continuing Deputy Vice Chancellors, Mr. Eric James, and Mr. Douglas Smith; and to the Chancellor Emeritus, Mr. Jack Lockwood, for their faithful service to and care of this Diocese;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Historiographer of the Diocese, Mr. Stuart Ching;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Treasurer of this Convention and of the Diocese, Mr. Peter Pereira, for his twenty-five years of diligence and faithful service to this Diocese;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the members of the Bishop’s staff: Ms. Athena Chan, the Rev. Cn. Alexander Graham, Ms. Charmaine Ito, Ms. Katrina Luksovsky and Ms. Irina Martikainen for their openness and availability to all of us in this Diocese, reflecting their God-given ministry to Christ’s Church, and especially at this time of Convention, for their devoted and long hours of faithful service which they have given in preparation for this Annual Meeting of the Convention and throughout the year;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to Canon Peter Ng, Asia and Pacific Anglican Relations Officer of the Episcopal Church and our Partnership Liaison with The Episcopal Church, for being with us;

RESOLVED, that this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Gay Jennings, President of the House of Deputies, for being the keynote speaker at this year’s Education Day and for serving as Chaplain for this Annual Meeting;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 48th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i.

Attachment 23: Teller's Report

Ballot #GC-C1: General Convention Deputies – Clergy.

184 votes cast. 1 illegal ballot. 93 votes necessary for election.

Diana Akiyama: 55 votes. Honey Becker: 46 votes. Steven Costa: 55 votes. Kathleen Cullinane: 40 votes. Brian Grieves: 66 votes. Kerith Harding: 46 votes. Keleawe Hee: 63 votes. Moki Hino: 124 votes. Giovan King: 34 votes. Paul Lillie: 71 votes. Ryan Newman: 50 votes. Irene Tanabe: 58 votes. Moki Hino elected.

Ballot #GC-L1: General Convention Deputies – Lay.

184 votes cast. 2 blank ballots. 4 illegal ballots. 93 votes necessary for election.

Keane Akao: 111 votes. Sonja Barba: 86 votes. John Decker: 110 votes. Pamela Fern: 106 votes. Ryan Kusumoto: 119 votes. Mimi Wu: 84 votes. Stanley Yon: 40 votes. Keane Akao, John Decker, Pamela Fern and Ryan Kusumoto elected.

Ballot #A-1: Diocesan Council Clergy at Large for a Three-Year Term. 184 votes cast. 8 blank ballots. 1 illegal ballot. 89 votes necessary for election. Bruce DeGooyer: 161 votes. Andrew McMullen: 160 votes. Bruce DeGooyer and Andrew McMullen elected.

Ballot #B-1: Diocesan Council Lay at Large for a Three-Year Term. 184 votes cast. 3 blank ballots. 4 illegal ballots. 92 votes necessary for election. Vicki Secretario: 54 votes. Louise Aloy: 123 votes. Louise Aloy elected.

Ballot #C-1: Diocesan Council – Lay Maui County for a Three-Year Term. 184 votes cast. 6 blank ballots. 90 votes necessary for election. Kenneth Peter Lee: 178 votes. Kenneth Peter Lee elected.

Ballot #D-1: Standing Committee – Clergy for a Four-Year Term. 184 votes cast. 3 blank ballots. 5 illegal ballots. 91 votes necessary for election. Lani Bowman: 44 votes. Kathleen Cullinane: 31 votes. Paul Lillie: 54 votes. John Hau'oli Tomoso: 47 votes. No election.

Ballot #E-1: Standing Committee – Lay for a Four-Year Term. 184 votes cast. 10 blank ballots. 88 votes necessary for election. Vaughan Winborne: 174 votes. Vaughn Winborne elected.

Ballot #F-1: Cathedral Chapter – Clergy for a Two-Year Term. 184 votes cast. 17 blank ballots. 84 votes necessary for election. Irene Tanabe: 167 votes. Irene Tanabe elected.

Ballot #G-1: Cathedral Chapter – Lay for a Two-Year Term. 184 votes cast. 24 blank ballots. 81 votes necessary for election. John Decker: 160 votes. John Decker elected.

Ballot #H-1: Secretary for a One-Year Term. 184 votes cast. 17 blank ballots. 84 votes necessary for election. Moki Hino: 167 votes. Moki Hino elected.

Ballot #I-1: Confirmation by the Convention

184 votes cast. 8 blank ballots. 1 illegal ballot. 89 necessary for election.

Wayne Yoshigai, Chancellor: 170 votes.

Kevin Herring, Vice Chancellor: 168 votes.
Stuart Ching, Historiographer: 171 votes.
Katrina Luksovky, Registrar: 169 votes.
Linda Decker, Commission on Ministry – Clergy (4 years): 173 votes.
Arleen Young, Commission on Ministry – Lay (4 years): 166 votes.
Giovan King, Disciplinary Board – Clergy (3 years): 170 votes.
John Hawkins, Disciplinary Board – Lay (3 years): 169 votes.
Kathleen Cullinane, Diocesan Compensation Review Commission – Clergy (3 years): 169 votes.
Priscilla Millen, Diocesan Compensation Review Commission – Lay (3 years): 168 votes.
All Appointments confirmed.

Ballot #GC-C2: General Convention Deputies – Clergy.
182 votes cast. 4 illegal ballot. 1 blank ballot. 91 votes necessary for election.
Diana Akiyama: 46 votes. Honey Becker: 32 votes. Steven Costa: 46 votes. Kathleen Cullinane: 40 votes. Brian Grieves: 62 votes. Kerith Harding: 53 votes. Keleawe Hee: 53 votes. Giovan King: 22 votes. Paul Lillie: 82 votes. Ryan Newman: 36 votes. Irene Tanabe 52 votes. No election.

Ballot #2D-1: Standing Committee – Clergy for a Four-Year Term. 171 votes cast. 1 blank ballot. 86 votes necessary for election. Lani Bowman: 36 votes. Kathleen Cullinane: 20 votes. Paul Lillie: 68 votes. John Hau‘oli Tomoso: 47 votes. No election.

Ballot #GC-C3: General Convention Deputies – Clergy. 171 votes cast. 5 illegal ballots. 86 votes necessary for election. Diana Akiyama: 39 votes. Honey Becker: 33 votes. Steven Costa: 44 votes. Kathleen Cullinane: 39 votes. Brian Grieves: 74 votes. Kerith Harding: 50 votes. Keleawe Hee: 58 votes. Giovan King: 18 votes. Paul Lillie: 85 votes. Irene Tanabe: 43 votes. Brian Grieves, Keleawe Hee, Paul Lillie elected.

Ballot #3D-1: Standing Committee – Clergy for a Four-Year Term. 172 votes cast. 1 blank ballot. 87 votes necessary for election. Kathleen Cullinane: 29 votes. Paul Lillie: 75 votes. John Hau‘oli Tomoso: 67 votes. Paul Lillie elected.

Resolutions

Consideration of Resolution #1: *2017 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i.* **Adopted**

From the Floor

Action Item: A motion was made and seconded to rent MacCray House for approximately \$36,000 per year and those monies allocated for a diocesan youth minister. Discussion ensued. **The motion passed.**

