



Journal of the 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i

The Cathedral of St. Andrew and virtually via Zoom
Honolulu, Hawai'i

October 24, 2020

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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	Mr. Warren Wong

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.
Historiographer	Mr. Stuart Ching
Registrar	Ms. Rae Costa
Episcopal Church Women	Ms. Louise Aloy
St. Andrew’s Schools	Dr. Ruth Fletcher, Head of School standrewsschools.org
Episcopal Camp and Conference Center at Mokulē‘ia	The Rev. Darrell Whitaker, Executive Director campmokuleia.com
A Cup of Cold Water	Ms. Deb Lynch episcopalhawaii.org/a-cup-of-cold-water.html
Diocesan Support Center	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. Mahi Beimes	2021	Mr. John Decker	2023
The Rev. Daniel Leatherman, President	2023	Ms. Sylvia DeGooyer, Secretary	2022
The Rev. Paul Lillie	2020	Ms. Ruth Smith	2020
The Rev. Raymond Woo	2022	Mr. Chuck Spence	2021

Diocesan Council

The Rt. Rev. Robert L. Fitzpatrick, President
Mr. Peter C. Pereira, Treasurer

Name	Year	Name	Year
The Rev. Christopher Bridges, Vice President	2021	Ms. Dixie Kaetsu	2020
Ms. Kimberly Arakawa	2021	Mr. Trip Lynch	2022
Mr. Daniel Garrett	2020	Ms. Wilma Namumnart, Asst. Treasurer	2020
The Rev. Kerith Harding	2022	Mr. Nelson Secretario	2021
The Rev. Mark Haworth	2022	The Rev. John A. Hau'oli Tomoso, Asst. Secretary	2021
The Rev. Moki Hino, Secretary	2020		

Commission on Ministry

Name	Year	Name	Year
The Rev. Jazzy Bostock	2020	The Rev. M. Keleawe Hee	2022
The Rev. Linda Decker	2020	Ms. Carrie-Anne Kokubun, Chair	2021
The Rev. Bruce DeGooyer	2023	Ms. Arleen Young	2020

Commission on Finance and Administration

Name	Name
The Rev. Moki Hino	Ms. Wilman Namumnart
Mr. Joe Kindrich	Mr. James Putnam, Chair
The Rev. Giovan King	Mr. Nelson Secretario

Commission on Investments

Name	Name
The Rev. Preson Lentz	Ms. Sheryl Seaman, Chair
The Rev. Andrew McMullen	Ms. Jaime Yamane, Secretary
Ms. Kathy Sato	

Section II: Journal of Proceedings

**Convened via Zoom from
The Cathedral of St. Andrew
229 Queen Emma Square
Honolulu, Hawai'i 96813
Saturday, October 24, 2020**

Convening of the 52nd Annual Meeting of the Convention

Bishop Fitzpatrick convened the 52nd Annual Meeting of the Convention at 10:02am.

Introductions of those on Stage

The secretary introduced members on stage including The Rt. Rev. Robert Fitzpatrick, Bishop, Mr. Wayne Yoshigai, chancellor, and The Rev. Daniel Leatherman, Dispatch of Business. Dispatch of Business Leatherman offered housekeeping notes.

Opening Prayer

Bishop Fitzpatrick offered the opening prayer at 10:06am.

Bishop Fitzpatrick calls the 52nd Annual Meeting of the Diocese of Hawai'i to order at 10:07am.

Rules of Order

Action Item: Bishop Fitzpatrick calls for a vote to approve the Supplemental Rules of Order found on pages 8-10 of the e-workbook.

Report on Nominations

Bishop Fitzpatrick asked the clergy in charge of congregations of the Diocese to again serve as the Nominating Committee for this Convention. Daniel Leatherman made a report on the following ballots.

Ballot A-1: Diocesan Council – Clergy At-Large. There is one seat open, for a three-year term. There was 1 nomination received and his completed nomination form can be found on page 35: Bruce DeGooyer.

Ballot B-1 for Diocesan Council – Lay at-Large. There is one seat open for a three-year term. There were 2 nominations received, Nancy Rowe and Harrison Spiegelberg.

Ballot C-1: Diocesan Council – Lay Hawai'i County. There is one seat open for a three-year term. There were 2 nominations received, Tim Bostock and Cindy Sakai.

Ballot D-1: Diocesan Council – Lay Honolulu County. There is one seat open for a three-year term. There was 1 nomination received, Felicidad “Phyllis” Miller.

Ballot DA-1: Diocesan Council – Lay Maui County. There is one seat open for a two-year term. There was 1 nomination received, Cheryl Corbiell.

Ballot E-1: Standing Committee – Clergy at-Large. There is one seat open for a four-year term. There were 2 nominations received, Elizabeth “Libby” Berman and David Jackson.

Ballot F-1: Standing Committee – Lay at-Large. There is one seat open for a four-year term. There were 3 nominations received, Marcelo Acopan, Frances Kramer, and Ruth Smith.

Ballot G-1: Cathedral Chapter – Clergy. There is one seat open for a two-year term. There was 1 nomination received, Preston Lentz.

Ballot H-1: Cathedral Chapter – Lay. There is one seat open for a two-year term. There were 2 nominations received, Felonila Casino and Sue Ann Wargo.

Ballot I-1: Secretary to Convention. There is one seat open for a one-year term. There was 1 nomination received, Annalise Pasalo.

Ballot J-1: This is the canonically required ballot to confirm the Bishop's appointments.

Introduction of Guests and Honored Attendees

The following introductions were made by the secretary:

- A. Canonically Resident Clergy new to the Diocese since the last Annual Meeting:
 - 1. The Rev. Elizabeth "Libby" Berman
 - 2. The Rev. Charles Browning
 - 3. The Rev. David Jackson
 - 4. The Rev. Jennifer Latham
 - 5. The Rev. Tim Morehouse
- B. Licensed Clergy new to the Diocese:
 - 1. The Rev. Nancy Hite Speck
- C. Ordained to the Transitional Diaconate since the last Annual Meeting:
 - 1. The Rev. Dcn. James Shire
- D. Ordained to the Prebyterate since the last Annual Meeting:
 - 1. The Rev. Andrew Arakawa
 - 2. The Rev. Stephen McPeck
- E. Newly retired Clergy
 - 1. The Rev. Mahi Beimes
 - 2. The Rev. Bruce DeGooyer
- F. Clergy who have recently left our Diocese
 - 1. The Rev. Stephen McPeck
 - 2. The Rev. Benjamin Newland
 - 3. The Rev. Ajuko Ueda
 - 4. The Rev. Noriaki Ueda

Quorum Report of the Credentials Committee

Jill Haworth, Credentials Committee Chair, reporting.

Clergy Quorum: The total number of clergy in good standing who are both canonically resident and domiciled OR Clergy of a denomination in full communion with The Episcopal Church 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 was **75**. One-third of this number was required to constitute quorum. The minimum number of clergy required to be present & registered was **25**. There were **56** clergy, in good standing and both canonically

resident and domiciled OR Clergy 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 33 parishes and organized missions that had paid their 2019 assessments in full. The total number of possible lay Delegates

permitted under Article III, Section 2 was **130**. 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 **113** delegates present and registered for this meeting. A lay quorum was declared present.

Action Item: On behalf of the Diocesan Council, Ms. Haworth moved that the Delegates from St. Timothy's be granted seat, voice, and vote in accordance with Diocesan Canon 2.8. **Motion passed.**

Bishop Fitzpatrick called on Ms. Jill Haworth to present a revised report. Clergy quorum continues as previously reported.

The following lay quorum was with regard to the 34 parishes and organized missions. The total number of possible lay Delegates permitted under Article III, Section 2 was 134. 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 117 delegates present and registered for this meeting. A lay quorum was declared present.

Bishop Fitzpatrick then called on Ms. Haworth regarding the granting of seat and voice. **Action Item:** Ms. Haworth moved that the people listed below be granted seat and voice. **The motion passed.**

A. Lay Members of the Diocesan Council who are not Delegates

1. Kim Arakawa
2. Dixie Kaetsu

B. Lay Members of the Standing Committee who are not Delegates

1. Sylvia DeGooyer
2. Ruth Smith

Bishop's Appointment Poll

Bishop Fitzpatrick asked the Convention to proceed with the electronic balloting for Ballot J-1, confirming the Bishop's appointments via zoom poll. Results were shared. Appointments confirmed.

First Electronic Ballot

Bishop Fitzpatrick asked the Convention to proceed with the electronic balloting. Daniel Leatherman announced nominations from the floor. Fran Kramer was nominated from the floor for Secretary of Convention.

Bishop Fitzpatrick announced that on Ballot I-1 secretary of convention, none of the above will be counted as a vote for Fran Kramer.

Announcement of Appointments (by title) to Committees of the Convention and Adoption of the Agenda

Action Item: Rev. Leatherman called for vote on agenda. **The agenda was adopted.**

Report on Resolutions

Dispatch of Business Leatherman reports on 2 resolutions:

Resolution 1: 2021 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i

Resolution 2: Revisions to the Constitution of the Protestant Episcopal Church in the Diocese of Hawai'i

No resolutions from the floor.

Recess

The convention went into recess until 10:55am.

The Convention Reconvenes

The convention reconvened at 10:56am.

Bishop's Address

Bishop Fitzpatrick's address to the Delegates of the Convention was shared electronically.

Report on First Ballot

Rev. Pasalo Reports on the first electronic ballot.

Ballot A-1: Diocesan Council – Clergy At-Large for a three-year term. 170 Ballots received. 10 blank ballots. 160 votes cast. 0 illegal ballots. 82 votes necessary for election.

- Bruce Degooyer 160 votes.

Bruce Degooyer elected.

Ballot B-1 for Diocesan Council – Lay at-Large for a three-year term. 170 ballots received. 10 blank ballots. 160 votes cast. 0 illegal ballots. 82 votes necessary for election.

- Nancy Rowe 112 votes
- Harrison Spiegelberg 48 votes

Nancy Rowe elected.

Ballot C-1: Diocesan Council – Lay Hawai'i County for a three-year term. 170 ballots received. 10 blank ballots. 160 votes cast. 0 illegal ballots. 82 votes necessary for election.

- Tim Bostock 83 votes
- Cindy Sakai 77 votes

Tim Bostock elected.

Ballot D-1: Diocesan Council – Lay Honolulu County for a three-year term. 170 ballots received. 5 blank ballots. 165 votes cast. 0 illegal ballots. 85 votes necessary for election.

- Felicidad "Phyllis" Miller 165 votes

Felicidad "Phyllis" Miller elected.

Ballot DA-1: Diocesan Council – Lay Maui County for a two-year term. 170 ballots received. 7 blank ballots. 163 votes cast. 0 illegal ballots. 84 votes necessary for election.

- Cheryl Corbiell 163 votes

Cheryl Corbiell elected.

Ballot E-1: Standing Committee – Clergy at-Large for a four-year term. 170 ballots received. 6 blank ballots. 164 votes cast. 0 illegal ballots. 84 votes necessary for election.

- Elizabeth “Libby” Berman 95 votes
- David Jackson 69 votes

Elizabeth “Libby” Berman elected.

Ballot F-1: Standing Committee – Lay at-Large for a four-year term. 170 ballots received. 7 blank ballots. 163 votes cast. 0 illegal ballots. 84 votes necessary for election.

- Marcelo Acopan 46 votes
- Frances Kramer 58 votes
- Ruth Smith 59 votes

No election.

Ballot G-1: Cathedral Chapter – Clergy for a two-year term. 170 ballots received. 6 blank ballots. 164 votes cast. 0 illegal ballots. 84 votes necessary for election.

- Preston Lentz 164 votes

Preston Lentz elected.

Ballot H-1: Cathedral Chapter – Lay for a two-year term. 170 ballots received. 14 blank ballots. 156 votes cast. 0 illegal ballots. 80 votes necessary for election.

- Felonila Casino 65 votes
- Sue Ann Wargo 91 votes

Sue Ann Wargo elected.

Ballot I-1: Secretary to Convention for a one-year term. 170 ballots received. 0 blank ballots. 170 votes cast. 0 illegal ballots. 87 votes necessary for election.

- Frances Kramer 43
- Annalise Pasalo 127 votes

Annalise Pasalo elected pending consultation with the Chancellor.

Ballot J-1: Confirmation of the Bishop’s appointments. 178 ballots received. 0 blank ballots. 178 votes cast. 0 illegal ballots. 91 votes necessary for election.

- Wayne Yoshigai, Chancellor 172 votes
- Kevin Herring, Vice Chancellor 172 votes
- Stuart Ching, Historiographer 173 votes
- Rae Costa, Registrar 177 votes
- Charles Browning, Commission on Ministry (Clergy), 4-year term 173 votes
- Shari Lynn, Commission on Ministry (Lay), 4-year term 171 votes
- Richard Shields, Disciplinary Board (clergy), 3-year term 171 votes
- Faye Hee, Disciplinary Board (lay), 3-year term 155 votes

- Devin Alford, Disciplinary Board (lay), 2-year term 152 votes

All appointments confirmed.

Second Electronic Ballot

Bishop Fitzpatrick then explained the process of voting and called for balloting for:

- Ballot F-2 Standing Committee Lay at Large
- Ballot I-2 Secretary to Convention

Response to Bishop's Address

The recorded response to the Bishop's Address was shared with the delegates of the convention.

Treasurer's Report by Title

No questions or discussion

Action Item: Rev. Leatherman moved the adoption of The Treasurer's Report.

Action Item: Bishop Fitzpatrick called for a vote on adoption of the Treasurer's Report.

Treasurer's Report was adopted.

Consideration of Resolutions

Bishop Fitzpatrick called on Rev. Leatherman to remind the convention of the rules of order. 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. Annalise Pasalo also noted that there was a resolution limiting debate to 15 minutes of discussion if things seem to become overly long and a resolution that will propose a resolution limiting debates to two (2) minutes each with two (2) pro and two (2) con speeches on the issues.

Consideration of Resolution #1: *2021 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i*

Bishop Fitzpatrick called upon The Rev. Kerith Harding of the Compensation Review Committee to address the Convention. After Rev. Harding's report, the Bishop asked for additional comments. There was no discussion of the resolution. **Action Item:** Kerith Harding moved adoption of Resolution #1 on behalf of the Compensation Review Committee.

Resolution #1 was adopted.

Recess

The convention went into recess for 15 minutes.

Report on Second Ballot

Bishop Fitzpatrick called on Rev. Pasalo to share the results of the second ballot.

Ballot F-2: Standing Committee – Lay at-Large for a four-year term. 176 ballots received. 7 blank ballots. 169 votes cast. 0 illegal ballots. 87 votes necessary for election.

- Marcelo Acopan 42 votes
- Frances Kramer 72 votes
- Ruth Smith 55 votes

No election.

Ballot I-2: Secretary to Convention for a one-year term. 176 ballots received. 6 blank ballots. 170 votes cast. 0 illegal ballots. 87 votes necessary for election.

- Annalise Pasalo 170 votes

Annalise Pasalo elected.

Bishop Fitzpatrick then explained the process of voting and called for balloting for:

- Ballot F-3 Standing Committee Lay at Large

Presentation of the Budget

Bishop Fitzpatrick reminded the convention that the budget was presented electronically ahead of the meeting. **Action Item:** The Rev. Moki Hino, secretary of Diocesan Council, moved adoption of the budget on behalf of the Diocesan Council. The floor was then opened for debate on the Budget. There was no further discussion. Bishop Fitzpatrick called for a vote on the budget. **The Budget was adopted.**

Announcements from the Secretary

Bishop Fitzpatrick called on Rev. Pasalo to share announcements with the convention.

- The Secretary read a letter from The Rt. Rev. Donald Hart (III Bishop Hawai‘i) that Bishop Hart addressed to Bishop Fitzpatrick and the Convention. *The letter is attached to the original minutes of the 2020 Annual Meeting of the Diocesan Convention.*
- The secretary read a vestry resolution from the vestry of Epiphany Episcopal Church stating:

Be it resolved that we the Vestry of Epiphany Episcopal Church do hereby send our aloha to The Right Reverend Robert L. Fitzpatrick and to all delegates who will gather for Convention 52, The Episcopal Diocese of Hawaii, Annual Meeting. We pray for God’s blessing on you and the all those gathered virtually. Approved by the Epiphany Episcopal Church Vestry on October 20, 2020.

Consideration of Resolution #2: Revisions to the Constitution of the Protestant Episcopal Church in the Diocese of Hawai‘i

Bishop Fitzpatrick offered an explanation of Resolution #2 and reminded the convention that changes to the bylaws require approval by 2 consecutive meetings of convention. No further discussion. **Action Item: Bishop Fitzpatrick called for an electronic vote. Resolution # 2 was adopted.**

Courtesy Resolutions

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

Date & Location of the 2021, 2022 & 2023 Annual Meetings

Rev. Pasalo announced the following dates and locations:

- October 29-30, 2021, Island of O‘ahu
- October 28-29, 2022, Island of O‘ahu
- October 27-28, 2023, Island of O‘ahu

Appointment of the Assistant Secretary

Bishop Fitzpatrick called on the Secretary-elect to appoint an Assistant Secretary for 2020.

Action Item: Annalise Pasalo, Secretary-elect, moved the appointment of Jessie Hoffman as Assistant Secretary for 2021. **The motion passed.**

Final Comments from the Bishop

Bishop Fitzpatrick offered his thanks to all volunteers, the office of the Bishop staff members, Dispatch of Business The Rev. Daniel Leatherman, Jill Haworth and the credentials committee, and the planning team. Bishop Fitzpatrick thanked the delegates and clergy. Bishop Fitzpatrick offered congratulations and thanksgivings for The Rev. Diana Akiyama who was elected as Bishop of The Episcopal Diocese of Oregon.

Adjournment

This 52nd Annual Meeting of the Convention of the Diocese of Hawaii was adjourned with the Orvis scholars leading the singing of “Ho‘onani” at 12:27pm.

Recorded by

The Rev. Annalise Pasalo

MESSAGE FROM BISHOP HART TO CONVENTION

Elizabeth and I send our heart-felt greetings to you and the entire Diocese as you gather via computer and telephone and whatever way you can find to carry out the Gospel message of God's strengthening and healing presence among us all.

And we send our love and thanksgivings to you and the Diocese, and to so many who enriched our lives when we were there among you.

Don Hart, 3rd Bishop of the Diocese, 9th in the Islands

MESSAGE FROM EPIPHANY TO CONVENTION

VESTRY RESOLUTION FROM EPIPHANY EPISCOPAL CHURCH

Be it resolved that we the Vestry of Epiphany Episcopal Church do hereby send our Aloha to our bishop The Right Reverend Robert L. Fitzpatrick and to all delegates who will gather for Convention 52, The Episcopal Diocese of Hawaii, Annual Meeting. We pray for God's blessing on you and the all those gathered virtually.

Approved by the Epiphany Episcopal Church Vestry on October 20, 2020

Section III: Attachments to the Journal Proceedings

<u>Attachment #</u>	<u>Title</u>
1	The Bishop's Address
2	The Bishop's Report
3	Convention Plans Committees
4	Agenda
5	Resolutions
6	2018 Proposed Budget Narrative and Numbers
7	The Bishop's Statistical Report
8	Official Clergy List
9	Annual Report of the Treasurer
10	Incomplete Yr 2018 Audits
11	Report of the Standing Committee
12	Report of the Commission on Ministry (COM)
13	Report of the Commission on Finance and Administration (COFA)
14	Report of the Commission on Investments
15	Report of the Compensation Review Committee
16	Report from the Historiographer
17	Report from the Canon for Congregational Life and Leadership
18	Report from the Dean of Waiolaihui'ia
19	Report from Executive Assistant
20	Report from Business Manager
21	Report from Communications Contractor
22	Other Diocesan Reports
23	Reports from Subsidiary Organizations
24	Registered Clergy Delegate List
25	Registered Lay Delegate List
26	Necrology List
27	Courtesy Resolutions
28	Teller's Report

Attachment 1: The Bishop's Address

at the Annual Meeting of the Convention of the Diocese of Hawai'i
Pre-recorded in The Cathedral of St. Andrew,
Honolulu, Hawai'i
and played on Saturday, October 24, 2020 during Virtual meeting via Zoom
The Right Reverend Robert L. Fitzpatrick, Bishop

Aloha my dear Siblings in Christ Jesus,

Let us pray.

O God of unchangeable power and eternal light: Look favorably on your whole Church, that wonderful and sacred mystery; by the effectual working of your providence, carry out in tranquility the plan of salvation; let the whole world see and know that things which were being cast down are being raised up, and things which had grown old are being made new, and that all things are being brought to their perfection by him through whom all things were made, your Son Jesus Christ our Lord; who lives and reigns with you, in the unity of the Holy Spirit, one God, for ever and ever. Amen.

In my written report to this Convention, I shared that I have made some sense of our current reality by praying the Psalms. I noted that I have been particularly helped by a little book: [Spirituality of the Psalms](#) by Walter Brueggemann (Augsburg Press, 2002). Brueggemann suggests that the Psalms have been and can be prayed as:

- Psalms of Orientation
- Palms of Disorientation
- Psalms of New Orientation

As we look to 2021, we are singing songs that will lead us into a new orientation – a whole new way of being Church and of being a community. I concluded my report with the four verses of Psalm 96.

Psalm 96:1-4 (Common English Bible translation)

¹ Sing to the Lord a new song!

Sing to the Lord, all the earth!

² Sing to the Lord! Bless his name!

Share the news of his saving work every single day!

³ Declare God's glory among the nations;

declare his wondrous works among all people

⁴ because the Lord is great and so worthy of praise.

The COVID-19 pandemic has hastened a change that has been upon us for some time. Collectively, we haven't wanted to truly engage the reality. We have talked about our "aging" congregations and the decline in the population of Hawai'i. We know about the high cost of living here in the Islands and the impact on Church life. We have underutilized buildings and properties that are – especially here in Honolulu – not far from one another. Yes, we have

discussed, we had property reports, we have moved to local formation programs for ordained leaders, we have more non-stipendiary or part salaried clergy, etc.

The pandemic has changed everything. We now must truly be a pilgrim people. This pandemic will continue to be with us for some time and, after it has lifted, we will be changed. Psalm 121 better describes our new way of being:

Psalm 121 (Common English Bible translation)

- ¹ I raise my eyes toward the mountains.
Where will my help come from?
- ² My help comes from the Lord,
the maker of heaven and earth.
- ³ God won't let your foot slip.
Your protector won't fall asleep on the job.
- ⁴ No! Israel's protector
never sleeps or rests!
- ⁵ The Lord is your protector;
the Lord is your shade right beside you.
- ⁶ The sun won't strike you during the day;
neither will the moon at night.
- ⁷ The Lord will protect you from all evil;
God will protect your very life.
- ⁸ The Lord will protect you on your journeys—
whether going or coming—
from now until forever from now.

Our life as the Body of Christ will be changed. I suspect that online worship and formation will need to be part of our life from now on. We will need to understand how to incorporate folk in the church who show up online and only occasionally join us in person. We will have to get comfortable with technology.

Congregations in close proximity to one another must learn how to work together. With office technology, every church doesn't need its own office, copy machine, accounting system, etc. More and more, as in the secular world, folk will work from home. Is an office even needed except to store files and records?

More importantly, with virtual formation and even worship, do we – as the Body of Christ -- need all of our buildings that sit empty 90% of the week? Yes, congregations are needed, but do they need a dedicated space for worship once a week? As Episcopal congregations, can't we share worship spaces? There is no requirement that there be one congregation to one exclusive worship space. Do congregations have to worship in "church" buildings? Can we have entirely virtual congregations? What about pop-up church? How big can we truly make the mission field?

Some of the changes are very practical. In the 2021 Diocesan budget, Diocesan Council has factored in a two-month waiver of assessment. We don't know what the future holds. Rae Costa and the Diocesan Support Center Staff have cut costs. We have frozen compensation and limited

travel. Some members of the team continue to work from home. The Diocesan Council, Standing Committee, and Commission on Ministry – and likely other commissions, committees or task forces of the Diocese – will have virtual meetings throughout 2021 even if the pandemic subsides. Regular in-person Diocesan meetings may be a thing of the past. Perhaps in 2022 and afterwards, such groups will only meet in person a couple of times a year. We have to prepare to be more agile and discern what we really need to support the congregations in mission and ministry. With that, however, the Diocesan Support Center is receiving more and more questions and requests for help regarding employee issues and property management. Congregations – Missions and Parishes – are increasingly asking for help.

I have asked Diocesan Council to engage the congregations to get a sense of their ministry and purpose. Here I'm not talking about finances or property management, but the fundamental grounding of each congregation. "Why" does your congregation exist? The point of this is not to judge the congregations, but to help your elected leaders on Diocesan Council understand how we are doing as a whole by talking with the leaders of each individual Mission and Parish. These conversations will be with the Vestries and Bishop's Committees as well as the clergy. You see, I think 2021 will be about discernment regarding what the new reality for our local churches will be like. If the Diocese is a gathering of congregations, the health of each constituent unit – your congregation – is essential to the health of the whole. That impacts how the Diocesan Council directs resources and how the Diocesan Support Center can best help in practical ways. You will be hearing from the Diocesan Council team in the near future.

The Standing Committee is my Council of Advice and I go to them with tough issues. In 2021, we will conclude the re-evaluation of the Constitution and Canons that they began last year but needed to be put on hold during the pandemic, and their recommendations will be coming back at next year's Annual Meeting. Most importantly, I will ask them to help evaluate the Diocesan Support Center (DSC) staff's roles and help prepare new position descriptions for each of us – including me. I think we must even consider the location of the Diocesan Support Center Offices. The purpose of the Diocesan Support Center is to support the ministry of the Bishop and to help clergy, lay leaders, and congregations. If change is upon us, what does that work look like for the next five years? We must not assume that past functions and activities will be returning. Do we all need to be in the same office space? Do we need as much space as we take up on the second floor of the Cathedral's Memorial Building? How will we address the need for better and larger archives to hold historic materials and records we legally must keep in perpetuity?

There will be some changes in duties now. Canon Sandy Graham has been with us since the last quarter of 2016. He serves as Canon for Congregational Life and Leadership (including being Transition Officer). This past May, he was awarded a Doctor of Ministry degree from Virginia Theological Seminary. With that, I have asked him to take on a greater role with the Commission on Ministry (COM) and more teaching with Waiolaihui'ia. I hope that the COM will take a larger role in the formation and training of all the baptized, helping congregations engage the programs we already offer and encouraging more involvement. I am also formally expanding his position description as Canon for Congregational Life and Leadership to include being the "executive officer" of the Diocese. While that may have practically been the case before, I wanted to be clear that he fills such a role in our Diocesan common life.

For myself, I want to be more actively involved with the Reconciliation Task Force and the Creation Care Task Force. Why? I think the two pressing issues for Hawai'i in the years ahead will be to come to grips with (1) our own racism and our colonial history and (2) continued environmental degradation of the coasts and the ocean. I am pleased that Jazzy Bostock has agreed to be the convener of the Reconciliation Task Force and Annalise Pasalo to be the convener of the Creation Care Task Force. We live in an anxious and conflicted world. It will only be through our ministry of reconciliation with one another, with our history and with the environment that we will truly experience the Beloved Community of God.

Personally, in many ways, I have thrived during this time of pandemic. Offering a Monday virtual reflection and a Wednesday Bible study has renewed my vocation as a teaching Bishop. I have come to know and appreciate our clergy as I have joined virtual worship and listened to wonderful sermons, and I have gathered with most of them online every Tuesday for study and conversation. My daily opportunities for prayer and study have been enlivened during these “interesting” times. I have even lost over thirty pounds through a healthy diet and walking (when allowed by the Mayor of Honolulu). This could all happen because the Diocesan Support Center staff has continued to serve you and me with care and efficiency even when working from home. I have not been worried. I am also under the watchful and loving eye of Bea. I want to continue my teaching ministry and spend more time with God's people and the clergy. I can do so because of the staff we now have in the Diocesan Support Center, and our faithful clergy and lay leaders in the congregations – and with the support of Bea. I can honestly say that I have not been afraid.

I, like you, look forward to an end to the pandemic. Sometime in 2021, I hope to finally hold my Granddaughter, Lisann, for the first time and to play again with Marcus. I want to get back to a regular schedule of visitations with you – God's people. Most importantly, I want us to face the new “regular” of our post pandemic Church, Islands, and world with hope. Paul reminds us in Second Corinthians (2 Corinthians 5:17): “So then, if anyone is in Christ, that person is part of the new creation. The old things have gone away, and look, new things have arrived!” The next year will be filled with new things. I can't tell you now all that might mean. We have had to adapt throughout 2020. We have learned to be nimble and creative. As I noted from Psalm 121, “The Lord will protect you on your journeys – whether going or coming – from now until forever from now.” We have begun the journey. We have just begun. I expect 2021 to be an adventure.

Be assured my Siblings in Christ that God loves you.

And as your Bishop, I love you.

Please know that I pray for you every day.

Please pray for me.

Glory to God whose power, working in us, can do infinitely more than we can ask or imagine: Glory to him from generation to generation in the Church, and in Christ Jesus for ever and ever. Amen. (Ephesians 3:20-21).

Attachment 2: The Bishop's Report

As I look over the past year, I am aware that these have been times unlike any we have personally experienced before. I was ordained a transitional deacon in 1986. Through the years, there have been recessions, small scale epidemics and even wars. I began my episcopacy with the economic crash of 2007/2008. There has been nothing like the COVID-19 worldwide pandemic. Historians tell us that we have to look back to the Spanish Flu epidemic after World War I to find a similar time. Hawai'i has been particularly impacted. The economy is struggling with unemployment and an outlook for a long recovery.

As a nation, the United States has been trying to come to grips with issues of justice and systemic racism. The non-violent "Black Lives Matter" movement has been an attempt to come to grips with our history and the impact on our collective reality as a nation. We are heirs of colonialism, the forced displacement and even genocide of the indigenous peoples of an area that is now the United States, and the enslavement of peoples based on race. "White Privilege" is the too often unconscious reality of our history. At a deeper level, the sin of "White Supremacy" has become public and encouraged violence. This past year showed the world the public face of "White Supremist" and openly neo-Fascist groups. They have been met by anarchist and other groups who answered violence with violence. In addition, there has been unreflective and equally sinful non-ideological violence in the streets of cities in the United States. In history, we perhaps have to look back to the 1930's for similar times.

This year, 2020, is a watershed year for the nation, Hawai'i, and this Diocese. All seemed "normal" the first months after the 2019 Annual Meeting of Convention. Finances were solid. Several congregations had just completed or were in the process of calling new clergy. Design Teams and Task Groups were going about their work. I was making my regular visitations with congregations. Then everything changed.

I have made some sense of our current reality by praying the Psalms. I have been particularly helped by a little book: [Spirituality of the Psalms](#) by Walter Brueggemann (Augsburg Press, 2002). Brueggemann suggests that the Psalms have been and can be prayed as:

- Psalms of Orientation
- Palms of Disorientation
- Psalms of New Orientation

"Psalms of Orientation" keep us grounded in what is well-ordered and reliable. These are often the Psalms that celebrate creation and the certainty of God (see Psalm 33), Psalms of Torah or religious/moral certainty (see Psalm 15), and Psalms of Well-being (see Psalm 133).

I have pondered that it is in the "normal" times that we sing the Psalms of Orientation almost unconsciously. Psalm 133 reminds me that I last played with my Grandson over a year ago and that I have never held my Granddaughter. I know we all have such stories.

Psalm 133 (Common English Bible translation)

- ¹ Look at how good and pleasing it is
when families live together as one!
- ² It is like expensive oil poured over the head,
running down onto the beard—
Aaron's beard!—
which extended over the collar of his robes.
- ³ It is like the dew on Mount Hermon
streaming down onto the mountains of Zion,
because it is there that the Lord has commanded the blessing:
everlasting life.

Such Psalms harken to the time that we could gather for Easter celebrations. These Psalms remind us of the time before the pandemic. These Psalms express a joyful expectation for recovery, but we're not there yet.

It seems that we have been singing Psalms of Disorientation for months on end. Some of us have been sharing Psalms of personal complaint (see Psalm 13). That has come in the form of unpleasant emails to the priest or to the bishop wanting to know when we can worship together again. Often these carry a sense of personal loss and loneliness. Other painful stories come to me when families need financial help because of the loss of a job or the death of a loved one. We miss the reality of just being physically together as God's people. We missed this year's Easter celebration altogether and are looking forward to Christmas even with masks and social distancing (and what about the carols?). We have been awkwardly singing Psalm 137:1-6 to ourselves:

Psalm 137:1-6 (Common English Bible translation)

- ¹ Alongside Babylon's streams,
there we sat down,
crying because we remembered Zion.
- ² We hung our lyres up
in the trees there
- ³ because that's where our captors asked us to sing;
our tormentors requested songs of joy:
"Sing us a song about Zion!" they said.
- ⁴ But how could we possibly sing
the Lord's song on foreign soil?
- ⁵ Jerusalem! If I forget you,
let my strong hand wither!
- ⁶ Let my tongue stick to the roof of my mouth
if I don't remember you,
if I don't make Jerusalem my greatest joy.

We have to acknowledge the anxiety and grief of these past months. We have lost members of the Diocese to COVID-19. Some have lost jobs. We have had to be away from one another. God

is still with us, but life has been changed. Things will never be the same as they were. We have changed as God's people.

The Psalms of New Orientation find God in a transformed reality. Things are not the same, but we are still God's people and we are finding our way through the wilderness. Here I am reminded of Psalm 121:

Psalm 121 (Common English Bible translation)

- ¹ I raise my eyes toward the mountains.
Where will my help come from?
² My help comes from the Lord,
the maker of heaven and earth.
³ God won't let your foot slip.
Your protector won't fall asleep on the job.
⁴ No! Israel's protector
never sleeps or rests!
⁵ The Lord is your protector;
the Lord is your shade right beside you.
⁶ The sun won't strike you during the day;
neither will the moon at night.
⁷ The Lord will protect you from all evil;
God will protect your very life.
⁸ The Lord will protect you on your journeys—
whether going or coming—
from now until forever from now.

As a Diocese, we have changed. We have adapted to wearing masks and practicing social distancing. We have done so to fulfill the Great Commandment:

Mark 12:29-31 (Common English Bible translation)

²⁹ Jesus replied, "The most important one is Israel, listen! Our God is the one Lord, ³⁰ and you must love the Lord your God with all your heart, with all your being, with all your mind, and with all your strength.³¹ The second is this, you will love your neighbor as yourself. No other commandment is greater than these."

I am proud that our clergy have adapted to online worship and formation. God's people have gathered on Zoom, Facebook and YouTube. We found new ways to be God's people gathered. It has not been the same, but this virtual reality is going to be part of our common life long after the current Pandemic has passed.

God's people have continued to give to their churches. At the same time, the leaders of the Diocese and of congregations have reduced spending. Your Diocesan Council waived two months' assessment and the Diocesan Support Center cut all but the basic expenditures. Yet, we still responded as a Diocese to those needing help with technology and needed outreach initiatives.

We welcomed new clergy in the midst of stay at home orders. We have welcomed new members into the Church, and we have buried longtime members.

As your Bishop, I am proud of the way God's people have responded. There have been few complaints. I meet online with the clergy weekly for study. We have begun a deep conversation of racism in the Diocese and in Hawai'i. While it has been tiring, the clergy have been renewed by the response of you – God's people – to all that they have tried to continue in worship (either online or engaging safely in-person) and fellowship, by your generosity, and by your continued care of the hungry and the houseless. I am grateful to God that I have been with the people of this Diocese during these hard times.

As we look to 2021, we will not be the same. We will sing old songs in new ways. We will have to come to grips with old pain. We will have to grieve lost friends. We will have new ways of being God's people:

Psalm 96:1-4 (Common English Bible translation)

¹ Sing to the Lord a new song!

Sing to the Lord, all the earth!

² Sing to the Lord! Bless his name!

Share the news of his saving work every single day!

³ Declare God's glory among the nations;

declare his wondrous works among all people

⁴ because the Lord is great and so worthy of praise.

Respectfully submitted,

A handwritten signature in blue ink that reads "Robert L. Fitzpatrick". The signature is written in a cursive style and is preceded by a small blue asterisk.

The Right Reverend Robert L. Fitzpatrick, Bishop Diocesan
The Episcopal Diocese of Hawai'i

Attachment 3: Convention Plans Committees

Position	Name	Chair	Island
Secretary of Convention	Annalise Pasalo+	C	O
Assistant Secretary of Convention	Jana Dove		O
Approval of Minutes	Randolph Albano+	C	O
Constitution and Canons	Giovan King+	C	O
Credentials	Jill Haworth	C	O
Dispatch of Business	Daniel Leatherman+	C	O
Elections	Caren Chun-Esaki	C	O
Nominations	Clergy-in-Charge of Congregations		
Resolutions	Standing Committee		

Attachment 4: Agenda

THE 52ND ANNUAL MEETING OF THE CONVENTION
OF THE EPISCOPAL DIOCESE OF HAWAI‘I CONVENED
VIRTUALLY VIA ZOOM
HONOLULU, HAWAI‘I

Saturday, October 24, 2020
The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

- I. Call to Order the 52nd Annual Meeting of the Convention
- II. Adoption of the Supplemental Special Rules of Order for Virtual Attendance at Annual Convention
- III. Report on Nominations
- IV. Introductions
- V. Quorum Report of the Credentials Committee
- VI. Diocesan Ballots – 1st Ballot
- VII. Report from the Chair of Dispatch of Business
 - A. Adoption of the Agenda
- VIII. Report on Resolutions
- IX. Bishop’s Address
- X. Report on the Diocesan 1st Ballot and 2nd Ballot, if needed
- XI. Response to the Bishop’s Address
- XII. Acceptance of Treasurer’s Report by Title
- XIII. Consideration of Resolutions: Compensation Review
- XIV. Report on the Diocesan 2nd Ballot and 3rd Ballot, if needed
- XV. Action on the 2021 Budget
- XVI. Consideration of other Resolutions
- XVII. Set Dates and Locations of 2021, 2022, 2023 Annual Meetings of Convention
- XVIII. Report on 3rd Ballot, if needed
- XIX. Final Comments from the Bishop
- XX. Adjournment of the Annual Meeting with “Ho‘onani I Ka Makua Mau”

Attachment 5: Resolutions

Resolution #1: 2021 Minimum Clergy Compensation and Benefits
Policy of the Episcopal Diocese of Hawai‘i

Resolution #2: Revisions to the Constitution of the Protestant Episcopal Church in the
Diocese of Hawai‘i

Resolution 1

TITLE: 2021 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i

SPONSOR: Diocesan Clergy Compensation Review Committee

CONTACT NAME: Kerith Harding, Chair

ADDRESS: 8992 Kula Highway, Kula, HI 96790

PHONE: 808-878-1485

EMAIL: kerith.harding@gmail.com

BE IT RESOLVED, that the 2021 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 compensation minimums 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 increase in the federal consumer price index (CPI-W) for 2019 was 1.7%. The CPI-W increase in Hawai'i was 1.7%. 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. The committee noted that compared with other dioceses the Diocese of Hawai'i pays the most before adjusting for cost of living and that the Diocese of Hawai'i ranks in the middle when clergy compensation is adjusted for cost of living. The committee also considered economic factors which put pressure on our congregations. Now in the midst of a global pandemic, the committee is aware of the hardship this has caused many of our congregations and congregants. Plate, pledge, rental, and other income is down for many churches, and any number of our members have lost their livelihoods. Given this unfortunate reality, the 2021 Minimum Clergy Compensation Schedule includes no increase to any compensation categories. The committee is further aware that the current pandemic may effect future BARC numbers and therefore minimum clergy salaries. We expect to address this when the time comes to ensure fair and equitable compensation.

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 committee is not recommending an amount for an automobile allowance. The committee does recommend that mileage be reimbursed at the current IRS rate. The intention is not to eliminate the automobile allowance that some clergy have negotiated in their letters of agreement, rather the intention is that all new letters of agreement going forward use the mileage reimbursement method to cover automobile expenses instead of an auto allowance.

Throughout this document “workweek” refers to five (5) days for a full-time rector. For part-time clergy employees, refer to the cleric’s Letter of Agreement (for example, if a part-time cleric works 3 days each week, a “workweek” of vacation would also be 3 days).

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 Diocesan Support Center.

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.

2021 MINIMUM CLERGY COMPENSATION AND BENEFITS POLICY

The Episcopal Diocese of Hawai'i

Compensation				
Category	0 thru 4 Years Minimum	5 thru 9 Years Minimum	10 thru 19 Years Minimum	20+ Years Minimum
1	93,600	105,204	116,892	126,180
2	85,080	95,664	106,296	114,756
3	77,304	87,084	96,756	104,580
4	71,628	79,680	88,524	94,896

This table does not include self-employment tax.

Compensation includes salary, housing and utilities.

1) 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 clergyperson in good standing in The Episcopal Church. In Parishes, compensation is negotiated between the clergyperson 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 Diocesan Support Center as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention
- 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) For clergy who are paid a cash housing allowance, the amount of housing allowance shall be determined by the clergy and each Vestry/Bishop's Committee, working in consultation with their clergy, shall approve a resolution determining housing allowances. The housing allowance adjustment called for in the resolution is enacted only on money earned after the resolution is passed. Typically, this Internal Revenue Service (IRS)

requirement shall be completed by December 31 for the following year.

- f) The value of Church-supplied housing shall be determined on a case-by-case basis at the congregational level.
- g) The minimum compensation for full-time assistants, associates or curates shall be the amount reflected in the Minimum Clergy Compensation and Benefits Policy using years of service and a Category 4 congregation.
- h) Clergy must not be paid less than the previous year, unless there is a change to time/work hours.

2) PART-TIME POSITIONS

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

3) FULL-TIME EMPLOYEE BENEFITS

- a) Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
- b) The congregation will pay the mandatory Church Pension Fund Assessment for clergy per Church Pension Group (CPG) requirements or criteria.
- c) Group Life Insurance is provided by the Church Pension Fund to clergy at no cost to the congregation.
- d) Sections III.e-III.g 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 Diocesan Support Center). 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 clergy 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 for the dependent 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 Insurance 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 of salary and housing.
- k) Full-time clergy are entitled to four (4) workweeks of annual vacation with full stipend and allowances. This vacation time cannot be more than six (6) workweeks in any one (1) 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 two (2) work weeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.
- l) Members of the clergy who have been employed by the church for at least one (1) full year are entitled to leave for the birth or adoption of a child for a minimum of eight (8) weeks with full compensation. Up to an additional four (4) workweeks may be taken without pay, or using vacation or sick time. If both clergy spouses are employed at the same employer within the Diocese, they are limited to a combined total of sixteen (16) workweeks of paid Parental Leave. Leave must be taken within twelve (12) months of the birth or adoption.
- m) 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 twelve (12) weeks. Adoptive parents will receive the same time off with pay as birth parents, but will not be entitled to file a disability claim.

4) PART-TIME EMPLOYEE BENEFITS

- a) Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
- b) The congregation will pay the mandatory Church Pension Fund assessment per CPG requirements or criteria.
- 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 health insurance coverage: Spouses or civil union partners of part-time employees are not eligible for coverage.
- e) Dependent health insurance 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 dependent'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 Insurance 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 of salary and housing.
- i) Part-time clergy are entitled to four (4) workweeks of annual vacation with agreed stipend and allowances. This vacation time cannot be more than six (6) workweeks 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 two (2) workweeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.

5) 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 four months. The Vestry/Bishop's Committee shall annually budget funds to accumulate to provide pastoral and sacramental supply during the clergyperson'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 \$1,020/year. This amount should accumulate if unused and may carry over to the next year. This fund should also be available for sabbatical expenses.

6) SUPPLY CLERGY COMPENSATION

- a) The minimum compensation for Saturday evening/Sunday supply clergy shall be as follows:
 - i) One service: \$181
 - ii) Two services: \$241
 - iii) Each additional service: \$120
 - iv) Clergy will be reimbursed for travel (mileage, airfare, etc.), overnight parking and housing (if necessary).

CONGREGATIONAL COMPENSATION CATEGORIES

CATEGORY	WEIGHTED FIGURES (SEE (E) BELOW)
4	1 TO 90
3	91 TO 140
2	141 TO 230
1	231 and above

2021 CONGREGATIONAL COMPENSATION CATEGORY
COMPUTATION WORKSHEET BASED ON
2019 PAROCHIAL REPORT DATA

Number of Pledging Units

Number of Pledging Units

Multiplied by .40 = (A)

Average Sunday Attendance

Average Sunday Attendance

Multiplied by .30 = (B)

Plate and Pledge Income

Plate and Pledge Income in \$1,000

Multiplied by .30 = (C)

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

Plus BARC = (D)

TOTAL OF WEIGHTED FIGURES (A + B + C + D = E) (E)

Anyone who has questions on how to use these worksheets and compensation categories, ranges and tables may contact the Diocesan Clergy Compensation Review Committee Chair, and/or the Rev. Cn. Sandy Graham, Canon for Congregational Life and Leadership.

2021 COMPENSATION BASED ON 2019 PAROCHIAL REPORT DATA

ALPHABETICAL

CHURCH	No. of Pledging Units	Avg Sunday Attend	Plate+Pledge Income	Weighted Totals BARC	Categories	0 thru 4 years	5 thru 9 years	10 thru 19 years	20+ years	
ALL SAINTS	50	97	204,487	0	110	3	77,304	87,084	96,756	104,580
CALVARY	17	31	82,917	1	42	4	71,628	79,680	88,524	94,896
CHRIST CHURCH	37	57	144,915	9	84	4	71,628	79,680	88,524	94,896
CHRIST MEMORIAL	23	58	64,425	0	46	4	71,628	79,680	88,524	94,896
EMMANUEL	34	46	126,870	0	65	4	71,628	79,680	88,524	94,896
EPIPHANY	51	67	157,046	1	89	4	71,628	79,680	88,524	94,896
GOOD SAMARITAN	26	20	37,199	0	28	4	71,628	79,680	88,524	94,896
GOOD SHEPHERD	76	107	154,672	2	111	3	77,304	87,084	96,756	104,580
GRACE	18	33	30,818	5	31	4	71,628	79,680	88,524	94,896
HOLY APOSTLES'	48	103	250,399	1	126	3	77,304	87,084	96,756	104,580
HOLY INNOCENTS'	37	53	123,270	1	69	4	71,628	79,680	88,524	94,896
HOLY NATIVITY	33	61	138,595	1	74	4	71,628	79,680	88,524	94,896
ST. ANDREW'S	113	216	385,550	8	234	1	93,600	105,204	116,892	126,180
ST. AUGUSTINE'S	21	79	94,337	0	60	4	71,628	79,680	88,524	94,896
ST. CHRISTOPHER'S	74	94	204,912	1	120	3	77,304	87,084	96,756	104,580
ST. CLEMENT'S	82	102	267,082	3	147	2	85,080	95,664	106,296	114,756
ST. ELIZABETH'S	74	187	147,840	0	130	3	77,304	87,084	96,756	104,580
ST. JAMES'	156	196	390,788	5	243	1	93,600	105,204	116,892	126,180
ST. JOHN THE BAPTIST	15	28	20,784	0	21	4	71,628	79,680	88,524	94,896
ST. JOHN'S, KULA	69	102	206,935	9	129	3	77,304	87,084	96,756	104,580
ST. JOHN'S BY/SEA	28	38	53,165	1	40	4	71,628	79,680	88,524	94,896
ST. JUDE'S	25	36	62,989	2	42	4	71,628	79,680	88,524	94,896
ST. LUKE'S	0	26	47,651	0	22	4	71,628	79,680	88,524	94,896
ST. MARK'S	64	117	252,790	0	137	3	77,304	87,084	96,756	104,580
ST. MARY'S	23	39	72,215	0	43	4	71,628	79,680	88,524	94,896
ST. MATTHEW'S	0	14	30,756	0	13	4	71,628	79,680	88,524	94,896
ST. MICHAEL'S	71	113	279,367	1	147	2	85,080	95,664	106,296	114,756
ST. PAUL'S OAHU	93	210	216,466	6	171	2	85,080	95,664	106,296	114,756
ST. PETER'S	71	117	299,786	1	154	2	85,080	95,664	106,296	114,756
ST. STEPHEN'S	14	33	57,502	0	33	4	71,628	79,680	88,524	94,896
ST. TIMOTHY'S	39	77	139,175	2	82	4	71,628	79,680	88,524	94,896
TRINITY BY/SEA	31	48	101,135	1	58	4	71,628	79,680	88,524	94,896
WEST KAUAI	29	41	66,681	0	44	4	71,628	79,680	88,524	94,896

ADDENDUM TO MINIMUM CLERGY COMPENSATION SCHEDULE

Examples:

1. Clergy with 5 years of service is called to serve in a Category 4 church. Minimum compensation should be \$79,680. 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 \$114,756. 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 \$47,448 (\$94,896 divided by 2 = \$47,448). 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 \$77,304. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy \$85,000.

Some Definitions:

Years of service is defined as the number of years since ordination to the diaconate or the number of years since the clergy person's orders were received into the Episcopal Church. Years of service for clergy ordained in churches in full communion with the Episcopal Church is defined as the number of years since ordination to the diaconate.

Years of service for ELCA pastors serving the diocese is defined as years since ordination as a Lutheran pastor.

If the clergy person was ordained mid-year the years of service on January 1st of the year being used for budgeting purposes is rounded down. (For example: a person ordained 4.5 years as of January 1st would be determined to have 4 years of service for budgeting purposes.)

Resolution 2

TITLE: Revisions to the Constitution of the Protestant Episcopal Church in the Diocese of Hawai‘i

SPONSOR: Standing Committee

CONTACT NAME: Daniel Leatherman, President of Standing Committee

ADDRESS: 229 Queen Emma Sq. Honolulu, HI 96813

PHONE: 808-536-7776

EMAIL: Daniel.L Leatherman@sttimothysaiea.org

BE IT RESOLVED, that the Constitution of the Protestant Episcopal Church in Hawai‘i be amended as follows:

[continued on next page]

**CONSTITUTION
OF
THE PROTESTANT EPISCOPAL CHURCH
IN
THE DIOCESE OF HAWAII**

As amended through ~~October 24, 2015~~
Proposed amendments on **Oct. 26, 2019**

See Strike out of earlier Constitution in RED.
New or amended language proposed for adoption in BLUE.

CONSTITUTION

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ARTICLE I
TITLE AND BOUNDS OF THE DIOCESE

This Diocese shall be known as “The Diocese of Hawai‘i” and its geographical boundaries shall be coextensive with those of the State of Hawai‘i.
(Amended: 12th Ann. Conv. 1980; 29th Ann. Conv. 1997; 44th Ann. Conv. 2012)

ARTICLE II
ACKNOWLEDGMENT OF ACCEDECE

As a constituent part of the Protestant Episcopal Church in the United States of America **otherwise known as The Episcopal Church, (which is hereby recognized as designating this Church)**, the Diocese of Hawai‘i accedes to the Constitution and Canons thereof as periodically adopted by the General Convention.
(Amended: 51st Ann. Conv., 2019)

ARTICLE III
THE CONVENTION

Section 1. The legislative functions of the Diocese shall be exercised by the Convention as duly constituted and duly assembled.

Section 2. The membership of the Convention shall be constituted as follows:

(A) The Bishop, the Bishop Coadjutor; if there be one, Suffragan Bishops, if there be any, and any retired Bishops of the Diocese.

(B) All **Bishops**, Priests, and Deacons who are canonically resident in the Diocese, as well as clergy of denominations in full communion with the Episcopal Church who are installed as rector, vicar, priest-in-charge, Associates, Curates, or Youth Ministers of an Episcopal Church in the Diocese of Hawai‘i.

(C) Lay delegates from each Parish and Mission in union with Convention. Each such Parish and Mission shall be entitled to be represented by two lay delegates and in addition thereto, another lay delegate for each one hundred communicants or fraction thereof. All delegates shall have attained the age of no less than sixteen years, shall be communicants of the Parish or Mission which they represent, and shall be elected at the annual meeting of each

Constitution Page 1

Parish or Mission for a term which shall commence at the convening of the annual meeting of the Convention next following their election and which shall end at the convening of the next subsequent annual meeting of the Convention or their duly qualified successors shall have been elected. (As used in this Constitution and the Canons of the Diocese, the word “communicant” shall be construed to mean “communicant in good standing” as defined in the General Canons.)

Section 3. Alternate lay delegates shall be elected at the annual meeting of each Parish and Mission in such number so as to insure full representation of the Parish or Mission at each meeting of the Convention. Alternates are encouraged to attend the meeting of the Convention, but shall have no right to seat, voice or vote unless duly seated in replacement of a delegate. The order of substitution of the alternates shall be determined by their Parish or Mission.

Section 4. The Secretary and Assistant Secretary of the Convention, the Treasurer of the Convention, the Chancellor and Vice Chancellor of the Convention (if not members of the Convention by virtue of either being a clerical member, canonically resident, or a lay delegate representing a Parish or Mission of the Diocese), shall have seat and voice. The Convention may grant seat and voice to such other persons as it deems appropriate.

Section 5. No person who shall be under Ecclesiastical censure shall be entitled to a seat in the Convention.

Section 6. The Convention shall be the judge of the qualification of its members in accordance with the provisions of this Constitution and the Canons of the Diocese. (Amended: Sec. 2.C, Sec. 3, 12th Ann. Conv. 1980; Sec. 4, 17th Ann. Conv. 1985; Sec. 4, 21st Ann. Conv. 1989; Sec. 2.C, 29th Ann. Conv. 1997; Sec. 2.B, 47th Ann. Conv. 2015. **Amended: Sec. 2(B), 51st Ann. Conv., 2019**)

ARTICLE IV MEETINGS OF THE CONVENTION

Section 1. The Convention shall regularly convene once each calendar year at such time and place as shall be determined by the preceding annual meeting of the Convention.

Section 2. For sufficient cause, the Ecclesiastical Authority shall have the power to change such time or place, or both, provided, however, that notice of such change shall be given to each member of the Convention at least thirty (30) days prior to the meeting.

Section 3. The Ecclesiastical Authority shall have the power to call special meetings of the Convention, provided that the notice of the time and place of same shall state the purpose for which it is called and such notice is sent to all members of the Convention at least thirty days prior thereto. No business other than that stated in the notice may be considered unless such consideration is approved by a two-thirds majority vote.

ARTICLE V
OFFICERS OF THE CONVENTION

Section 1. The President of the Convention shall be the Bishop of the Diocese. In the absence of the Bishop, the Bishop Coadjutor, when there is one, or when there is not, the Suffragan, if there be one, shall preside. In the case of a vacancy in the Episcopate, or in case no Bishop of the Diocese shall be present, the President of the Standing Committee shall convene the meeting of the Convention and shall serve as its President until the Convention shall elect a President pro tempore from among its members.

Section 2. The Treasurer of the Diocesan Council shall be ex-officio the Treasurer of the Convention and shall have seat and voice. The Treasurer shall discharge the duties imposed upon the office by Canon or by the action of the Convention, and shall make an annual report regarding same to the Convention.

Section 3. At each annual meeting of the Convention a Secretary shall be elected, whose term of office shall commence at the adjournment of the annual meeting of the Convention at which such election occurs and who shall continue in office until the adjournment of the following annual meeting of the Convention. The Secretary shall perform the usual duties of the office until a successor is elected.

Section 4. An Assistant Secretary shall be appointed by the Secretary with the approval of the Convention. The term of office of the Assistant Secretary shall be the same as that of the Secretary. Whenever there shall be a vacancy in the office of Secretary, the Assistant Secretary shall assume the office of Secretary and thereupon shall appoint a successor Assistant Secretary. If such vacancy occurs when the Convention is not in session, the appointment of the successor Assistant Secretary shall be subject to the approval of the Diocesan Council.

Section 5. The Convention shall have the power to provide by Canon for the election or appointment of officers other than those mentioned in this Article.

(Amended: Sec. 3, 17th Ann. Conv. 1985; Sec. 4, 33rd Ann. Conv. 2002)

ARTICLE VI
CONDUCT OF THE CONVENTION

Section 1. The Holy Eucharist shall be celebrated at every Convention. The Ecclesiastical Authority shall take order for this and any other services.

Section 2. One-third of those clergy who are canonically resident and domiciled in the State of Hawai'i, and a majority of the maximum number of lay delegates permitted under Article III, when duly assembled, shall constitute a quorum for the transaction of business; but a smaller number may adjourn from time to time.

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Section 3. In all matters which shall come before the Convention, unless otherwise specified in this Article or elsewhere within this Constitution, the clergy and laity shall deliberate in one body and vote as individuals; each delegate present being entitled to one vote and no more; and unless otherwise provided, a majority of the votes of the two orders jointly shall be decisive. In the event of a tie vote, the President of the Convention shall be entitled to cast a vote.

Section 4. On the call of any five members of both orders, the two orders shall vote separately, and a concurrence of a majority of each order shall be necessary to constitute a decision.

Section 5. All elections provided for by this Constitution shall be by ballot. Unless otherwise specified elsewhere in this Constitution or by the laws of the State of Hawai`i, a majority of the votes cast shall be required for election on the first and second ballot. If, in any election a greater number of persons than the number offices to be filled shall receive a majority of votes cast, those who, up to the number of offices to be filled, receive the highest majorities shall be declared elected. In those instances where vacancies still exist subsequent to the second ballot, the vacancies shall be filled by those individuals receiving the highest number of votes on the third ballot. Each person elected shall continue to serve until such time as a successor has been duly elected.

ARTICLE VII OFFICERS OF THE DIOCESE

Section 1. The Treasurer of the Diocesan Council, who shall be appointed by the Bishop, with the advice and consent of the Diocesan Council, shall be, ex-officio, the Treasurer of the Diocese, and shall discharge the duties imposed upon the office by Canon or by the action of the Convention and shall make an annual report regarding same to the Convention.

Section 2. The Registrar of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term, and shall discharge the duties imposed upon the office by Canon or by the action of the Convention.

Section 3. The Historiographer of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term and shall discharge the duties imposed by Canon or by the action of the Convention.

Section 4. The Chancellor of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term. The Chancellor shall be a lay communicant, shall be licensed to practice law by the Supreme Court of Hawai`i, and shall be the legal advisor of the Ecclesiastical Authority, the Convention, the Diocesan Corporation, and all officers and agencies of the Diocese.

Section 5. The Vice Chancellor of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term. The Vice Chancellor's qualifications

shall be identical to those of the Chancellor and in the case of the absence, disqualification or inability for any reason of the Chancellor to serve, or in case of a vacancy in the office thereof, the Vice Chancellor shall have all the duties, powers, and rights of the Chancellor.

Section 6. On the nomination of the Chancellor, and with the advice and consent of the Diocesan Council, the Bishop may appoint such Deputy Vice Chancellors with appropriate qualifications as may be reasonably necessary in order to serve the legal needs of the Diocese adequately. Deputy Vice Chancellors shall serve from the time of their appointment until the adjournment of the annual meeting of the Convention next following their appointment. (Amended: Sec. 6, 13th Ann. Conv. 1981)

ARTICLE VIII THE DIOCESAN CORPORATION

Section 1. The corporation known as “The Episcopal Church in Hawai`i,” heretofore incorporated under the laws of the State of Hawai`i, is hereby recognized as under the authority and jurisdiction of the Convention of the Diocese, the duly elected members of which constitute the membership of the said corporation; provided, that no alteration shall be made in the Charter of Incorporation of the same unless authorized by a two-thirds concurrent vote of both orders of the Convention.

Section 2. The corporation shall be the legal entity of the Diocese. The governing body of the corporation shall be the Board of Directors of The Episcopal Church in Hawai`i, which shall also be and be known as the Diocesan Council. In addition to the authority conferred upon the Diocesan Council by this Constitution and the Canons of the Diocese, it shall have the authority granted to such bodies by the State of Hawai`i unless specifically restricted by this Constitution or the Canons of the Diocese.

Section 3. The Diocesan Council in its capacity as the Board of Directors of The Episcopal Church in Hawai`i shall adopt By-Laws in order to perform such secular legal functions as are necessary and proper and not inconsistent with the Charter of Incorporation, this Constitution, or the Canons of the Diocese.

ARTICLE IX DEPUTIES TO GENERAL CONVENTION AND PROVINCIAL SYNOD

Section 1. Four Priests and four lay communicants shall be elected by ballot as deputies of this Diocese and four of each order shall be elected as alternates to the General Convention. On the election of the four deputies in each order, the next four candidates in each order receiving the highest number of votes shall be considered elected as alternates in the order of their votes. Deputies shall be elected at the annual meeting of the Convention which is at least twelve months but not more than twenty-four months prior to the General Convention.

Section 2. In case any of those elected shall decline such election or will be unable to attend, such individual shall forthwith inform the Ecclesiastical Authority of the Diocese and the said

Ecclesiastical Authority shall thereupon appoint one of the alternates in the order of their election; if none of the alternates elected shall accept such appointment, the Ecclesiastical Authority may appoint a deputy of the same order as the deputy who resigned.

Section 3. Clerical and lay deputies to the Provincial Synod shall be appointed by the Bishop with the advice and consent of the Diocesan Council and shall be in such numbers as the Bishop may deem to be appropriate; provided, however, that no fewer than one in each order shall be appointed to attend.

ARTICLE X THE ECCLESIASTICAL AUTHORITY

Section 1. The Ecclesiastical Authority is the Bishop. In case of the Bishop's absence or disability, the Bishop may temporarily place in charge of the Diocese as the Ecclesiastical Authority, the Bishop Coadjutor, or, if there be none or in the case of the Bishop Coadjutor's absence or disability, the Suffragan Bishop, if there be one. If no Bishop be qualified and able to act, or in the case of a vacancy in the Episcopate, the Ecclesiastical Authority shall be the Standing Committee.

Section 2. Whenever in this Constitution or the Canons or the Diocese, provision is made for action by the Bishop, such action, except as otherwise specifically provided, shall be taken by the Ecclesiastical Authority as herein defined.

ARTICLE XI OFFICE OF THE BISHOP

Section 1. The election of the Diocesan Bishop, a Bishop Coadjutor or Suffragan Bishop, shall take place at the annual meeting of the Convention, when notice of such intention to elect has been given by the Standing Committee at least thirty (30) days prior to the meeting, or at a special meeting of the Convention which has been duly called by the Standing Committee for that specific purpose. Balloting shall be by orders with a majority of each order on the same ballot required to elect.

Section 2. The Bishop is the Chief Pastor of this Diocese and may officiate in the liturgical offices of the Church throughout the Diocese.

Section 3. Whenever the Bishop shall issue a pastoral letter, it shall be the duty of every minister in charge of a congregation on the Sunday succeeding its receipt to read said letter to the congregation at all services.

Section 4. All controversies between Rectors of two or more Parishes or between a Vestry and its Rector or between persons adversely claiming to be members of the Vestry of a Parish shall be referred to the Bishop for determination.

Section 5. In all matters affecting the Diocese or any congregation, where no procedure is specifically provided by the General Constitution and Canons or this Constitution and the Canons of the Diocese, the Bishop shall have the power to act for and on behalf of the Diocese or such congregation.

(Amended: Sec. 1, 38th Ann. Conv. 2006) (Amended: Sec. 1, 38th Ann. Conv. 2006)

ARTICLE XII ASSESSMENTS

Section 1. The Convention shall have the power to raise money by assessment on the Parishes and Missions of the Diocese for the necessary and proper expenses of the Diocese and for any other purposes which from time to time the Convention may authorize.

Section 2. The Convention shall also have the power to impose such penalty as it may see fit, within its lawful authority, for neglect to pay such assessments when imposed.

ARTICLE XIII STANDING COMMITTEE

Section 1. The Standing Committee shall consist of four clerical members and four lay persons of the Diocese to be elected by ballot. At each annual meeting of the Convention, one clerical member and one lay person shall be elected to serve for four years and no longer. Vacancies in said Committee occurring by death or otherwise shall be filled temporarily by majority vote of the remaining clerical and lay members of the Committee until the next annual meeting of the Convention and then shall be filled by the Convention. Except in the case of members chosen to fill vacancies, no member of the Committee shall be eligible for membership until the annual meeting of the Convention next succeeding the one at which such member's term expires.

Section 2. As soon as practicable after the adjournment or each annual meeting of the Convention, the Standing Committee shall meet and shall elect a President and a Secretary from among its membership.

Section 3. A majority of the members of the Standing Committee shall constitute a quorum, and a majority of a quorum so convened shall be competent to act unless action to be taken in accordance with a specific Canon shall require a larger number.

Section 4. The Committee shall perform the duties assigned to it by the General Convention and by the Diocesan Convention. When a Bishop is in charge of the Diocese, the Committee shall serve as the Bishop's council of advice. If there be no Bishop in charge of the Diocese, then the Committee shall be the Ecclesiastical Authority in all cases, except such as are otherwise provided for by General Convention or Diocesan Convention.

Section 5. The Committee shall report all of its official acts, in writing, to each annual meeting of the Convention.

Section 6. In the event of a vacancy in the Episcopate, and there be no Suffragan Bishop, the Standing Committee, in cooperation with the Diocesan Council, shall make the necessary arrangements for the continuing management of the Diocese. It shall also procure the services of a Bishop as required to serve as a Pastor to the Clergy of the Diocese and to perform episcopal functions.

Section 7. No member of the Standing Committee may be at the same time a member of the Diocesan Council.

ARTICLE XIV DIOCESAN COUNCIL

Section 1. There shall be a Diocesan Council which shall exercise all the powers of the Convention between meetings thereof, implementing the directives and policies of that body, initiating and developing new work, but not acting in contravention of the expressed will of the Convention.

Section 2. The Convention shall adopt appropriate Canons as necessary to enable the Diocesan Council fully and properly to function in order to perform its duties and responsibilities.

ARTICLE XV PARISHES

Section 1. The Convention shall define by Canon an orderly procedure for the formation and recognition of Parishes.

Section 2. A Parish may be admitted to union with the Convention by majority vote of the Convention, provided that it shall produce satisfactory evidence of its recognition as a Parish pursuant to the Canons.

Section 3. The Convention shall define by Canon an orderly procedure to follow in the event a Parish no longer qualifies for such status.

Section 4. The union between the Convention and a Parish may be dissolved by a majority vote of the Convention if such Parish shall fail to conduct its affairs in accordance with this Constitution and the Canons of the Diocese and the General Constitution and Canons.

ARTICLE XVI
MISSIONS

Section 1. The Convention shall define by Canon an orderly procedure for the formation and organization of Missions.

Section 2. An organized mission may be admitted to union with the Convention by majority vote of the Convention, provided that it shall produce satisfactory evidence of its status as an organized mission pursuant to the Canons.10

Section 3. The Convention shall define by Canon an orderly procedure to follow in the event a Mission no longer qualifies for organized status.

Section 4. The union between the Convention and a Mission may be dissolved by a majority vote of the Convention if such Mission shall fail to conduct its affairs in accordance with this Constitution and the Canons of this Diocese and the General Constitution and Canons.

ARTICLE XVII
CANONS

The Convention may enact, amend, or repeal Canons upon such matters as it may deem proper, but which shall not be inconsistent with the provisions of this Constitution.

ARTICLE XVIII
AMENDMENT

Section 1. An amendment to this Constitution shall require concurrent action by two successive annual meetings of Convention.

Section 2. At the initial annual meeting, any proposed amendment shall be introduced by written resolution and if approved by a majority of each order voting separately thereon, shall lie over until the annual meeting next following.

Section 3. If at the subsequent annual meeting, the amendment shall be approved by a two-thirds majority of each order voting separately thereon, and by the Bishop (unless there is a vacancy in the Episcopate or the Bishop is absent), the amendment shall be adopted. If the Bishop shall not approve, a three-quarters majority of each order shall be required for the amendment to be adopted.

Section 4. Each amendment shall be in force as of the date of its adoption unless a future date shall be specified in the amendment itself.

ARTICLE XIX
REPEAL OF FORMER CONSTITUTIONS

All former Constitutions of this Diocese are hereby annulled and repealed; provided, however, that any previous action taken in accordance with them shall not be in any manner affected.

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Attachment 6: 2020 Budget Narrative and Numbers

Narrative and Explanation

INCOME

Page 3, Line 1a: Assessments

Assessment income is the amount levied by the Convention (as authorized by Article XII of the Constitution of the Diocese) 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 2021 assessment rate of 18% of each congregation's operating income, as shown on the 2019 parochial report, page 3, line B. 2022 and 2023 will see a significant drop due to the projected reduced operating income for years 2020 and 2021.

Page 3, Line 1b: COVID-19 Assessment Waiver

This is a 2-month waiver of assessment payments to the Diocese to help congregations with loss of income due to the COVID-19 pandemic. No waivers are projected for 2022 and 2023.

Page 3, Line 1c: Investment Income

All projected investment income is net of investment fees, both managerial and custodial.

Endowment Funds: To estimate income from investments for 2021, the Diocese budgets and will draw 5% of each restricted and unrestricted endowment fund's average market value over the prior twelve quarters.

Endowment funds with 2021 distributions budgeted at 5% are:

- Portfolio (restricted) – Income from this fund is primarily from the Episcopate Endowment Fund, and distributions are limited to the expenses related to the “Episcopate” (the Bishop.)
- Portfolio (unrestricted); increase due to new endowment funds
- Von Holt Fund (unrestricted)
- Helen Hagemeyer Fund (restricted) – Income from this fund is restricted by the donor for support of mission churches.
- Ing Fund (unrestricted)

Trust Funds: There are four non-endowment funds of which the Diocese is the beneficiary of investment income but has no investment management oversight. The 2021 distribution from these funds is budgeted at 5%:

- Catton Fund – Income is restricted by the donor for retired church workers.
- Parke Trust Fund (Unrestricted)
- Prisanlee Fund (Unrestricted)
- Valvon Fund (Unrestricted)

MacCray Fund (Council Restricted)– Youth Missioner: These funds are drawn from the endowment fund to pay for the compensation and benefits of the Youth Missioner part time position and partially cover the Youth Ministry Program expenses

Page 3, Line 1d: Rental Income - Cluett Apartments

Rental income comes from the five-six units in the Diocesan-owned 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. Five or six units are rented to tenants (one unit may be provided to the Chaplain of St. Andrew's Schools in lieu of a housing allowance). Due to the COVID-19 caused loss of income, the Cluett Apartments will NOT be torn down in 2020, and will remain status quo until the economy stabilizes

Page 3, Line 1e: Parking

Parking income is from the rental of Diocesan parking spaces on Queen Emma Square which are rented to St. Andrew's Schools and four-seven individuals.

Page 3, Line 1f: Restricted donation- Waiolaihui'ia

This represents a restricted donation received for Waiolaihui'ia. (The Diocesan Local Ordination Formation Program).

Page 3, Line 1g: Interest

This represents the interest earned on Diocesan cash accounts and Certificates of Deposits (CDs). This number is decreased in 2021-2023 because the Diocese will not be renewing the CDs to help with cash flow.

Page 3, Line 1h: Miscellaneous

Miscellaneous gifts and other income are included in this line item. This number is a guesstimate based on previous years actual. There are no steady, consistent numbers for this line item.

Page 3, Line 1i: Reserves from prior years

The amount budgeted in 2020 is used to balance the budget.

EXPENSES

Page 5, Line 2a: Native Hawaiian Ministry Committee

This line item is usually used for travel for individuals to attend meetings of the Anglican Indigenous Network (AIN) and other local- and church-wide indigenous ministry events. Since no travel is budgeted for 2021-2023, these numbers have been reduced. This Committee maintains close contact with other indigenous peoples and their faith communities throughout the Worldwide Anglican Communion. The every 2-year meeting was held in Hawai'i in 2019.

Page 5, Line 2b: Tongan Ministry

This line item is used to pay for a Tongan-speaking priest for the Tongan congregation at St. Elizabeth's.

Page 5, Line 3a: Agreed Upon Procedures ("Audit" Expenses)- Missions

The Diocese includes in its budget the funds to pay for annual agreed upon procedures "audits" for missions. 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.) Agreed upon procedures is work agreed upon

between the Diocese and the auditor to review control procedures over financial and other transactions. Due to the high cost of this service and the reduced income, this line item was reduced to zero in 2019 and for 2020. The Commission on Finance and Administration is working on a more economical method.

Page 5, Line 3b: Calvary

The purpose of this financial support is to assist in re-establishing Calvary as a viable Episcopal Church in Kaneohe (see www.calvarykaneohe.org). Their vicar since 2018 is 3/4-time, and their 2018 Average Sunday Attendance (ASA) was 42. The ASA for 2019 was 31. No increases are projected for 2022-2023.

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

This line item supports the ministry of Grace Church on Moloka'i. 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.

(www.gracechurchmolokai.com). No increases are projected for 2022-2023.

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

St. Jude's is self-supporting, and no longer needs assistance, so the budget for this line item has been removed.

Page 5, Line 3e: West O'ahu

This budget allocation supports the planting of a viable Episcopal congregation in the area of west O'ahu (part of the Ahupua'a of Hono'uliuli) in the area between Iroquois Point and Ko Olina that includes Kapolei, Makakilo and Ewa Villages. The Episcopal Church in Hawai'i owns land near Kapolei Elementary School. The projected increases for 2022-2023 reflect a 2% estimated cost of living increase.

Page 5, Line 4a: Camp Mokulē'ia

Camp Mokulē'ia operates as a subsidiary of the Diocese. Historically, programs include summer camps consisting of a high school program, a middle school program, and a shorter elementary school (entering grades 4-6) program. In addition, there have recently been new initiatives: (1) Camps on neighbor islands and sites on Oahu outside of the Camp, and (2) youth events. As can be expected, the COVID-19 pandemic has had a negative financial and programmatic impact on the Camp. The 2021 budget includes an allocation of \$70,000 for the ongoing maintenance and programs of the Camp looking to recovery and rebuilding. The funds provide support for the mission of the Diocese as a whole through our Camp. (See <https://www.campmokuleia.org>). At this time, there are no projected increases for 2021-2023.

Page 5, Line 4b: Christian Formation

Christian formation is most effectively done on the congregational level, but this line item helps to support those efforts by funding Diocesan membership fees for programs such as Education for Ministry (EfM) and Godly Play. Training for clergy and lay leaders is funded elsewhere in this budget (6a and 6b)

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. The line item would cover transportation, and other meeting costs.

Page 5, Line 4d: EYE Travel Fund

Every three years, there is a nation-wide Episcopal Youth Event. The last one was July 10-14, 2017 on the campus of the University of Central Oklahoma in Edmond. The 2020 event was rescheduled for summer 2021. It is the Diocese's policy to fund one-third of the cost, while expecting congregations and individuals to support 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. Because the 2020 event was rescheduled, no funds were reserved for 2020 and none are budgeted for 2021. 2022 and 2023 projected numbers are higher to make up for the zero budgets of 2020 and 2021.

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 for congregations' leaders and direct support for congregations, and works with the Episcopal Church Foundation (ECF) on marketing, training, and gift planning. This line item also funds 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. Due to reduced income, this line item was reduced in 2020 and only moderate increases for 2021-2023.

Page 5, Line 4f: Safe Church Trainings

This line item funds training required by General Convention resolutions and by Diocesan policy for educating church leaders and volunteers about sexual misconduct and to promote a Safe Church environment. In 2017, the Diocese moved to individual online training. The online training is less costly than hiring local trainers. At the 2019 Annual Meeting, the budget was amended to increase the funding to allow for in-person training for those for whom online training is difficult. Due to reduction in income, and a need for Standing Committee to develop an in-person policy, Council decided to return the budget to online training in 2020 and leave it as online for 2021-2023. (See <https://www.episcopalhawaii.org/safe-church-trainings.html>)

Page 5, Line 4g: St. Andrew's Schools: Chaplain Support

Because St. Andrew's School is on land owned by the Episcopal Church in Hawai'i, it is essential that a qualified Episcopal Chaplain be in place to liaise with the Diocese and the Cathedral. To ensure the Chaplain is compensated at the same rate as those serving at congregations, the Diocesan Council has decided to help St. Andrew's Schools with the Chaplain's compensation package. The 2020 budget was reduced because there was no

Chaplain during the first half of the year. For the second half of the year, the Chaplain serves one-third time at the Cathedral of St. Andrew as Vicar, one-third time at St. Andrew's Schools as Chaplain, and one-third time as liaison to the Episcopal institutions on Queen Emma Square to enhance the communication between and engage the ministry opportunities among the Schools, the Cathedral, St. Paul's Church, and St. Peter's Church. The budgets for 2021-2023 reflect the one-third split for compensation as the liaison to the Episcopal institutions on Queen Emma Square.

Page 5, Line 4h: Diocesan Youth Missioner

The Rev. Jar Pasalo was hired in 2020 using funds from the Rev. George W. MacCray Fund that is designated by Council for youth and young adult ministries. This is a part-time position whose primary purpose is to support congregations in their individual ongoing Youth (7th to 18th grade) and college campus programs, and to help create a network of youth and youth workers and a feeling of community within the Diocese in cooperation with the Diocesan Youth Ministry Design Team. In 2021-2023, this position is projected to continue to be funded by the Rev. George W. MacCray Fund and not any other income. This salary, as with Diocesan Support Center salaries, is being frozen at the 2020 level. Modest estimated cost of living increases are projected for 2022 & 2023.

Page 5, Line 4i: Diocesan Youth Ministry-Program

This fund provides basic financial support for Diocesan Youth programs and activities in 2021. For example, two regional events (on two different islands -- \$1,500), some type of Youth retreat (\$5,000), and some Youth leader/worker training (\$500). Money for program expenses for youth ministries are partially funded by the Rev. George W. MacCray Fund.

Page 5, Line 4j: Presiding Bishop Visit (2019)

The Presiding Bishop visited Hawai'i March 22-24, 2019. These funds were used to pay for the various events that were planned for his visit and our 50th anniversary as a Diocese.

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 all Maui congregations. Like Camp Mokulē'ia and St. Andrew's Schools, ACCW is a subsidiary of the Episcopal Church in Hawai'i. The program 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 other churches and other religious communities. (See 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 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 budget also includes funds for Pacific Health Ministries and the Samaritan Counseling Center.

Page 6, Line 5c: Prison Chaplaincy

This line item is to pay for a part-time chaplain for a prison ministry in the State of Hawai‘i. This salary, as with Diocesan Support Center salaries, is being frozen at the 2020 level. Modest estimated cost of living increases are projected for 2022 & 2023.

Page 6, Line 5d: Prison Ministry

This line item provides funds related to prison ministry expenses such as public storage and supplies needed for Makahiki, Baibala, and Bacpac programs, which seek to facilitate a fruitful reentry to society of the pa‘ahao (prisoners) in Hawai‘i’s prisons. Diocesan Council views this as an important living out of the gospel, “...I was in prison and you visited me.” (NRSV, Matthew 25: 36) 2021 budget is slightly higher to reflect the growing needs of this ministry. 2022 and 2023 is projected to stabilize with hopes of securing funding from other sources.

Page 6, Line 6a: Lay Leadership Development

This is for training and/or conferences for church administrative staff and other types of lay leadership such as wardens, vestry members, bishop’s committee members, and treasurers. Most, if not all, of this training is conducted by Diocesan Support Center staff and other local presenters. 2020’s budget was reduced due to the air travel restrictions during the pandemic. 2021 through 2023 levels are projected to return to pre-pandemic levels with the return of inter-island air travel.

Page 6, Line 6b: Clergy Leadership Development

This line item funds the expenses, mostly airfare, for Clergy Education Days and provides a substantial subsidy for the annual clergy retreat. Most, if not all, of this training is conducted by someone from the mainland which means airfare, hotel, and ground transportation needs to be covered in addition to their speaking fees or honorarium. It also includes funding for 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 planned Clergy Spouse events, if any. 2020’s budget was reduced due to the air travel restrictions during the pandemic. 2021 through 2023 levels are projected to return to pre-pandemic levels with the return of air travel.

Page 6, Line 6c: Curacy Support

This account continues to fund the opportunity for newly graduated seminarians from the Diocese to return to Hawai‘i after ordination. 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. There is currently one curate serving in the Episcopal Church in Europe. That curacy ends in the fall of 2020. There are no curacies from 2021 through 2023. The Diocese supports the curate’s compensation package by paying \$60,000 per year per curate to the church at which the curate is serving.

Page 6, Line 6d: Commission on Ministry (COM)

This line item includes expenses such as:

- Psychological testing and background checks for those in the ordination process (both of which are required by church canon) and 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.

The reduction in the amount reflects an estimation consistent with actual expenses of past years.

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

Waiolaihui‘ia is Hawai‘i’s program for those being formed for ordination to the priesthood or vocational diaconate. 2021-2023 is projected to be funded by a donor-restricted reserve fund. This program is intended to provide training and formation for mature persons, established in the local life of Hawai‘i, for whom the disruption and cost of mainland seminary is not feasible. These individuals have the flexibility and stability to serve a congregation. Graduates of Waiolaihui‘ia are expected to meet all canonical requirements for ordination. There is a one-year preparatory program followed by the three-year Waiolaihui‘ia. There are currently 4 students in the 2020-2021 academic year and none in the preparatory program.

Page 6, Line 6f: Waiolaihui‘ia Academic Dean

This represents the compensation and benefits paid to the Academic Dean who oversees the Waiolaihui‘ia formation program. This salary, as with Diocesan Support Center salaries, is being frozen at the 2020 level. Modest estimated cost of living increases are projected for 2022 & 2023.

Page 6, Line 7a: Bishop’s Emergency Grants

Diocesan Council Grants have been rolled into this line item for 2021. These monies are used to help fund congregations with unplanned/unforeseen expenses such as retaining walls, sewer systems, plumbing, electrical, etc. and ministries that support the vision and goals of the Episcopal Church in Hawai‘i. These grants are approved by Diocesan Council on the recommendation of the Bishop.

Page 7, Line 8a: Bishop

This line item includes the compensation and benefits (such as health insurance and pension) for the Bishop Diocesan. 2021 compensation will remain the same as 2020. Modest estimated cost of living increases are projected for 2022 & 2023.

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

This line item provides the annual allocation to a reserve fund to be held over three years to support the travel and meeting costs for the Bishop and his spouse to attend the triennial General Convention of the Episcopal Church. There is currently enough in reserves for the 2021 General Convention, so the 2020 budgeted amount was reduced to zero. The 2021 amount is at zero due to reduced income. Amounts in 2022 and 2023 are projected slightly higher to help make up for the zero amount in 2021 and anticipated higher costs.

Page 7, Line 8c: 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). The 2021 budgeted amount includes a cost reduction of approximately \$3,300/year due to the cancellation of the Bishop's membership to the Pacific Club.

Page 7, Line 8d: Keyman insurance

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

Page 7, Line 8e: Travel and Continuing Education

This covers the Bishop's and spouse's travel expenses (transportation, meals, lodging, etc.) for church visitations, meetings, conferences, etc.. It also covers the Bishop's continuing education. The amount has been lowered in expectation that in-person neighbor island meetings will be replaced by virtual meetings.

Page 7, Line 8f: Lambeth Conference Travel Fund

This line item funds a reserve to pay for the Bishop's and spouse's attendance at future Lambeth conferences. The amount in the reserve account (Lambeth Conference Travel Fund) as of March 2020 was approximately \$12,478+\$25,900 in prepaid expenses. The prepaid expenses are non-refundable payments made such as airfare which can be used once a new date has been set. The Lambeth Conference scheduled for the summer of 2020 was rescheduled for 2022. (see <https://www.lambethconference.org/announcements/rescheduling-the-lambeth-conference-to-2022/>)

Since there is enough in reserves right now, the 2020 budget was reduced to zero and the 2021 amount is also zero. Funding is projected to resume in 2022.

Page 7, Line 8g: Future Bishops' Transition Fund (formerly known as Election Process Fund)

This line item funds a reserve to cover the costs of transitions of future bishops. The amount in the reserve account (Election Process Fund) as of Mar 2020 was approximately \$200,331. This amount is good right now, so the 2020 amount was reduced to zero and the 2021 amount is also zero. Funding is projected to resume in 2022.

Page 7, Line 9a: Executive Assistant to the Bishop

In 2019, this line item was moved from the Episcopate section into the Diocesan Support Center Staff section. This line item includes the compensation and benefits (health insurance, pension, etc.) for the Bishop's Executive Assistant. The Executive Assistant provides administrative support to the Bishop and the Diocese. 2021 compensation will remain the same as 2020. Modest estimated cost of living increases are projected for 2022 & 2023. The reduction in 2020 onward reflects a change in health insurance coverage from a 2-person plan to an individual plan.

Page 7, Line 9b: Accountant

This line item represents the compensation and benefits (health insurance, pension, etc.) for the Diocesan accountant. The accountant 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. This position was previously designated as “Bookkeeper,” but with increased responsibilities for oversight of the accounts and increased duties, it was changed to “Accountant” in 2020. 2021 compensation will remain the same as 2020. Modest estimated cost of living increases are projected for 2022 & 2023.

Page 7, Line 9c: Business Manager

This line represents the compensation and benefits (health insurance, pension, etc.) for the Business Manager. This position is responsible for contracts, leases, licenses, some insurance and property tasks, and assisting the treasurer on business-related tasks. This position also coordinates Education Day and Annual Meeting. 2021 compensation will remain the same as 2020. Modest estimated cost of living increases are projected for 2022 & 2023.

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

This line represents the compensation and benefits (such as health insurance and pension) for the Canon for Congregational Life and Leadership. This staff position focuses on working with regions and congregations to equip leaders (lay and ordained) to engage in God’s mission in these islands. Particular focus is 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. 2021 compensation will remain the same as 2020. Modest estimated cost of living increases are projected for 2022 & 2023.

Page 7, Line 9e: Office Support (Part-time)

2021 compensation will remain the same as 2020. Modest estimated cost of living increases are projected for 2022 & 2023.

Page 7, Line 9f: Strategic Planning Manager (Part-time)

This position ended in March of 2019.

Page 7, Line 9g: Treasurer and Planned Giving Officer

This line represents the compensation and benefits (health insurance, pension, etc.) for the Treasurer, who oversees investments, finances, accounting, real estate, insurance, and taxes. In addition to duties as the Treasurer, the person currently filling the position also coordinates the planned giving program of the Diocese. 2021 compensation will remain the same as 2020. Modest estimated cost of living increases are projected for 2022 & 2023.

Page 7, Line 10a: Archives

This line item covers the cost to maintain the archives for the Diocese of Hawai‘i, including archival supplies, pest management, reproduction of images from other institutions, exhibits,

and attendance by our volunteer Diocesan Historiographer at a professional development conference. The current archives location is too small. Because of that, supplies cannot be purchased because there is nowhere to store them.

Page 7, Line 10b: 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 10c: 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 gives to the Diocese and its congregations and institutions.

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

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

Page 7, Line 10e: Contract Communications Coordinator

This covers the contract for the Editor of the e-News/e-Chronicle and Webmaster of the Diocesan website. 2021 compensation will remain the same as 2020. Increased amounts in 2022 and 2023 is to start to bring this contractor’s fees in line with market rates. NOTE: This amount does not cover contractor’s work for individual churches.

Page 7, Line 10f: Diocesan Annual Meeting of the Convention

This line item covers unreimbursed costs of holding the Annual Meeting of Diocesan Convention, including venue costs, supplies, materials, and postage. This cost is net of registration fees/meals.

Page 7, Line 10g: Directors & Officers Insurance

This is used to pay the premiums for liability insurance for The Episcopal Church in Hawai‘i from errors and omissions by its directors, officers and volunteers. The insurance premium is based on claims experiences and market conditions.

Page 7, Line 10h: General Convention Deputy Support Fund

This line item provides the annual allocation to a reserve fund to be held over three years to support the eight deputies (four clergy and four lay), the first alternate for clergy, and first alternate for lay from our Diocese who attend the triennial General Convention of the Episcopal Church. The next one is scheduled for July 2021 in Baltimore, Maryland. The 2020 budget was suspended due to income drop, so 2021 is budgeted double to make up for zero in 2020.

Page 7, Line 10i: Legal and Related Expenses

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

Page 7, Line 10j: Meeting Costs: Other

This line item provides funds for incidental and travel costs for meetings that arise outside of regularly scheduled meetings. In 2020 this funding was moved to other line items.

Page 7, Line 10k: Strategic Initiatives

The continued work by Design Teams II is covered in other parts of the budget.

Page 7, Line 10l: Office Expenses

This line item includes telephone, copying costs, equipment maintenance, subscriptions, postage, equipment purchase, supplies, etc. The reduced amount includes savings from termination of the postage machine lease (\$900/yr.), reduced cost for copy paper (\$200/yr.), new copier lease (\$1200/yr.), termination of duplicate Employee Assistance Program (\$400/yr.), and termination of an unused analog phone line (\$800/yr.).

Page 7, Line 10m: 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 water, repairs of the apartments, property and liability insurance, property management fees, general excise tax, etc.. The budgeted amount reflects estimates based on previous years' actual costs.

Page 7, Line 10n: Property - Diocese

This account covers expenses related to Queen Emma Square, such as general liability and umbrella insurance and the cost of maintenance of the trees on the Diocesan parking lot.

Page 7, Line 10o: Property Taxes – Cluett Apartments and Parking Lot

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

Page 7, Line 10p: 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. The Executive Committee of Province VIII, in accordance with Ordinance IX, Section 6 of the Ordinances of the Province, determined that the asking/assessment rate to support the activities of the Province for the 2019/2021 triennium will be 0.35% of net disposable income. This line item reflects that amount.

Page 7, Line 10q: Staff Continuing Education

This line item covers the cost of continuing education for the Diocesan Support Center staff. The budgeted amount for 2020 was reduced to account for the travel bans during the pandemic. Due to reduced income, the Diocesan Support Center staff will be significantly reducing overseas travel for continuing education. Online and virtual education will continue to be supported.

Page 7, Line 10r: Temporary Staffing

No temporary staffing needs are anticipated.

Page 7, Line 10s: Storage

This budget item covers the cost of storing records in a secure, off-site location due to space limitations in current office quarters. Reduced budget amount is due to a change in location from Lock-Up Self Storage to Public Self Storage.

Page 7, Line 10t: Technology Support

Included in this line item is the contract for outsourced IT support, software, computer upgrades and the purchase of needed technology. Reduced amount includes savings from reduced costs for Microsoft licenses (\$400/yr.) and change from ACS database to Tithe.ly (\$3,000/yr.).

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

This funds the assessment the Diocese pays to The Episcopal Church nationally to contribute toward its work and ministry. The 2021 assessment is 15% of the 2019 Diocesan income, which includes parochial giving, unrestricted operating investment income, and restricted investment income used to pay operating expenses, minus a \$140,000 exemption. Prior to 2019, the exemption amount was \$150,000. The exemption amount of \$140,000 will be in effect 2019- 2021. The Diocese of Hawai'i always pays the full ask amount of the General Convention.

Page 8, Line 11a: Memorial Building Capital Fund

This line item funds the Diocesan Capital Reserve to share costs of capital improvements of the Memorial Building (for example, the roof), where the Diocesan Support Center is housed. The 2020 amount was eliminated due to pandemic related reduction in income. The 2021 amount is lower due to reduced income. In 2022 it is anticipated that the amount can incrementally increase so that by 2023 the amount can go back to what it was pre-COVID-19.

Page 8, Line 11b: Diocesan Office Cleaning Expense

This budget item covers the cost for cleaning of the Diocesan Support Center. The office reduced the cleaning schedule from 4 days per week to 2 days per week saving approximately \$1,500/yr.

Page 8, Line 11c: Security Shared with the Queen Emma Square

This is the Diocese's portion of the cost of maintaining security for Queen Emma Square. The other Episcopal entities on the Square also share in the cost of these services. The increase to the 2020 budget was to help cover 24/7 guards during the Governor's stay-at-home orders. All the Square constituents are meeting weekly to discuss this issue and how best to fairly share and/or reduce this cost.

Page 8, Line 11d: Shared Cathedral Expenses

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

Page 8, Line 12a: Governance Groups Travel

This line covers the cost of travel 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. This line item has been significantly reduced due to in-person meetings being replaced by Zoom meetings.

Page 8, 12b: Staff Travel

This line item supports the ministries of members of the Diocesan Support Center by funding travel for meetings, consultations, conferences, and church-related programs. This line item is being reduced as off-island conferences and meetings are being suspended and online/virtual conferences and meetings are being encouraged.

Page 8, Line 13a: Kapolei land

This budget line pays the property taxes and other expenses to maintain property 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 qualified retired clergy (and their spouses) and qualified lay employees to cover a portion of their Medigap insurance costs. The guidelines for eligibility are currently based on employment status in a compensated position and years of service in the Diocese (at least 10 years before the date of retirement or 20 years in the Diocese even if retiring while serving in another Diocese). This benefit will be reviewed by Diocesan Council in 2020.

Total Income

TOTAL INCOME (in \$)

	2019	2020	2020	2021	2022	2023
	ACTUAL	BUDGET	REVISED BUDGET	PROPOSED BUDGET	FORECAST	FORECAST
Income						
Rate	18%	18%	18%	18%	18%	18%
1 a Assessments	1,724,956	1,784,753	1,774,524	1,726,754	1,500,000	1,530,000
1 b COVID-19 Assessment Waiver (2 months)	-	-	(295,760)	(287,792)	-	-
	1,724,956	1,784,753	1,478,764	1,438,962	1,500,000	1,530,000
1 c Investment Income	4%	4%	4%	5%	5%	5%
Portfolio (Restricted)	164,768	166,000	157,700	209,500	213,700	218,000
Portfolio (Unrestricted)	15,503	26,500	25,175	33,600	34,300	35,000
Von Holt Fund (Unrestricted)	147,597	148,700	141,265	185,500	189,200	193,000
Helen Hagemeyer End Fd (Restricted)	41,406	41,700	39,615	52,000	53,000	54,100
Ing Fund (Unrestricted)	69,235	69,700	66,215	87,000	88,700	90,500
Catton Fund (Restricted)	21,822	23,700	20,145	21,500	21,900	22,300
Parke Trust (Unrestricted)	47,308	45,000	38,250	38,250	39,000	39,800
Prisanlee Fund (Unrestricted)	20,917	19,000	16,150	16,150	16,500	16,800
Valvon Fund (Unrestricted)	19,800	21,000	17,850	17,850	18,200	18,600
MacCray Fund (Council Restricted)- Youth Missioner	-	-	41,200	65,200	67,000	68,300
Total Investments	548,357	561,300	563,565	726,550	741,500	756,400
Rentals						
1 d Cluett Apartments	80,730	79,400	84,400	86,130	87,900	89,700
1 e Parking	100,992	103,200	103,200	105,200	107,300	109,400
Total Rentals	181,722	182,600	187,600	191,330	195,200	199,100
1 f Restricted Donation - Waiolaihui'ia	-	30,000	30,000	20,000	20,000	20,000
1 g Interest	10,008	11,300	6,300	500	500	500
1 h Miscellaneous	2,714	3,000	3,000	3,000	3,000	3,000
1 i Reserves from prior years	-	-	9,000	-	-	-
GRAND TOTAL INCOME	2,467,756	2,572,953	2,278,229	2,380,342	2,460,200	2,509,000

Total Expenditures

	TOTAL EXPENDITURES (in \$)					
	2019 ACTUAL	2020 BUDGET	2020 REVISED BUDGET	2021 PROPOSED BUDGET	2022 FORECAST	2023 FORECAST
<u>Expenses</u>						
Ministry and Mission	787,482	821,983	666,709	723,042	681,500	690,700
Diocesan Organization	1,671,274	1,750,970	1,611,520	1,657,300	1,670,200	1,734,900
GRAND TOTAL EXPENSES	2,458,756	2,572,953	2,278,229	2,380,342	2,351,700	2,425,600
SURPLUS	9,000	-	-	-	108,500	83,400

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Ministry and Mission

MINISTRY AND MISSION (IN \$)

	2019	2020	2020	2021	2022	2023	
	ACTUAL	BUDGET	REVISED	PROPOSED	FORECAST	FORECAST	
DIOCESAN INITIATIVES							
2 a	Native Hawaiian Ministry Committee	1,434	3,000	1,000	2,000	2,000	2,000
2 b	Tongan Ministry	10,000	10,000	10,000	10,000	10,000	10,000
	Subtotal	11,434	13,000	11,000	12,000	12,000	12,000
SUPPORT FOR ORGANIZED MISSIONS							
3 a	Agreed Upon Procedures (Audit Expenses)-Missions	72,694	76,500	-	-	79,000	80,600
3 b	Calvary	10,000	10,000	10,000	10,000	10,000	10,000
3 c	Grace, Moloka'i	75,000	75,000	75,000	75,000	75,000	75,000
3 d	St. Jude's, Ocean View	4,000	2,500	2,500	-	-	-
3 e	West O'ahu	125,000	125,000	125,000	125,000	127,500	130,100
	Subtotal	286,694	289,000	212,500	210,000	291,500	295,700
DISCIPLESHIP							
4 a	Camp Moku'e'ia	70,000	70,000	70,000	70,000	70,000	70,000
4 b	Christian Formation	11,656	10,000	2,000	10,000	10,000	10,000
4 c	Diversity Training	-	2,000	-	1,000	1,000	1,000
4 d	EYE Travel Fund	1,000	4,200	-	-	6,900	6,900
4 e	Planned Giving	7,771	7,000	2,200	3,500	3,500	3,500
4 f	Safe Church Training	-	10,000	1,000	1,000	1,000	1,000
4 g	St. Andrew's Schools-Chaplain Support (PT)	15,568	37,800	18,900	38,100	38,900	39,700
4 h	Diocesan Youth Missioner	-	-	37,700	63,700	65,000	66,300
4 i	Diocesan Youth Ministry - Program	-	-	3,500	7,000	2,000	2,000
4 j	Presiding Bishop's Visit (2019)	30,243	-	-	-	-	-
	Subtotal	136,239	141,000	135,300	194,300	198,300	200,400

	2019 ACTUAL	2020 BUDGET	2020 REVISED BUDGET	2021 PROPOSED BUDGET	2022 FORECAST	2023 FORECAST
OUTREACH AND JUSTICE						
5 a	A Cup of Cold Water	5,000	5,000	5,000	5,000	5,000
5 b	Ecumenical/Interfaith Relations	2,500	2,000	1,000	2,000	2,000
5 c	Prison Chaplaincy	21,542	21,900	21,900	21,900	22,300
5 d	Prison Ministry	4,980	4,600	4,600	6,000	6,000
	Subtotal	34,022	33,500	32,500	34,900	35,300
MINISTRY DEVELOPMENT						
6 a	Lay Leadership Development	15,001	10,000	2,000	10,000	10,200
6 b	Clergy Leadership Development	32,574	35,000	10,000	35,000	36,400
6 c	Curacy Support	160,000	175,000	147,500	-	-
6 d	Commission on Ministry (COM)	6,714	20,000	5,000	10,000	10,200
6 e	Waiolaihui'ia (Local Ordination Program)	18,517	35,000	30,000	20,000	20,000
6 f	Waiolaihui'ia - Academic Dean	35,772	37,000	37,000	37,000	38,500
	Subtotal	268,578	312,000	231,500	112,000	113,800
OTHER						
7 a	Bishop's Emergency Grants	50,516	33,483	43,909	159,842	30,600
	Subtotal	50,516	33,483	43,909	159,842	30,600
TOTAL MINISTRY AND MISSION		787,482	821,983	666,709	723,042	681,500
					681,500	690,700

Diocesan Organization

		DIOCESAN ORGANIZATION (IN \$)					
		2019	2020	2020	2021	2022	2023
		ACTUAL	BUDGET	REVISED BUDGET	PROPOSED BUDGET	FORECAST	FORECAST
EPISCOPATE							
8 a	Bishop	235,100	241,300	241,300	241,900	246,700	251,600
8 b	Bishop's General Convention Travel Fund	1,000	1,000	-	-	1,800	1,800
8 c	Hospitality	14,472	18,500	13,500	12,000	12,200	12,400
8 d	Keyman Insurance	470	570	570	600	600	600
8 e	Travel & Continuing Education	26,994	26,000	21,000	22,000	22,400	22,800
8 f	Lambeth Conference Travel Fund	1,000	1,000	-	-	1,000	1,000
8 g	Future Bishop Transition Fund	5,000	5,000	-	-	5,000	5,000
	Subtotal	284,036	293,370	276,370	276,500	289,700	295,200
DIOCESAN SUPPORT CENTER STAFF							
9 a	Executive Assistant to the Bishop	112,667	93,200	84,700	81,300	82,900	84,600
9 b	Accountant	79,471	91,500	91,500	91,500	93,300	95,200
9 c	Business Manager	79,081	81,500	81,500	81,500	83,100	84,800
9 d	Canon for Cong Life & Leadership	143,164	146,700	146,700	152,700	155,800	158,900
9 e	Office Support (PT)	22,113	43,400	23,400	23,800	24,300	24,800
9 f	Strategic Planning Manager (PT)	17,275	-	-	-	-	-
9 g	Treasurer & Planned Giving Officer	190,300	195,400	195,400	195,500	199,400	203,400
	Subtotal	644,073	651,700	623,200	626,300	638,800	651,700
ADMINISTRATION							
DIOCESAN EXPENSE							
10 a	Archives	-	2,000	1,000	1,000	1,000	1,000
10 b	Audit Expenses - Diocese	32,685	33,000	33,000	35,000	35,700	36,400
10 c	Chancellor's Expenses	2,235	2,000	1,000	2,000	2,000	2,000
10 d	Church Internet/Website Support	1,023	1,400	1,400	1,400	1,400	1,400
10 e	Contract Communications Coordinator	14,442	35,700	35,700	35,700	48,000	60,000
10 f	Diocesan Annual Mtg of Convention	9,297	12,000	12,000	12,000	12,200	12,400
10 g	Directors & Officers Insurance	6,440	7,500	6,500	7,000	7,100	7,200
10 h	General Convention Deputy Support Fund	1,000	12,000	-	24,000	16,000	16,000
10 i	Legal & Related Expenses	66,975	30,000	20,000	35,000	35,700	36,400
10 j	Meeting Costs: Other	278	-	-	-	-	-
10 k	Strategic Initiatives	2,650	-	-	-	-	-
10 l	Office Expenses	53,684	63,700	58,700	50,000	51,000	52,000
10 m	Property - Cluett	45,880	62,000	50,000	45,000	45,900	46,800
10 n	Property - Diocese	10,920	8,000	8,000	8,200	8,400	8,600
10 o	Property Taxes - Cluett Apts & Parking Lot	17,133	18,000	18,000	18,500	18,900	19,300
10 p	Province VIII Quota	6,222	6,300	6,300	6,400	6,500	6,600
10 q	Staff Continuing Education	8,640	11,000	4,000	4,000	5,000	6,000
10 r	Temporary Staffing	-	2,000	-	-	-	-
10 s	Storage	10,654	9,200	11,000	7,000	7,100	7,200
10 t	Technology Support	20,948	25,500	20,500	20,000	20,400	20,800
10 u	The Episcopal Church Quota (Assessment)	268,200	293,100	293,100	301,900	270,700	291,700
	Subtotal	579,307	634,400	580,200	614,100	593,000	631,800

	2019 ACTUAL	2020 BUDGET	2020 REVISED BUDGET	2021 PROPOSED BUDGET	2022 FORECAST	2023 FORECAST	
AULT MEMORIAL OFFICE BUILDING EXPENSE							
11 a	Memorial Building Capital Fund	35,000	35,000	-	24,000	30,000	35,000
11 b	Diocesan Office Cleaning Expenses	7,306	10,000	8,000	8,000	8,200	8,400
11 c	Security Shared w/Queen Emma Sq	16,000	17,000	40,250	17,300	17,600	18,000
11 d	Shared Cathedral Expenses	26,000	26,500	26,500	27,000	27,500	28,100
	Subtotal	84,306	88,500	74,750	76,300	83,300	89,500
TRAVEL							
12 a	Governance Groups Travel	16,230	23,000	6,000	10,000	10,200	10,400
12 b	Staff Travel	24,541	19,000	10,000	15,000	15,300	15,600
	Subtotal	40,770	42,000	16,000	25,000	25,500	26,000
OTHER							
13 a	Kapolei land	16,961	17,300	17,300	17,600	18,000	18,400
13 b	Medigap Program	21,822	23,700	23,700	21,500	21,900	22,300
	Subtotal	38,782	41,000	41,000	39,100	39,900	40,700
TOTAL DIOCESAN ORGANIZATION		1,671,274	1,750,970	1,611,520	1,657,300	1,670,200	1,734,900

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Attachment 7: The Bishop's Statistical Report

Clergy at October 2, 2020

Bishop Diocesan	1
Active Canonically Resident	54
Retired Canonically Resident	59
Licensed	12
Non-Parochial	72
Military Chaplains	2

According to Title III, Canon 12, Section 3(d), the following has occurred in our Diocese from October 2, 2019 to October 1, 2020.

Admitted as Postulant for Holy Orders: 2

Mary Margaret Smith
Suzanne Kobayashi

Licensed Ministers

<u>Eucharistic Ministers:</u>	Total of 61 with a current license 15 have been licensed in the past year
<u>Eucharistic Visitors:</u>	Total of 31 with a current license 8 have been licensed in the past year
<u>Worship Leaders:</u>	Total of 23 with a current license 13 have been licensed in the past year

Clergy Changes

Lost by Death: 4

Dec 26, 2019	Gerald G. Gifford, II
Jan 20, 2020	Guy H. Piltz
Feb 4, 2020	Jan C. Rudinoff
Aug 8, 2020	Edith Sewell

Change of Canonical Residence out of the Diocese: 3

Dec 27, 2019	Ajuko Ueda	To: Anglican Communion in Japan
Dec 27, 2019	Noriaki Ueda	To: Anglican Communion in Japan
Oct 1, 2020.	Stephen McPeek.	To: Convocation of the Episcopal Churches in Europe

Change of Canonical Residence into the Diocese: 5

Feb 4, 2020	David Jackson	From: North Carolina
Feb 4, 2020	Tim Morehouse	From: New York
Feb 18, 2020	Libby Berman	From: Massachusetts
March 25, 2020	Charles Browning	From: Southeast Florida
September 15, 2020	Jennifer Latham	From: Iowa

Ordinations

To the Priesthood: 1

Feb 29, 2020

Andrew Junichi Arakawa

To the Diaconate: 1

Dec 21, 2019

James Robert Shire

Sacramental Acts

Baptisms	5
Confirmations	13
Receptions	8
Reaffirmations	4
Burials	1
Marriages	0
Celebration of New Ministry	1

Other

Consents to the election of bishops:	8
Non-consents to election of bishops:	0
Consents to the resignation of bishops:	1

Attachment 8: Official Clergy List

ACTIVE CLERGY

Active, canonically resident in good standing in the Diocese of Hawai'i in the order of their residence, which is prefixed, with the year of their ordination to the diaconate, which is affixed, from May 1, 1945 through October 1, 2020.

		Year 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
2000	The Rev. Cn. Randolph V.N. Albano (Priest) St. Paul's, Vicar 99-125 U'ahi 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
2005	The Rev. Robert "Moki" Hino (Priest) The Parish of Good Shepherd, Priest-in-Charge 2140 Main Street, Wailuku, HI 96793	2005
2005	The Rev. Daniel Leatherman (Priest) St. Timothy's, Vicar 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
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; Santa Rita, Guam 96915	2009

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; Tamuning, Guam 96913	1988
2011	The Rev. Amy Crowe (Priest) Maui Memorial Medical Center, Chaplain 494 South Alu Road, Wailuku, HI 96793	2011
2011	The Rev. Corey Thornton (Priest) US Navy, Chaplain 808 Henderson Ct; Oceanside, CA 92058	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 62-1326 Haleola St; Kamuela 96743	1997
2012	The Rev. Becky Tinnon (Priest) 350 11 th Avenue, #623; San Diego, CA 92101	2008
2012	The Rev. Michael Tinnon (Priest) 350 11 th Avenue, #623; San Diego, CA 92101	2008
2012	The Rev. Leo Loyola (Priest) 2016 Avignon Dr; Carrollton, TX 75007	2012
2012	The Rev. Kerith Harding (Priest) St. John's (Kula), Rector 8986 Kula Highway; Kula, HI 96790	2009
2013	The Rev. Dcn. Cris South (Deacon) 17800 Langlois Road; Desert Hot Springs, CA 92241	2013
2013	The Ven. Steve Costa (Deacon) The Cathedral of St. Andrew, Archdeacon 98-402 Koauka Loop, #1802; Aiea, HI 96701	2013

2013	The Rev. Kaleo Patterson (Priest) St. Stephen's, Vicar 84-632 Widemann Street; Wainae, HI 96792	2013
2014	The Rev. Irene Tanabe (Priest) All Soul's Church, Okinawa 101 Aza Yoshihara; Chatan Okinawa, Japan 904-0106	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) The Episcopal Diocese of Hawai'i, Youth & Camp Missioner St. Matthew's, Co-Vicar 1412 Alapai Street; Honolulu, HI 96813	2015
2015	The Rev. Raymond Woo (Priest) St. Luke's, Vicar 1177 Queen Street, #3603; Honolulu, HI 96814	2015
2015	The Rev. Keleawe Hee (Priest) The Cathedral of St. Andrew, Vicar 1801 10 th Ave; Honolulu, HI 96816	2015
2015	The Rev. Paul Nahoia Lucas (Priest) St. John's By-the-Sea, Vicar 51-471 Kamehameha Hwy, Kaaawa 96730	2015
2015	The Rev. John. A. Hau'oli Tomoso (Priest) 51 Ku'ula Street; Kahului, HI 96732	2015
2016	The Rev. Craig Vance (Priest) 3530 Corte Bella Court; San Jose, CA 95148	2005
2016	The Rev. Annalise Pasalo (Priest) Emmanuel, Priest-in-Charge 1412 Alapai Street; Honolulu, HI 96813	2016
2016	The Rev. Dcn. Lani Bowman (Deacon) St. Augustine's, Deacon 54-445 Kapaau Road; Kapaau, HI 96755	2016

2016	The Rev. Cn. Alexander Graham (Priest) The Episcopal Diocese of Hawai'i, Canon for Congregational Life and Leadership 320 Lili'uokalani Avenue, #2004, Honolulu, HI 96815	2003
2016	The Rev. Heather Patton-Graham (Priest) St. Andrew's Schools, Chaplain; The Cathedral of St. Andrew, Vicar; The Diocese of Hawai'i, Liaison to the Episcopal Institutions on Queen Emma Square 320 Lili'uokalani Avenue, #2004, Honolulu, HI 96815	2003
2016	The Rev. Andrew McMullen (Priest) St. Michael and All Angels, Rector 1017-2 Moanakai Rd; Kapaa, HI 96746	2006
2017	The Rev. Gae Chalker (Priest) Christ Memorial, Priest-in-Charge PO Box 223134; Princeville, HI 96722	1997
2017	The Rev. Heather Hill (Priest) St. Clement's, Rector 3030 Kahaloa Place; Honolulu, HI 96822	2003
2017	The Rev. Katlin McCallister (Priest) Holy Apostles, Rector 1939 Kaiwiki Road; Hilo, HI 96720	2013
2018	The Rev. Dustin Berg (Priest) Calvary, Priest-in-Charge 3030 Kahaloa Place; Honolulu, HI 96822	2006
2018	The Rev. Jasmine Bostock (Priest) 327 Puuhue Place; Honolulu, HI 96817	2018
2018	The Rev. Christopher Bridges (Priest) Epiphany, Priest-in-Charge 2080 Mauna Place; Honolulu, HI 96822	2018
2018	The Rev. Alison Donohue (Priest) St. John's, Priest Associate 8986 Kula Highway; Kula, HI 96790	2018
2018	The Rev. Ha'aeo Guanson (Priest) St. Matthew's, Co-Vicar 88 Piikoi Street, #505; Honolulu, HI 96814	2018

2018	The Rev. Mark Haworth (Priest) The Episcopal Diocese of Hawai'i, Missioner 60 North Beretania Street, #801; Honolulu, HI 96817	2018
2018	The Rev. Preston Lentz (Priest) St. Christopher's, Curate 999 Wilder Avenue, #1204; Honolulu, HI 96822	2018
2018	The Rev. Linda Lundgren (Priest) St. James, Priest Associate PO Box 760519; Paauilo, HI 96776	1993
2018	The Rev. Sara Shisler Goff (Priest) St. John's (Kula), Priest Associate 480 Olinda Road; Makawao, HI 96768	2009
2018	The Rev. Bernard Yung (Priest) Episcopal Church in Micronesia (Chaplain) 911 Marine Corps Drive; Tamuning, Guam 96913	2013
2019	The Rev. Andrew Arakawa (Priest) 'Iolani School, Chaplain and St. Mark's, Curate 583 Kamoku Street, Unit #1207; Honolulu, HI 96826	2019
2019	The Rev. David Glaser (Priest) Holy Apostles, Priest Associate 15-2074 7 th Ave; Keeau, HI 96749	2010
2019	The Rev. Dcn. James Shire (Transitional Deacon) St. Thomas's Anglican Church, Curate 255 Kuupua Street, Kailua, HI 96734	2019
2020	The Rev. Elizabeth "Libby" Berman (Priest) Holy Nativity, Rector 144 Nehue Street, Honolulu, HI 96821	2001
2020	The Rev. Charles Browning (Priest) St. Mary's, Priest-in-Charge 374 Oomano Place, Honolulu, HI 96825	2010
2020	The Rev. David Jackson (Priest) All Saint's, Priest-in-Charge 4-1104 Kuhio Hwy #125, Kapa'a, HI 96746	1995

2020	The Rev. Timothy Morehouse (Priest) ‘Iolani School, Chaplain 1837 Kalakaua Avenue, Apt. 3408, Honolulu, HI 96815	2002
2020	The Rev. Jennifer Latham (Priest) St. Matthew’s, Co-Vicar 25 Piper’s Pali St., Honolulu, HI 96822	2019

RETIRED CLERGY

Retired, canonically resident in good standing in the Diocese of Hawai‘i in the order of their residence, which is prefixed, with the year of their ordination to the diaconate, which is affixed, from May 1, 1945 through October 1, 2019.

		Year of Ordination to Diaconate
1954	The Rev. W. Edwin Bonsey (Priest) 401 Santa Clara Avenue, #309; Oakland, CA 94610	1954
1954	The Rev. Cn. 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) 1824 E. 49 th Avenue; Spokane, WA 99223	1963
1968	The Rev. Cn. Franklin S.H. Chun (Priest) 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) 6500 Upland Court; Rocklin, CA 95677	1972
1973	The Rev. Imo S. Tiapula (Priest) PO Box 2030; Pago Pago, American Samoa 96799	1971

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
1979	The Rev. Heather M. Mueller (Priest) 155 Cross Road; Kula, HI 96790	1979
1979	The Rev. Brian F. Nurdning (Priest) 1144 Kumukumu Street, Apt. E; Honolulu, HI 96825	1960
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
1987	The Rev. Charles W. Cannon (Priest) 291 Shady Glen Avenue; Point Roberts, WA 98281	1968
1988	The Rev. Marilyn R. Watts (Priest) 1144 Singingwood Ct, Apt. 8; Walnut Creek, CA 94595	1988
1990	The Rev. Peter R. Besenbruch (Priest) 91-1162 Kai Oio Street; Ewa Beach, HI 96706	1982
1993	The Rev. Dcn. Leonard R. Howard (Deacon) 98-1128 Malualua Street; Aiea, HI 96701	1993
1993	The Rev. Gregory M. Johnson (Priest) PO Box 893788; Mililani, HI 96789	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)	1995

1997	The Rev. F. Kay Johnson (Priest) 18948 Columbus Mill Drive; New Caney, TX 77357	1989
2000	The Rev. Walter Stevens (Priest) 7244 Kalalau Place; Honolulu, HI 96825	2000
2000	The Rev. John E. Turner (Priest) 15583 N. 79 th Drive; Peoria, AZ 85382	2000
2001	The Rev. Dcn. C.S. Honey Becker (Deacon) 4400 Ambassado Carrery Pkwy, Lafayette, LA 70508	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 Kuli Puu Street; Kihei, HI 96753	1990
2004	The Rev. Russell M. Johnson (Priest) 659 West Redondo Place; Green Valley, AZ 85614	1987
2004	The Rev. Timothy Sexton (Priest) PO Box 181; Des Moines, NM 88418	1976
2006	The Rev. Thomas J. Buechele (Priest) 102 Goodwater Street; Georgetown, TX 78633	1967
2006	The Rev. William J. Albinger, Jr. (Priest) 17 Wallace Street; Somerville, MA 02144	2003
2007	The Rev. Andrew J. Walmisley (Priest) 424 Camino Sobrante; Orinda, CA 94563	1979
2008	The Rev. Dallas B. Decker (Priest) 119 LaMoree Road, SPC 38; San Marcos, CA 92078	1976
2008	The Rev. Richard Shields (Priest) 1441 Victoria Street, #403; Honolulu, HI 96822	1979
2009	The Rev. Dcn. James Moore (Deacon) 214 C Lizama Street; Barrigada, Guam 96913	2009

2010	The Rev. Linda M. Decker (Priest) 307 S. Alu Road; Wailuku, HI 96793	2010
2010	The Rev. Austin B. Murray (Priest) 1117 Narrumson Road; Manasquan, NJ 08736	1973
2010	The Rev. Richard A. Tardiff (Priest) 87-6627 Keka‘a Place; Kealahou, HI 96750	2004
2012	The Rev. Debra Vanover (Priest) 25 Hiatt Street; Lebanon, OR 97355	1996
2012	The Rev. David Blanchett (Priest) 5300 E. 4 th Avenue, #303; Anchorage, AK 99508	2004
2012	The Rev. Dcn. Janice Watson (Deacon) 6055 Northcrest Village Way; Spring, TX 77388	2008
2013	The Rt. Rev. Donald Hart (Bishop) 95 Wyman Road, Apt. 1107; Keene, NH 03431	1962
2015	The Rev. Alison Dingley (Priest) The Episcopal Diocese of Hawai‘i, Co-Chaplain to Retired Clergy 1255 Nuuanu Ave, Apt E 1513; Honolulu, HI 96817	1978
2015	The Rev. Dcn. Viliami Langi (Deacon) St. Elizabeth’s, Deacon 1125 Pua Ln, #3A; Honolulu, HI 96817	2015
2015	The Rev. Horace Gaylord Hitchcock (Priest) 36101 Bob Hope Drive, STE E5208; Rancho Mirage, CA 92270	1972
2015	The Rev. George Clifford (Priest) 1177 Queen Street, #3303; Honolulu, HI 96814	1992
2015	The Rev. Mahi Beimes (Priest) 47-166 Lile Place; Kaneohe, HI 96744	2015
2016	The Rev. Cn. Kate Cullinane (Priest) 3-6-184F Shibakoen Minata-Ku, Tokyo, 105-001, Japan	1989
2016	The Rev. Marion Keator (Priest) St. James’, Priest Associate 64-5119 Pukuniahiahi Place; Kamuela, HI 96743	2000

2016	The Rev. Bruce DeGooyer (Priest) 518 Melemele Street; Kihei, HI 96793	2004
2019	The Rev. Dcn. Robert E. Steele (Deacon) Holy Nativity, Deacon 250 Kawaihae St. Unit 1B; Honolulu, HI 96825	1968
2019	The Rev. Cn. Dwight Brown (Priest) Christ Church, Vicar 75-258 Malulani Dr.; Kailua-Kona, HI 96740	1981

LICENSED CLERGY

of Denominations in full communion with the Episcopal Church who are installed as rector, vicar, priest-in-charge, Associates, Curates, or Youth Ministers of an Episcopal Church in the Diocese of Hawai‘i

In the order of their residence, which is prefixed, with the year of their ordination in their polity, which is affixed, from May 1, 1945 through October 1, 2019.

		Year of Ordination in Polity
2003	The Rev. Diane Martinson (Priest) St. Peter’s, Rector 1054 Green Street, #606; Honolulu, HI 96822 Synod: Pacifica Synod	1992
2016	The Rev. John Lunn (Priest) Grace, Vicar 2210 Farrington Ave; PO Box 217; Hoolehua, HI 96729 Synod: Pacifica Synod	1990

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 entitled to full membership of the Convention.

+ Robert L. Fitzpatrick

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

OTHER LICENSED CLERGY

		Year of Ordination to Diaconate
11/29/09	The Rev. Alberto Alarcon (Priest) 95-1060 Lehiwa Drive, Apt. 2230B, 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
8/19/16	The Rev. Philip James Paradine (Priest) 411 Kaelepulu Dr, Unit B; Kailua, HI 96734 Canonical Residence: Virginia	1997
8/20/19	The Rev. Fakatoumafi (Mafi) Vakameilalo St. Elizabeth's, Priest Associate 811 N. Vineyard Blvd, Apt. F13; Honolulu, HI 96817 Canonical Residence: Polynesia	1990
10/2/19	The Rev. Rolando Piso St. Paul's, Priest Associate 2209 Kula Kolea Drive; Honolulu, HI 96819 Canonical Residence: Philippine Independent Church	1986
1/16/20	The Rev. Nancy Hite Speck (Priest) 45 Halili Lane #12G, Kihei, HI 96753 Canonical Residence: New Jersey	2004

LICENSED LUTHERAN PASTORS

11/29/09	The Rev. Bruce P. Craft (Priest) 71 Wilikoki Place; Kailua, HI 96734 Synod: Pacifica Synod	
11/29/09	The Rev. Dale S. Burke (Priest) 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	
7/6/17	The Rev. Jayaprakash Sabbithi (Priest) 1720 Huna St, #B-301; Honolulu, HI 96817 Synod: Pacifica Synod	

Attachment 9: Annual Report of the Treasurer

The Balance sheet of The Episcopal Church in Hawai'i on December 31, 2019 showed assets of \$48,093,981; liabilities of \$21,818,733 (of which \$20,978,407 represents parish/mission investments balances); and net assets of \$26,275,248. The total operating income of the Diocese exceeded operating expenses in 2019 by \$9,000. It should be noted that all congregations have paid their 2019 assigned assessments, except St. Timothy's.

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

2020

1. In your Convention Workbook, you will find the current Budget versus Actual Operating Report as of August 31, 2020. The report is summarized to cut printing costs. If you want a detailed report, please call me.
2. Our Investment performance numbers are as follows: Year to date at 8/31/20 = 7.2%; trailing 12 months = 12.6%; 5 Year trailing = 6.7%; since 6/30/92 = 7.3%. The stock/bond asset allocation is 55%/45%.
3. During the year, the Commission on Investments met with our investment monitor and managers to review the performance of our investment portfolio and 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, 2017 and prior, was set at a payout rate of 5 percent (5%) of the average market value of the Investment Fund over twelve quarters. In 2018 our payout rate was changed to 4% to keep in line with current industry practice and what other nonprofit endowments were doing. In the 2021 Budget, we increased the payout rate from 4% to 5% to cover the reduction in assessment income (2-month waiver of assessment) to help congregations with loss of income due to the COVID-19 pandemic. 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](#)
4. The assessment rate has been 20% since 2009, and the rate decreased to 19% in 2016, 18.5% in 2017 and 18% from 2018 to 2020. The Diocesan Council recommends that the

rate remain at 18% for 2021. There is a 2-month waiver of assessment payments to the Diocese in the 2020 and 2021 budgets to help congregations with loss of income due to the COVID-19 pandemic

5. During the year, I worked with treasurers advising and training them on various matters, such as taxes, accounting and audit, investments and obtaining loans from the bank at competitive rates.
6. This year I spent a lot of time one on one helping treasurers with cash flow management, PPP loans and County grants. Most of our churches can manage their cashflow. We are fortunate to have in our congregations, treasurers who do a fine job taking care of our church's finances during this COVID-19 pandemic period.
7. The Compensation Review Committee (CRC) is submitting a compensation schedule reflecting no increase over the current year due to the current pandemic uncertain economic environment. Please refer to the CRC report and the 2021 Clergy Compensation and Benefits policy for details.
8. During the year we worked with Churches and Preschools to obtain the Payroll Protection Program (PPP) loans which totaled approximately \$1,485,000. Thank you to the team of Treasurers (Thomas Blankley, Jan Hashizume, Trip Lynch, Nancy Rowe and Bill Skelton), Chancellor Wayne Yoshigai, Danny Casey, and Rae Costa. Much thanks also to our banker Steve Lim from First Hawaiian Bank. Danny Casey and I also helped the Churches in Oahu to obtain the County of Honolulu Small Business Relief and Recovery grants totaling approximately \$138,000.
9. The Legacy Society membership is at 127. The purpose of the Legacy Society is to recognize those who have remembered their church in their estate plans, and -more so - to enable members to witness to the value of their church in their lives and to secure ministries for generations to come. Thank you all for including your church in your will. Please consider joining the Legacy Society. Please contact me or please go to our website to see the Planned Giving Material:
Episcopalhawaii.org > Resources > Forms & Documents > Legacy Society.

I would like to thank the treasurers, wardens, parish administrators and clergy whose work, cooperation and goodwill have helped us in our work. I also like to thank Danny Casey and Rae Costa for the fine work they do. Many thanks also to the members of Diocesan Council, Commission on Finance and Administration, Commission on Investments, and folks on special projects, Chancellor and Vice Chancellors, Diocesan Support Center and Sharon Billingsley. Please pray that 2021 is going to be a better year. Thank you all for your support and the gifts you share with us.

Balance Sheet

THE EPISCOPAL CHURCH IN HAWAII
BALANCE SHEET
August 31, 2020

ASSETS

Cash and Cash Equivalents	902,045
Certificates of Deposit	201,695
Accounts Rec. - Churches/Other	319,197
Prepaid Expenses and Other Assets	148,084
Loan Receivable- Churches	122,763
Investments	40,415,763
Land & Buildings	2,899,481
Assets Held in Trust	2,472,391

TOTAL ASSETS

47,481,418

LIABILITIES

Accounts Payable	6,383
Accrued Vacation	19,234
Due to Churches/Other	52,878
Churches' Endowment	19,919,493
Security Deposits	18,240
Annuity Payment Liability	6,930
Note Payable - Churches	102,763
Note Payable - Diocese - PPP Loan	165,500
Postretirement Benefits	633,528

TOTAL LIABILITIES

20,924,950

NET ASSETS

Unrestricted	
General Fund	550,252
Plant Fund	2,899,481
Investment Fund	6,366,501
Temporarily Restricted	
General Fund	145,005
Investment Fund	8,044,844
Permanently Restricted	
Investment Fund	8,550,386

TOTAL NET ASSETS

26,556,468

TOTAL LIABILITIES AND NET ASSETS

47,481,418

Income Statement

THE EPISCOPAL CHURCH IN HAWAII INCOME STATEMENT FOR THE PERIOD ENDED 8/31/20

	Actual 8/31/20	Budget YTD	Variance		Annual Budget
INCOME					
Assessments	1,183,004	1,183,004	0	A	1,774,524
COVID-19 Waiver	(295,760)	(295,760)	0		-295,760
Investments	384,746	368,837	15,909	B	563,565
Rentals	128,480	125,068	3,412		187,600
Other	14,151	26,200	(12,049)	C	48,300
TOTAL INCOME	1,414,622	1,407,349	7,273		2,278,229
EXPENSES					
MINISTRY AND MISSION					
Diocesan Initiatives	6,728	7,336	608		11,000
Support for Organized Missions	139,295	141,668	2,373		212,500
Discipleship	76,091	77,040	949		135,300
Outreach and Justice	22,856	21,668	(1,188)		32,500
Ministry Development	137,021	163,508	26,487	D	231,500
Other	32,313	29,273	(3,040)		43,909
Subtotal Ministry and Mission	414,303	440,493	26,190		666,709
DIOCESAN ORGANIZATION					
Episcopate	178,591	186,438	7,847	E	276,370
Diocesan Support Center Staff Administration	410,272	416,408	6,136		623,200
Diocesan Expenses	365,678	373,316	7,638	F	580,200
Ault Memorial Office Bldg.	39,410	51,386	11,976	G	74,750
Travel	2,968	10,668	7,700	E	16,000
Other	28,961	31,332	2,371		41,000
Subtotal Diocesan Organization	1,025,880	1,069,548	43,668		1,611,520
TOTAL EXPENSES	1,440,183	1,510,041	69,858		2,278,229
DEFICIT	(25,562)				

EXPLANATION OF SIGNIFICANT VARIANCES

- A** Assessment unpaid as of 8/31/20 = \$42,426. See listing attached.
- B** Due to better than anticipated performance of endowment fund versus revised budget reductions.
- C** Reduced income transfer due to reduced Waiolaihui'ia expenses.
- D** Due mainly to reduction of Curacy Support payments, and Waiolaihui'ia expenses under budget.
- E** Due to reduction in travel because of COVID-19.
- F** Due to mainly a reduction in various expenses offset with an increase in legal expenses
- G** Due to reduction of anticipated increase in security costs because of lockdowns for COVID-19.

Assessment Balance Due

THE EPISCOPAL CHURCH IN HAWAII

Current year (2020) Assessment Balance Due

	Assessment Outstanding 8/31/20	Payments made thru. 9/30/20	Balance Due 9/30/20
Grace Episcopal	\$ 655	\$ 655	\$ -
Holy Nativity Church	\$ 5,670	\$ 5,670	\$ -
St. John's by the Sea Church	\$ 1,090	\$ 1,090	\$ -
St. Michael & All Angels Church	\$ 12,958	\$ 6,972	\$ 5,986
St. Paul's Church - Honolulu	\$ 13,749	\$ 13,749	\$ -
St. John the Baptist	\$ 1,389	\$ 1,389	\$ -
St. Stephen's Church	\$ 1,342	\$ 1,342	\$ -
St. Timothy's Church	\$ 5,573	\$ 5,573	\$ -
Total	\$ 42,426	\$ 36,440	\$ 5,986

Diocesan Assessment

THE EPISCOPAL CHURCH IN HAWAII
DIOCESAN ASSESSMENT (18%)

CHURCH	18%	2018	2020	2019	2021	2021
		OPERATING INCOME	DIOCESAN ASSESSMENT	OPERATING INCOME	DIOCESAN ASSESSMENT	INCREASE/ (DECREASE)
ALL SAINTS'		255,867	46,056	222,211	39,998	(6,058)
CALVARY		185,092	33,317	215,237	38,743	5,426
CHRIST CHURCH		173,392	31,211	224,802	40,464	9,253
CHRIST MEMORIAL		157,793	28,403	219,295	39,473	11,070
EMMANUEL		233,623	42,052	234,585	42,225	173
EPIPHANY		280,905	50,563	293,493	52,829	2,266
GOOD SAMARITAN		71,242	12,824	82,688	14,884	2,060
GOOD SHEPHERD		393,702	70,866	381,208	68,617	(2,249)
GRACE		43,647	7,856	34,581	6,225	(1,631)
HOLY APOSTLES		298,839	53,791	312,845	56,312	2,521
HOLY INNOCENTS		177,829	32,009	157,673	28,381	(3,628)
HOLY NATIVITY		377,977	68,036	507,160	91,289	23,253
ST. ANDREW		1,919,295	345,473	1,750,591	315,106	(30,367)
ST. AUGUSTINE'S		180,862	32,555	186,800	33,624	1,069
ST. CHRISTOPHER		358,071	64,453	343,116	61,761	(2,692)
ST. CLEMENT		364,059	65,531	326,699	58,806	(6,725)
ST. ELIZABETH'S		493,042	88,748	477,150	85,887	(2,861)
ST. JAMES'		549,450	98,901	559,538	100,717	1,816
ST. JOHN BAPTIST		92,629	16,673	86,551	15,579	(1,094)
ST. JOHN'S KULA		273,996	49,319	275,501	49,590	271
ST. JOHN'S BTS		72,639	13,075	78,590	14,146	1,071
ST. JUDE'S		67,382	12,129	62,989	11,338	(791)
ST. LUKE'S		140,058	25,210	150,559	27,101	1,891
ST. MARK'S		359,444	64,700	355,860	64,055	(645)
ST. MARY'S		295,056	53,110	279,371	50,287	(2,823)
ST. MATTHEW'S		82,109	14,780	75,212	13,538	(1,242)
ST. MICHAEL		399,074	71,833	430,014	77,403	5,570
ST. PAUL'S		305,540	54,997	235,360	42,365	(12,632)
ST. PETER'S		504,205	90,757	518,376	93,308	2,551
ST. STEPHEN'S		89,466	16,104	94,390	16,990	886
ST. TIMOTHY'S		371,507	66,871	179,759	32,357	(34,514)
TRINITY BTS		196,759	35,417	152,660	27,479	(7,938)
WEST KAUA'I		93,909	16,904	88,206	15,877	(1,027)
TOTAL		9,858,460	1,774,524	9,593,070	1,726,754	(47,770)

Less: COVID 19 Assessment waiver (2 months) (295,760) (287,792)
1,478,764 1,438,962

Investment Funds of the Episcopal Church in Hawai'i

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAI'I
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	<u>Total Shares</u>	<u>Mkt Value @ 91.576023</u>	<u>(Cost) Balance End of Quarter</u>
<u>ALL SAINTS' CHURCH, KAPAA</u>			
Clergy Childrens' Education Fund	85.31103	7,812.44	6,319.58
Albert Horner Organ Maint Fund	67.96350	6,223.83	2,619.38
Eddie Ruby Scott Trust	226.56752	20,748.15	19,797.86
Etta Wilcox Sloggett Memorial Fund	213.51579	19,552.93	3,782.03
Emma Lyman Wilcox Memorial Fund	313.78951	28,735.60	5,242.56
Henry Willey Columbarium	174.46485	15,976.80	6,519.94
Ramona R. Walden Altar Fund	18.47740	1,692.09	1,466.49
Rector's Equity Allowance	0.11014	10.09	9.47
Willey Memorial Fund	430.85283	39,455.79	16,889.80
ALL SAINTS' CHURCH, KAPAA Total	<u>1,531.05257</u>	<u>140,207.72</u>	<u>62,647.11</u>
<u>CAMP MOKULEIA, OAHU</u>			
Margaret Root Clarke Memorial Camp Scholarship Fund	81.93888	7,503.64	3,288.75
Margaret Monterio Mem Campership	169.33840	15,507.34	7,403.67
Robert and Debra Tupper Camp Scholarship Fund	176.65173	16,177.06	15,678.04
CAMP MOKULEIA, OAHU Total	<u>427.92901</u>	<u>39,188.04</u>	<u>26,370.46</u>
<u>CHRIST CHURCH, KEALAKEKUA, HI</u>			
Christ Church Property	433.10231	39,661.79	41,417.73
David Douglas Wallace Mem Endow Fd	46.78970	4,284.81	1,789.23
Parish Designated Trust Fund	257.84853	23,612.74	19,854.59
Ellen C Hall Fund	175.79908	16,098.98	5,115.86
Dora Greenwell Bryant Pennell Fund	23.32673	2,136.17	939.12
The Greenwell Memorial Trust	615.09751	56,328.18	42,571.68
Restoration/Renovation Fund	301.79403	27,637.10	20,210.92
Mission Fund	101.88822	9,330.52	5,147.71
S.H. Davis Fund	0.94400	86.45	87.22
CHRIST CHURCH, KEALAKEKUA, HI Total	<u>1,956.59011</u>	<u>179,176.74</u>	<u>137,134.06</u>
<u>CHRIST MEMORIAL CHURCH, KILAUEA</u>			
Eddie Ruby Scott Trust	383.11574	35,084.22	33,700.61
Building Maintenance Fund	2,512.44970	230,080.15	220,716.55
CHRIST MEMORIAL CHURCH, KILAUEA Total	<u>2,895.56544</u>	<u>265,164.37</u>	<u>254,417.16</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	Total Shares	Mkt Value @ 91.576023	(Cost) Balance End of Quarter
<u>DIOCESAN - BUDGET</u>			
Alice Anne Rice Endowment Fund	2,472.51824	226,423.39	213,286.37
Episcopate Endowment Fund	45,578.63647	4,173,910.26	2,443,277.93
Edwin Lani and Puanani Hanchett Memorial Mission Fund	765.03947	70,059.27	59,628.43
George Hebrank Endowment Fund	778.86042	71,324.94	64,814.49
Hawaiian Church Chronicle	212.79430	19,486.86	9,953.49
Helen Hagemeyer Endowment Fund	11,565.08525	1,059,084.51	933,569.99
Katherine Hanley Wery Trust	1,109.17455	101,573.79	94,145.86
Kenneth & Ruth Perkins Endowment Fund	2,020.55440	185,034.34	171,819.44
Mary Y.C. Ing Restoration Fund	19,337.74637	1,770,873.91	1,623,372.77
Morimasa & Myrtle Kaneshiro Fund	604.32314	55,341.51	52,914.56
Thomas Dowell Phillips Mem Pen Fd	474.42167	43,445.65	22,700.79
Von Holt Fund	41,224.84493	3,775,207.35	3,132,752.92
DIOCESAN - BUDGET Total	126,143.99921	11,551,765.78	8,822,237.04
<u>DIOCESAN - OTHERS</u>			
The Rev. J. Thurlow and Jane Baker Memorial Fund	2,298.65605	210,501.78	192,726.62
Bishop's Pastoral Fund	1,140.42157	104,435.27	87,703.86
The Chang Clergy Children's Scholarship Fund	1,807.34771	165,509.72	160,250.92
Bishop's Special Fund	416.20343	38,114.25	31,694.62
Clergy Continuing Education Fund	7,457.67062	682,943.82	534,639.04
Diocesan Capital Reserve	2,088.36290	191,243.97	181,756.76
Diocesan General Fund	4,820.77221	441,467.15	428,735.75
Eleanore McKinney Endowment Fund	528.19847	48,370.32	41,063.66
Future Bishops' Transition Reserve Fund	2,462.23921	225,482.07	214,932.09
Episcopate Construction Fund	193.37527	17,708.54	15,047.80
Harry & Katherine Kennedy Memorial Fund	669.41121	61,302.02	53,199.63
Hono'uliuli Mission Fund	232.61003	21,301.50	21,424.68
Hurricane Deductible & Earthquake Reserve Fund	17,079.80757	1,564,100.85	1,489,963.84
Lambeth Conference Travel Fund	153.36918	14,044.94	12,772.04
Linberg Revolving Fund	11,605.83208	1,062,815.95	937,019.13
Rev. George W. MacCray Fund	14,560.98694	1,333,437.27	1,300,099.35
Medigap Fund	2,629.43225	240,792.95	230,759.84
Mission Fund	751.60200	68,828.72	63,644.00
Eric Potter Memorial Fund	258.44921	23,667.75	22,316.56
Scholarship Fund	5,226.99825	478,667.71	388,862.15
St. George's Endowment Fund	13,191.16159	1,207,994.12	1,145,760.10
Victory Fund	1,471.29349	134,735.21	129,504.01
The Waikiki Episcopal Chapel Endow Fund (UR)	6,384.30687	584,649.43	588,030.13
The Waikiki Episcopal Chapel Endow Fund (PR/TR)	157.11668	14,388.12	14,471.32
DIOCESAN - OTHERS Total	97,585.624790	8,936,503.43	8,286,377.90

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	<u>Total Shares</u>	<u>Mkt Value @ 91.576023</u>	<u>(Cost) Balance End of Quarter</u>
<u>EMMANUEL EPISCOPAL CHURCH, KAILUA</u>			
Church Renovation Fund	890.09246	81,511.13	75,011.15
Emmanuel Church, Special Fund	1,825.83594	167,202.79	159,560.13
Gratia McConkey Memorial	280.52096	25,688.99	24,908.31
The Leroy, Charlotte & Valarie Green Endowment Fund	184.13384	16,862.24	12,904.82
Joseph J and Anna P Lovell Tr Fund	1,131.60190	103,627.60	91,331.96
Maggie Nott Fund	367.31129	33,636.91	31,072.38
Church Undesignated Operating Reserve Fund	600.18417	54,962.48	55,382.79
Rowe Fund	148.93985	13,639.32	12,702.46
Various Memorial Funds	109.36490	10,015.20	9,244.51
Youth Ministry Fund	44.27698	4,054.71	3,782.03
EMMANUEL EPISCOPAL CHURCH, KAILUA Total	<u>5,582.26229</u>	<u>511,201.37</u>	<u>475,900.54</u>
<u>EPIPHANY CHURCH, HONOLULU</u>			
Candle Fund	47.26461	4,328.31	1,496.78
Donald Mikio Matsumori Memorial Fund	1,289.82927	118,117.43	114,937.61
Wilfred Richardson Mem Flower Fund	14.97441	1,371.30	725.70
Sophia Taylor Mem Altar Guild Fund	33.56323	3,073.59	1,281.79
Georgiana Crutchfield Memorial Fund	51.58088	4,723.57	3,971.88
EPIPHANY CHURCH, HONOLULU Total	<u>1,437.21240</u>	<u>131,614.20</u>	<u>122,413.76</u>
<u>GOOD SAMARITAN</u>			
Church Unrestricted A/C	78.22839	7,163.84	5,721.47
Preschool Unrestricted A/C	197.55794	18,091.57	17,526.02
Church Operational A/C	224.14501	20,526.31	16,906.06
GOOD SAMARITAN Total	<u>499.93134</u>	<u>45,781.72</u>	<u>40,153.55</u>
<u>GOOD SHEPHERD CHURCH, WAILUKU</u>			
Clergy Housing Trust	2,236.48198	204,808.13	192,725.83
Altar Guild Fund	91.96452	8,421.74	8,292.75
Bross Memorial Youth Fund	2,775.89565	254,205.48	258,161.28
Memorial Fund	306.23452	28,043.74	27,036.04
Seminarian Scholarship Fund	94.65618	8,668.24	8,593.71
GOOD SHEPHERD CHURCH, WAILUKU Total	<u>5,505.23285</u>	<u>504,147.33</u>	<u>494,809.61</u>
<u>GRACE EPISCOPAL CHURCH</u>			
General Fund	141.15823	12,926.71	12,640.63
Memorial Fund	339.87946	31,124.81	30,372.14
Richard and Helen Hagemeyer Endowment Fund	1,236.24612	113,210.50	106,504.88
GRACE EPISCOPAL CHURCH Total	<u>1,717.28381</u>	<u>157,262.02</u>	<u>149,517.65</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	<u>Total Shares</u>	<u>Mkt Value @ 91.576023</u>	<u>(Cost) Balance End of Quarter</u>
<u>CHURCH OF THE HOLY APOSTLES, HILO</u>			
Auto Replacement Fund	16.96016	1,553.14	1,315.29
Babe Chillingworth Memorial Fund	24.67886	2,259.99	2,169.79
Vestment Fund	258.95015	23,713.62	18,904.41
Thomas and May Cook Memorial Fund	1,620.30822	148,381.38	113,585.98
The Kilauea Fund	6,419.40616	587,863.69	367,077.45
Program/Clergy Fund	771.73960	70,672.84	58,075.81
Martha E Wakefield Mem Vicarage Fd	1,553.92231	142,302.03	89,393.04
Ronald C Yoder Memorial Fund	197.84185	18,117.57	15,032.80
Joseph Clark Young People's Fund	26.63713	2,439.32	2,280.66
Altar Linen Fund	85.35517	7,816.49	6,956.77
Kitagawa Memorial Fund	6.45517	591.14	514.35
Mae Marcellino Memorial	10.28094	941.49	831.31
CHURCH OF THE HOLY APOSTLES, HILO Total	10,992.53572	1,006,652.70	676,137.66
<u>HOLY INNOCENTS CHURCH</u>			
Kahi Maluhia Trust Fund	456.83390	41,835.03	41,939.88
The Church of the Holy Innocents Endowment Fund	117.44675	10,755.31	10,414.13
HOLY INNOCENTS CHURCH Total	574.28065	52,590.34	52,354.01
<u>HOLY NATIVITY CHURCH, HONOLULU</u>			
Bob and Jean Steele Scholarship Fund	225.16488	20,619.70	20,329.74
Columbarium	565.87362	51,820.46	50,759.68
Concert	65.37509	5,986.79	5,880.03
Nellie Hartman	5,688.85315	520,962.55	510,363.14
Capital Improvements	805.52621	73,766.89	73,800.65
Hjorth	175.21457	16,045.45	15,719.44
General Operating Endowment	9,182.42006	840,889.51	834,181.27
Memorial	312.47385	28,615.11	28,081.81
Margaret L Montgomery Trust Fund	339.70121	31,108.49	27,727.53
HOLY NATIVITY CHURCH, HONOLULU Total	17,360.60264	1,589,814.95	1,566,843.29
<u>HOLY NATIVITY SCHOOL, HONOLULU</u>			
General and Reserve Fund	4.62186	423.25	403.69
Reed Glover Endowment Fund	5.18155	474.51	466.95
Church Endowment Fund	5.02984	460.61	452.90
Hagemeyer Scholarship Endowment Fund	2,504.63803	229,364.79	207,070.81
Scholarship Endowment Fund	5.22633	478.61	471.18
Bellows Scholarship Endowment Fund	88.67628	8,120.62	8,020.20
Ruth Alison Bastis Endowment Fund	1,509.38075	138,223.09	146,509.83
HOLY NATIVITY SCHOOL, HONOLULU Total	4,122.75464	377,545.48	363,395.56

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	Total Shares	Mkt Value @ 91.576023	(Cost) Balance End of Quarter
<u>ST. AUGUSTINES EPISCOPAL CHURCH, KAPAAU</u>			
Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund-St Augustine's Church	408.86346	37,442.09	29,738.19
Building Fund	1,199.08308	109,807.26	103,672.98
General Fund	1,114.76278	102,085.54	100,634.76
Richard & Helen Hagemeyer Fund	935.68371	85,686.19	84,547.59
St Augustine's Church Yard Fund	222.32316	20,359.47	15,420.82
The Clergy Support Fund	979.15381	89,667.01	86,490.53
Carson and Rosemary Rasmussen Clergy Endowment Fund	7,009.37208	641,890.42	622,899.84
ST. AUGUSTINES EPISCOPAL CHURCH, KAPAAU Total	11,869.24208	1,086,937.98	1,043,404.71
<u>SAINT ANDREW'S CATHEDRAL</u>			
Candle Fund	89.83091	8,226.36	1,980.38
Capital Reserve Fund	1,297.94651	118,860.78	113,826.06
Cathedral Unrestricted Endowment	14,601.04301	1,337,105.45	1,269,805.87
Augustine Powers	1,000.12306	91,587.29	88,769.21
Living Endow, Clergy, Etc.	394.45810	36,122.90	35,011.42
The Deanery	245.78806	22,508.29	15,974.18
Choir	62.48685	5,722.30	5,546.22
Organist	64.98628	5,951.19	5,768.07
W Armitage Carlisle	271.89917	24,899.44	23,983.46
Guild & Aux	940.75125	86,150.26	24,223.82
Young Memorial	997.29749	91,328.54	35,795.92
Anderson Memorial	171.06949	15,665.86	7,423.88
Devonish	11.98640	1,097.67	775.65
Tenney	98.02141	8,976.41	2,291.98
Palmer	390.21182	35,734.05	24,005.83
Maintenance & Renovation	1,251.33808	114,592.56	55,517.32
Memorial Buildings	993.32436	90,964.69	24,683.31
Outreach	390.30172	35,742.28	25,011.06
Nellie Alice Russell	274.47177	25,135.03	22,569.93
Abbe Green	47.93682	4,389.86	2,520.05
Soper	47.93705	4,389.88	2,517.20
R. Hicks Memorial	283.80774	25,989.98	23,009.36
Orvis Music Fund	1,906.83608	174,620.46	163,307.39
SAINT ANDREW'S CATHEDRAL Total	25,833.85343	2,365,761.53	1,974,317.57

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	Total Shares	<u>Mkt Value @</u> <u>91.576023</u>	<u>(Cost) Balance</u> <u>End of Quarter</u>
<u>ST. ANDREW'S CATHEDRAL FOUNDATION</u>			
Anne J Benner Fund	1,806.81007	165,460.48	161,864.38
Chillingworth Fund	10,128.36182	927,515.09	907,030.58
Dennison Memorial Fund	316.00081	28,938.10	28,309.16
Eileen Waterman Fund	377.96336	34,612.38	33,926.52
Hallan Trust	4,772.51291	437,047.75	427,263.73
HN Conley	440.73889	40,361.11	39,483.91
John Dominis Holt Fund	1,228.32905	112,485.49	109,990.35
Joseph Lovell Fund	850.89473	77,921.56	76,193.11
Kenneth & Ruth Perkins Endowment Fund	1,967.55222	180,180.61	167,709.01
Margaret Peggy Kai Fund	1,429.45148	130,903.48	128,058.44
MN Gilbert Fund	491.33485	44,994.49	43,996.43
Norman Ault Music Fund	186.11421	17,043.60	16,665.54
Perkins Trust	3,042.20615	278,593.14	273,072.66
Virginia Koch Fund	807.63031	73,959.57	72,494.02
Von Holt Fund	232.43041	21,285.05	20,812.91
William & Mary Ault	1,873.47334	171,565.24	167,759.60
Young Family Fund	1,431.17005	131,060.86	128,212.40
ST. ANDREW'S CATHEDRAL FOUNDATION Total	31,382.97466	2,873,928.00	2,802,842.75
<u>SAINT ANDREW'S SCHOOLS</u>			
Alumnae Association Scholarship Fund	475.78611	43,570.60	25,687.89
British Benevolent Society Scholarship	268.33484	24,573.04	10,914.53
Class of 1966 Endowed Fund for Hawaiian Culture	349.21688	31,979.89	29,575.19
E E Ford Foundation	294.61762	26,979.91	14,823.13
Frederick Mitchell Endowment	199.32732	18,253.60	17,893.54
Fred H. & Ruth K. Shintaku Scholarship Fund	875.97502	80,218.31	71,104.40
Bishop Harry S Kennedy Schl Fund	314.59004	28,808.90	16,620.68
Sister Evelyn Scholarship Fund	211.41882	19,360.89	7,811.97
Betty V Von Holt Scholarship Fund	139.63406	12,787.13	5,187.46
Eleanor Wilcox Carney Financial Aid Fund	228.38747	20,914.82	19,795.93
Ellen K. Brazauski Scholarship Fund	199.59740	18,278.34	16,800.41
Class of 1951 Scholarship Fund	103.05871	9,437.71	8,955.24
Yoshie Isoshima Fund	460.77944	42,196.35	39,602.92
Sarah Horswill Kauka Scholarship Fund	241.22661	22,090.57	20,580.84
Class of 1952 Faculty Advancement Fund	832.72128	76,257.30	72,735.70
Solien Science and Math Endowment Fund	628.71490	57,575.21	53,317.12
SAINT ANDREW'S SCHOOLS Total	5,823.38652	533,282.57	431,406.95

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	Total Shares	Mkt Value @ 91.576023	(Cost) Balance End of Quarter
<u>ST. CHRISTOPHER'S CHURCH - KAILUA</u>			
Rector's Hsg. Endow Fund	1,804.15681	165,217.51	153,398.06
General Endowment	2,035.79816	186,430.30	174,192.74
Outreach Endow Fund	945.33323	86,569.86	55,526.89
ST. CHRISTOPHER'S CHURCH - KAILUA Total	4,785.28820	438,217.67	383,117.69
<u>ST. CLEMENT'S PARISH, HONOLULU</u>			
Brodhead Fund for Social / Adult Education	526.23353	48,190.37	39,441.49
Brodhead Memorial Fund for Prayer Books & Hymnals	25.74244	2,357.39	1,716.69
Chapel of Peace Maintenance Fund	1,010.04126	92,495.56	80,343.05
Cooke Organ Fund	25.57574	2,342.12	2,345.58
General Fund	252.11779	23,087.94	19,576.64
ST. CLEMENT'S PARISH, HONOLULU Total	1,839.71076	168,473.38	143,423.45
<u>ST. ELIZABETH'S CHURCH, HONOLULU</u>			
Joseph Ho Foundation	3,618.85390	331,400.25	369,057.22
Hon Endowment Fund	71.20424	6,520.60	2,817.65
Val and Abbie Peroff Trust	122.97856	11,261.89	10,310.27
Scholarship Trust	502.38702	46,006.61	51,705.24
ST. ELIZABETH'S CHURCH, HONOLULU Total	4,315.42372	395,189.35	433,890.38
<u>SAINT JAMES' EPISCOPAL CHURCH</u>			
St. James Unrestricted Fund	6,499.94327	595,238.95	566,944.45
<u>ST. JOHN'S, KULA, MAUI</u>			
Shim-Mark-Littell Endowment	1,247.06388	114,201.15	111,564.95
Cemetery Perpetual Care Fund	320.79913	29,377.51	25,188.94
Facility Repair, Replacement and Improvement Fund	709.90278	65,010.07	63,222.09
Grounds and Cemetery Improvement Fund	418.39332	38,314.80	36,034.94
Holy Spirit Super Fund	874.39454	80,073.57	76,335.74
St. John's Endowment Fund	969.01624	88,738.65	81,085.06
ST. JOHN'S, KULA, MAUI Total	4,539.56989	415,715.75	393,431.72
<u>ST. JOHN'S BY-THE-SEA, KANEOHE</u>			
General Endowment Fund	515.97075	47,250.55	47,418.49
Lot Lau Endowment Fund	265.84148	24,344.71	22,631.99
ST. JOHN'S BY-THE-SEA, KANEOHE Total	781.81223	71,595.26	70,050.48
<u>ST. JOHN THE BAPTIST EPISCOPAL CHURCH</u>			
Richard & Helen Hagemeyer Endowment Fund	997.97948	91,390.99	84,107.43

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	Total Shares	Mkt Value @ 91.576023	(Cost) Balance End of Quarter
<u>ST. JUDE'S EPISCOPAL MISSION</u>			
Unrestricted Fund	1,055.09974	96,621.84	96,829.79
<u>ST. MARK'S EPISCOPAL CHURCH</u>			
Father Aiona Theological Education Fund	45.59308	4,175.23	4,112.41
Endowment Fund	524.83751	48,062.53	44,604.36
Elsie Okada Restricted Fund	160.56236	14,703.66	14,244.71
Princess Abigail Kawanakoa Fund	68.58467	6,280.71	5,696.90
ST. MARK'S EPISCOPAL CHURCH Total	799.57762	73,222.14	68,658.38
<u>SAINT MARY'S EPISCOPAL CHURCH</u>			
St. Mary's Building Portfolio	720.23836	65,956.56	67,095.73
<u>ST. MICHAEL'S, LIHUE, KAUAI</u>			
Eddie Wilcox	979.47301	89,696.24	82,860.16
The Ike Kampmann III Education Fund	412.95211	37,816.51	37,205.07
Malcolm and Imogene Miner Memorial Lecture Fund	310.30350	28,416.36	28,263.51
Eddie Ruby Scott Trust	457.18156	41,866.87	40,520.30
Nancy & Holbrook Goodale Fund	4,537.93511	415,566.05	397,960.29
Scheduled Maintenance Fund	590.43013	54,069.24	51,260.54
Legacy Endowment Fund	2,692.36597	246,556.17	228,152.29
Wilcox Rectory Endowment	1,253.66707	114,805.84	106,843.60
ST. MICHAEL'S, LIHUE, KAUAI Total	11,234.30846	1,028,793.28	973,065.76
<u>ST. NICHOLAS CHURCH</u>			
Jensen-Malvin Memorial Fund	183.84945	16,836.20	13,792.01
Beverly Booth Memorial Fund	47.15056	4,317.86	3,877.58
ST. NICHOLAS CHURCH Total	231.00001	21,154.06	17,669.59
<u>ST. PAUL'S-HONOLULU</u>			
Building Fund	5,232.97794	479,215.31	406,439.28
Bryon a Devonish Candle Fund	72.00206	6,593.66	5,354.77
Youth Group Fund	115.38267	10,566.29	11,437.27
ST. PAUL'S-HONOLULU Total	5,420.36267	496,375.26	423,231.32

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS	<u>Total Shares</u>	<u>Mkt Value @ 91.576023</u>	<u>(Cost) Balance End of Quarter</u>
<u>ST. PETER'S-HONOLULU</u>			
Capital Improvements Endowment	164.80376	15,092.07	15,304.75
Reserve Fund	5,745.63018	526,161.96	515,188.78
Columbarium Perpetual Care Fund	268.06496	24,548.32	24,894.84
General Endowment Fund	3,659.20292	335,095.25	356,658.91
Katherine Kong Endowment Fund	252.38659	23,112.56	23,347.31
Katherine Hanely Wery Outreach & Counseling Fund	2,250.72172	206,112.14	191,753.26
Lydia Y.F. Moo	51.64215	4,729.18	4,740.06
Mission Endowment Fund	1,983.69205	181,658.63	194,332.04
Raymond Kong Endowment Fund	432.87657	39,641.11	40,192.38
Albert C. Kong Endowment Fund	519.16801	47,543.34	45,404.96
Restricted Endowment Fund	579.24894	53,045.31	56,688.02
ST. PETER'S-HONOLULU Total	15,907.43785	1,456,739.87	1,468,505.31
<u>ST. STEPHEN'S CHURCH, WAHIAWA</u>			
Frank E Ahrendt Memorial Fund	206.97565	18,954.01	14,566.37
Combined Memorial Fund	57.03685	5,223.21	4,042.12
Mary Tree Hatlelid Music Fund	55.73811	5,104.27	4,971.49
The Solomon P. McCurdy Memorial Fund	149.87959	13,725.38	12,675.53
The France Memorial Fund	31.15823	2,853.35	2,242.44
Gerda Rutherford Fund	93.31772	8,545.67	7,244.47
ST. STEPHEN'S CHURCH, WAHIAWA Total	594.10615	54,405.89	45,742.42
<u>ST. TIMOTHY'S, AIEA, OAHU</u>			
Garduque Memorial Fund	47.27965	4,329.68	4,173.53
St. Timothy's Aiea Family Center	376.19387	34,450.34	33,534.05
STCC-Marion P. Tappe Scholarship Fund	27.28694	2,498.83	2,520.26
St. Timothy's Children's Center (STCC)	19.91292	1,823.55	1,747.29
St. Timothy's Fund	1,753.62908	160,590.38	154,111.68
Takafuji Memorial Fund	251.95690	23,073.21	22,241.08
ST. TIMOTHY'S, AIEA, OAHU Total	2,476.25936	226,765.99	218,327.89
<u>TRINITY EPISCOPAL CHURCH BY-THE-SEA, KIHEI</u>			
The Carol Law Memorial Columbarium Fund	89.94485	8,236.79	7,758.35
Trinity Investment Fund	735.17327	67,324.24	63,429.41
TRINITY EPISCOPAL CHURCH BY-THE-SEA, KIHEI Total	825.11812	75,561.03	71,187.76

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII
AS OF JUNE 30, 2020

TRUST ENDOWMENTS		<u>Mkt Value @</u>	<u>(Cost) Balance</u>
	<u>Total Shares</u>	<u>91.576023</u>	<u>End of Quarter</u>
<u>MISCELLANEOUS</u>			
ACCW Van Replacement Fund	430.95630	39,465.26	38,370.23
Daughters of the King	12.56293	1,150.46	1,113.05
Episcopal Church in Micronesia	1,324.94862	121,333.53	115,438.69
Episcopal Church Women of Hawaii	510.26032	46,727.61	42,478.62
Iolani Guild Scholarship Fund	1,115.90781	102,190.40	101,096.20
Queen Emma Chapel Missions Fund	902.76499	82,671.63	76,969.29
Henry Digby Sloggett Memorial Fund	17,940.23493	1,642,895.37	1,460,188.71
Eliza K. Spencer Native Hawaiian Ministry Endowment Fund	190.71160	17,464.61	14,079.14
Morimasa & Myrtle Kaneshiro Restricted Fund (Jan 2023)	172.41931	15,789.47	15,106.42
St. John's Episcopal School Bldg. Replacement Fund (Guam)	156.62448	14,343.05	11,751.48
Tom & Hatsune Sekimura Fund (qtrly distributions to Good Samaritan 1/1/15-12/31/29, transfer to TECH 1/1/2030)	260.74873	23,878.33	22,468.13
Women of Vision	141.11445	12,922.70	12,056.59
West Kauai Endowment Fund	283.81659	25,990.79	23,179.33
MISCELLANEOUS Total	<u>23,443.07106</u>	<u>2,146,823.21</u>	<u>1,934,295.88</u>
TRUST ENDOWMENTS PORTFOLIO GRAND TOTAL	<u>439,708.62111</u>	<u>40,266,766.75</u>	<u>35,242,256.77</u>

Average Sunday Attendance – By County

AVERAGE SUNDAY ATTENDANCE

CHURCH	County	2015	2016	2017	2018	2019
Christ Church	Hawai'i	67	62	53	51	57
Holy Apostles	Hawai'i	92	104	95	102	103
St. Augustine's	Hawai'i	72	70	65	68	79
St. James'	Hawai'i	158	170	181	190	196
St. Jude's	Hawai'i	42	45	49	45	36
Hawai'i Total		431	451	443	456	471
All Saints'	Kaua'i	122	120	115	98	97
Christ Memorial	Kaua'i	41	46	40	55	58
St. Michael	Kaua'i	139	113	120	115	113
West Kaua'i	Kaua'i	42	42	40	43	41
Kaua'i Total		344	321	315	311	309
Good Shepherd	Maui	130	147	135	114	107
Grace	Maui	29	32	32	36	33
Holy Innocents	Maui	79	42	38	74	53
St. John's, Kula	Maui	95	101	97	92	102
Trinity by-the-Sea	Maui	63	53	45	37	48
Maui Total		396	228	212	239	236
Calvary	O'ahu	49	46	35	42	31
Emmanuel	O'ahu	59	56	62	45	46
Epiphany	O'ahu	93	86	81	69	67
Good Samaritan	O'ahu	24	21	26	21	20
Holy Cross	O'ahu	8	9	8	8	5
Holy Nativity	O'ahu	104	88	76	72	61
St. Andrew	O'ahu	218	244	248	222	216
St. Christopher	O'ahu	106	93	94	97	94
St. Clement	O'ahu	121	109	112	110	102
St. Elizabeth's	O'ahu	217	220	210	201	187
St. John the Baptist	O'ahu	60	29	29	25	28
St. John's By-the-Sea	O'ahu	31	30	35	35	38
St. Luke's	O'ahu	24	25	24	26	26
St. Mark's	O'ahu	104	108	112	116	117
St. Mary's	O'ahu	73	76	67	60	39
St. Matthew's	O'ahu	25	20	16	15	14
St. Nicholas	O'ahu	73	33	36	34	32
St. Paul's	O'ahu	226	225	224	217	210
St. Peter's	O'ahu	103	110	115	117	117
St. Stephen's	O'ahu	33	37	35	33	33
St. Timothy's	O'ahu	78	109	105	40	77
O'ahu Total		1829	1774	1750	1605	1560
TOTAL		3000	2774	2720	2611	2576

Pledge Per Week, Ranking by Avg Weekly pledge/card

CHURCH	# Of Pledge Cards	Pledge %	Dollars Pledged	Annual Pledge	Avg Weekly pledge/card
Holy Apostles	48	62%	194,776	4,058	78
Christ Church	37	60%	135,000	3,649	70
St. Michael	71	56%	239,820	3,378	65
Emmanuel	34	48%	113,596	3,341	64
St. Mark's	64	59%	208,392	3,256	63
St. Peter's	71	41%	214,138	3,016	58
Calvary	17	23%	49,724	2,925	56
Holy Nativity	33	19%	94,180	2,854	55
All Saints'	50	64%	141,534	2,831	54
St. Clement	82	70%	229,961	2,804	54
St. Stephen's	14	40%	38,020	2,716	52
St. Nicholas	14	74%	36,000	2,571	49
St. Timothy's	39	55%	98,080	2,515	48
St. Mary's	23	21%	57,800	2,513	48
St. Christopher	74	53%	182,680	2,469	47
Trinity by-the-Sea	31	49%	75,412	2,433	47
Holy Innocents	37	56%	87,720	2,371	46
St. John's, Kula	69	58%	160,663	2,328	45
Epiphany	51	39%	114,126	2,238	43
St. Andrew	113	14%	252,460	2,234	43
St. James'	156	62%	344,672	2,209	42
Grace	18	110%	37,960	2,109	41
St. Augustine's	21	19%	35,658	1,698	33
St. John's By-the-Sea	28	58%	45,955	1,641	32
St. Jude's	25	64%	40,326	1,613	31
Christ Memorial	23	17%	36,584	1,591	31
St. Matthew's	21	43%	32,000	1,524	29
St. Elizabeth's	74	23%	112,070	1,514	29
St. Luke's	27	27%	40,350	1,494	29
Good Shepherd	76	29%	112,371	1,479	28
Holy Cross	6	89%	8,651	1,442	28
West Kaua'i	29	44%	39,100	1,348	26
St. John the Baptist	15	21%	18,492	1,233	24
Good Samaritan	26	32%	26,142	1,005	19
St. Paul's	93	28%	66,876	719	14
TOTAL	1610	39%	3,721,289	2,311	44

Pledge % = Dollars Pledged divided by Operating Income.

Attachment 10: Report of the Standing Committee

CONTACT: The Rev. Daniel Leatherman, President; (808) 488-5747

MEMBERS: The Rev. Mahi Beimes, Mr. John Decker, Ms. Sylvia DeGooyer, the Rev. Daniel Leatherman, the Rev. Paul Lillie, Ms. Ruth Smith, Mr. Chuck Spence, the Rev. Ray Woo

Review of Activities

- Reviewed the intake process for Title IV investigations
- Reviewed Diocesan policy on Background checks and Safeguarding God's People
- Consent to Elections: The Rev. Susan B. Hayes (Southern Virginia); the Rev. Mark Allen Van Koevering (Lexington); the Rev. Cn. Frank Logue (Georgia); the Rev. Deon Kevin Johnson (Missouri); the Rev. Poulsen Reed (Oklahoma); the Rev. Dr. Glenda Curry (Minnesota); the Very Rev. Craig Loya (Alabama); the Rev. Diana Akiyama (Oregon)
- Determined the ecclesiastical status and affirmed the release and removal of the Rev. Duane Leech from ordained ministry
- Reviewed the Property Development Mission Statement
- Consented to the ordination to the presbyterate of the Rev. Andrew Arakawa, the Rev. Steve McPeck, the Rev. James Shire
- Served as the Bishop's advisory council on various issues, especially around COVID-19 issues: feedback "from the field," future visioning, clergy support, congregational support and maintaining connections
- Served on Diocesan Task Force on Development of Property
- Served on Diocesan Task Force supporting St. Stephen's, Wahiawa
- Review of Expenditures –The Standing Committee (SC) made no expenditures.

Review of Goals –The SC has many canonical duties to perform which do not always align with the Diocesan Strategic Plan explicitly. Many activities above are related to the spiritual growth goal, whether it be work with potential ordinands, development and use of property for mission, or serving as the Bishop's advisory council.

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

CONTACT: Ms. Carrie-Anne Kokubun; cakokubun@gmail.com

COMMISSION MEMBERS: The Rev. Jasmine Bostock, the Rev. Linda Decker, the Rev. Bruce DeGooyer, the Rev. M. Keleawe Hee, Ms. Carrie-Anne Kokubun, Ms. Arleen Young

People in the Ordination Process:

Admitted to Postulancy

- Suzanne Kobayashi
- Mary Margaret Smith

Recommended for Candidacy

- None

Recommended for Ordination to the Transitional Diaconate

- None

Recommended for Ordination to the Priesthood

- Andrew Arakawa
- Steve McPeck
- James Shire

Continuing Education Grants:

This year the Commission has made grants totaling \$2,698 to the Rev. M. Keleawe Hee, and the Rev. Alison Dingley. The grants ranged from \$1,198 to \$1,500. There was another grant request that was approved and subsequently returned/canceled because of the COVID-19 Pandemic.

The guidelines for Continuing Education Grants are published on the Diocesan website (search for “Continuing Education”). All clergy and lay professionals are required to complete 24 hours of continuing education a year. Grants are available up to \$1,500 per year.

Other business and activities:

- Due to COVID restrictions, our meetings have been via Zoom since March 2020.
- We reviewed the steps to the processes for discernment and formation.
- We reviewed COM’s roles and responsibilities in the discernment process.
- We decided against having another gathering like the Hui Ho’olauna or BACAM.

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

CONTACT: James D. Putnam, Chairperson; jamesputnam85@gmail.com

COMMISSION MEMBERS: The Rev. Moki Hino, Mr. Joe Kindrich, the Rev. Giovan King, Ms. Wilma Namumnart, Mr. James Putnam, Mr. Nelson Secretario,
Diocesan Staff: Ms. Rae Costa, Mr. Peter Pereira

BACKGROUND: COFA has the responsibilities for review and approval/recommend approval to Diocesan Council for contract, lease, license and real estate actions. COFA was given the task to review and streamline policies and procedures to lessen administrative burdens on parishes and missions and Diocesan Council. For most of this year COFA meetings were held virtually via Zoom.

POLICIES AND PROCEDURES:

At the direction of the Bishop COFA is reviewing policies and procedures regarding the audit/review of parishes/missions in order to streamline the process, reduce unnecessary reviews, reduce cost to parishes and The Episcopal Church in Hawai'i (TECH). The Diocesan Support Center prepared a compilation of 14 diocese similar to Hawai'i in size the revenues. This compilation included each diocese's policies and procedures. COFA was able to find a number of "best practices" to apply to us. As of the writing of this report a final recommendation to Diocesan Council is pending.

ACTIONS:

- a. COFA reviewed and approved submitted contracts, leases, and licenses that were within its approval authority. Other actions required Diocesan Council approval were reviewed and forwarded with COFA's recommendations.
- b. COFA reviewed the Diocesan budget on a regular basis with the Treasurer or member of his staff. Additionally, the Diocesan financial reports were reviewed and discussed at regular meetings.

Attachment 13: Report of the Commission on Investments

CONTACT: Ms. Sheryl Seaman; Sheryls@g70.design

COMMISSION MEMBERS: The Rev. Preston Lentz, Mr. Trip Lynch, Ms. Kathy Sato, Ms. Sheryl Seaman, Ms. Jaime Yamane
Staff support: Mr. Peter Pereira, Treasurer; Advisor: Mr. Peter Backus, Graystone Consulting

REPORT: The Commission on Investments met with our financial advisor and our 6 fund managers on the third Thursday of every other month via Zoom since March. We review the performance of the portfolio and our investment policy for conformance with the national church policy. We made a presentation to the Council in April of this year following the onset of the COVID-19 events. This report had been requested by the Bishop.

Investment Portfolio: As of August 31, 2020, the portfolio's value was \$43,514,088. For the calendar year-to-date, trailing one, three, five years and since inception (6/30/92) returns were 7.20%, 12.56%, 6.92%, 6.67% and 7.28%. The stock bond asset allocation was 55%/45%.

Vaccines and potential treatment options continue to buoy the market with hopes that at least we will know more in October / November. Also with 10 year government bond yields at 0.7% or less most investors feel compelled to own equities to try to make sufficient returns for their portfolios.

Attachment 14: Report of the Compensation Review Committee (CRC)

CONTACT: The Rev. Kerith Harding, Chair; (808) 878-1485

COMMISSION MEMBERS: Mr. William Caldwell, Ms. Pam Fern, the Rev. Kerith Harding, the Rev. David Jackson, Mr. K. Peter Lee, the Rev. Ernesto JaR Pasalo, Jr.

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. This year, however, we find ourselves in unprecedented circumstances and must acknowledge the devastating impact of the global pandemic on the lives of so many individuals, families, and congregations. Given this, the CRC is not recommending an increase to the minimum in any of our compensation categories.

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.

No other changes of note have been made to the previous year’s resolution.

The CRC met via Zoom and has incurred no expenses.

Attachment 15: Report from the Historiographer

Contact: Mr. Stuart W. H. Ching; (808) 282-8308; stuartwhc@gmail.com

REVIEW OF ACTIVITIES

Acquisitions:

Rae Costa and Sonny Liu continue to facilitate transfer of historical items found in or deposited with the Diocesan Support Center. Items transferred to the Diocesan archives include:

- Program and 16 original photographs from the 1955 St. Andrew's Cathedral production, "God So Loved the World."
- Commemorative booklets for: Missionary District of Honolulu (1862-1952), St. Andrew's Priory School (1867-1967), St. Elizabeth's Church (1902-2002), St. Columba's Mission (1878-1955), St. John's Church, Kula (1900-2000), St. John's-By-the-Sea Church (1931-1997), and St. Mary's Church (1902-2002).
- Diocesan E-News issues: August 1, 2011-December 19, 2019.
- Reference file from John Hays on sculptures above the main entrance to the Cathedral.
- Sterling silver paten, dated 1832, belonging to English clergyman, the Rev. John M. Rodwell (1808-1900). Inscribed: VSVM Diocesos Honolvlensis d.d.d. I.M.R. Further research needed on Rev. Rodwell's connection to this Diocese, and the circumstances around this gift. Paten transferred by the Rev. John Lunn from Grace Church, Moloka'i.

Preservation:

Deposited items are evaluated as to appropriateness to the Diocesan collections. Materials are then arranged and rehoused in archival-standard file folders and boxes.

Access:

Container lists are created to aid retrieval of archival materials that have been arranged. Due to the COVID-19 pandemic, on-site access to collections by researchers has been temporarily suspended. Historiographer continues to respond to phone and email reference inquiries.

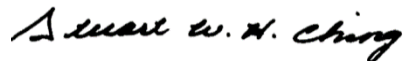
REVIEW OF EXPENDITURES

Acid-free storage cartons, file folders, and file folder supports purchased for \$345.

REVIEW OF GOALS ACHIEVED

The Diocesan archives continues ongoing acquisition and preservation of historical collections associated with this Diocese.

Respectfully Submitted,



Stuart W. H. Ching
Historiographer

Attachment 16: Report from the Canon for Congregational Life and Leadership

Contact: The Rev. Cn. Alexander (Sandy) Graham; (808) 536-7776 ext. 309

It is bittersweet to reflect on our time since we last met – *in person!* – for the Annual Meeting of Convention. As we pondered during a recent gathering (online!) of clergy, there are no direct experiences that we can draw upon as a Church or as a community that we can use as guideposts – there is no “this is what we did last time” to take apart and learn from. It is tempting to give in to a certain amount of despair.

In the face of that, we rely on certain immovables – as we pray in the evening service of Compline, “*Be present, O merciful God, and protect us... so that we who are wearied by the changes and chances of this life may rest in your eternal changelessness...*” We trumpet God’s saving deeds in history as we awe in the realization that the Creator-of-All-Things loves each of us deeply. The love of God brings the good out in us and those around us. But the “*changes and chances of this life*” have brought some good and sustaining fruit out of the faithful in Hawai‘i as well. I am profoundly moved by the ways we are continuing to adapt across the Diocese – worshiping God in creative ways through new venues, reaching new people, serving the vulnerable among us.

While, like most of us, I have a list of things I’d like to see go back to normal (*visiting congregations on other islands and travelling to see family rank pretty high on my list, and I can’t tell you how much I miss congregational singing!*), there are some amazing new endeavors I hope never fade away. I have seen increased collaboration between congregations (some even holding joint online worship for a time), new and innovative formation and fellowship offerings reaching those who were often unable to join in-person gatherings, and the clergy have been more consistently interconnected than anyone can remember. Looming largest, however, has to be the online worship offerings across the Diocese. Stretching our technical abilities and liturgical imaginations, we found ways to spread the good news and pray together despite all of our challenges. As we had to adapt to various state and county orders, the leap to offering online worship opportunities did not end when we were able to worship (in modified ways) in person once more. Streaming liturgies continued to connect with those who were either homebound or keeping safe in our ever-changing viral landscape. We connected with more people than ever before, and we shouldn’t lose sight of that either as an accomplishment or a continued opportunity to spread the love of God.

Aside from the items listed below, there were also numerous congregational Mutual Ministry Reviews, vestry workshops, consultations, support systems for the newly-ordained and lay and clergy leadership support endeavors throughout the year.

Transitions:

- All Saints, Kapa‘a – the Rev. David (Kawika) Jackson was called as Priest-in-Charge.*
- Epiphany, Kaimuki – the Rev. Christopher Bridges was called as Priest-in-Charge.
- Good Shepherd, Wailuku – the Rev. Moki Hino was called as Priest-in-Charge.
- Holy Nativity, Aina Haina – the Rev. Libby Berman was called as Rector.
- St. Mary’s, Mo‘ili‘ili – the Rev. Charles Browning was called as Priest-in-Charge.

- The Cathedral of St. Andrew – the Rev. Keleawe Hee (previously working as an Assisting Priest of the Cathedral) has been named Vicar with oversight of Pastoral Care and the 7am and 8am Sunday liturgies and the Rev. Heather Patton-Graham has been named Vicar with oversight of Formation and the 5:30pm Saturday and 10am Sunday liturgies. Archdeacon Steve Costa has also joined the Cathedral team.
- The Rev. Stephen McPeck was called as Priest-in-Charge of the Church of Christ the King in Frankfurt, Germany.
- St. Matthew's, Waimanalo – the Rev. Mahi Beimes has retired, and a Vicar Team of the Reverends Ha'aheo Guanson, Jenn Latham, and Ernesto (Jar) Pasalo has been put in place.
- St. John the Baptist, Ma'ili – the Rev. Jasmine (Jazzy) Bostock has been named as Vicar.
- The Rev. Diana Akiyama, Vicar of St. Augustine's in Kapa'au and Dean of Waiolaihui'ia, was elected Bishop of the Diocese of Oregon.

Diocesan Formation Events:

- Bishop's Weekly Bible studies/check-in with Diocesan clergy (began March 2020).
- "Spring Training" Event – with sections for Clergy, Wardens, Treasurers, Youth Leaders, and a separate meeting of Godly Play practitioners and SPICE, the clergy spouse/partners' group. This event was formerly called the "Chrism Mass Education Day", which until three years ago only involved clergy training (March 2020, moved to online).
- Clergy "Retreat" (August 2020, moved to online).

Diocesan Formation Support:

- In response to the Bishop's 2019 Convention address, we were able to arrange for heavily discounted (and then further subsidized) Faith Confirmed books for congregations across the diocese.
- *Revive*, a small group transformational program, has been purchased for all Churches and other institutions across the Diocese to use free of charge. Contact Halau Wa'a, St. Luke's, or Holy Apostles for their experience of the program, and contact me for more information on how to access it.
- Education for Ministry/EfM – ongoing trainings have continued. The Diocese helps to fund EfM.
- Godly Play – ongoing trainings have occurred, including online. The Diocese helps to fund Godly Play trainings.

Conferences attended:

- Genesis Gathering – Missional Church Planting Conference (November 2019, Birmingham).
- Virginia Theological Seminary Writing Retreat (January 2020, Alexandria).
- Rooted in Jesus – Hybrid gathering of what was once 3-4 separate conferences (January 2020, Atlanta).
- Province VIII Transition Ministers gathering (March 2020, moved to online).
- Successfully defended doctoral thesis! (April 2020, online).
- National Transition Ministers gathering (May 2020, online starting at 5am!).

- Weekly (then biweekly) Bishop's & Canons gatherings (began April 2020).
- Province VIII Transition Ministers gathering (September 2020, moved to online).

**Churches in our Diocese employ Interim Clergy only when there is a particular need (e.g. after a lengthy tenure or due to significant conflict). In order to encourage continued discernment, we will in most cases employ a Priest-in-Charge with a three-year Letter of Agreement, after which the Church, the Bishop, and the Priest can discern whether or not that Priest-in-Charge will be appointed or called as Vicar or Rector. I am privileged to take part in the new liturgy which has been developed to celebrate the new ministry of each Priest-in-Charge. Previously, as the Bishop officiates the Celebration of New Ministry for Rectors and Vicars, there was no liturgical outlet to celebrate Priests-in-Charge.*

Attachment 17: Report from the Dean of Waiolaihui'ia

Contact: The Rev. Diana Akiyama, Dean; (808) 854-6979, diana.akiyama@gmail.com

Instructor, Year One: The Rev. David Jackson

Instructors, Year Three: The Rev. Alison Donohue, the Rev. Diana Akiyama

Activities Report

- Three students completed Intro to Formation Year
- New admits to begin Year One of Waiolaihui'ia: Mary Margaret Smith (Diaconate), Catherine McPherson (Priesthood), Suzanne Kobayashi (Priesthood)
- One student advanced to Year Three: Frank Condello (Priesthood)
- Academic focus in Year One: Scripture; in Year Three: Theology and Ethics
- Recent graduates gather with current students on Friday evenings to form community.
- Dean Akiyama is a member of the Iona Collaborative and attended virtual monthly meetings of Deans; attended virtual annual meeting
- Covid19 created a natural move to Zoom meetings for all instruction; this technology is helping to rethink the weekend session format toward shorter sessions that meet more frequently

Expenditures

- Travel from neighbor islands pre-pandemic and food (in addition to meals provided by retreat center) pre-pandemic
- Books for instruction and instruction and mentor fees

2019 Goals Progress

- Successful move into virtual instruction using Zoom
- CPE unit has been cancelled due to personnel change at Iona Collaborative; Hawaii Pacific Ministries CPE also cancelled due to Covid19 restrictions
- Introduction to Formation Year completed its second class; three students will move forward into local formation.
- Oral exam in Church History conducted successfully at end of Year Two.
- Addition of Congregational Formation curriculum available free of charge to congregations
- Development of diversity training with emphasis on Hawai'i and history/context ongoing.

2020 Goals

- Successful leadership transition upon Dean Akiyama's departure December 2020
- Continued use of virtual instruction during Covid19 restrictions; benefits of these newly developed approaches will allow the program to incorporate more clergy mentors across the islands.
- Continued support for new students as alums participate in theological reflection evenings helping to form community.

Development/discovery of CPE-type self awareness learning experiences for students

Attachment 18: Report from Executive Assistant

CONTACT: Ms. Denise Esposito; (808) 536-7776 ext. 302

This position exists to provide the necessary support and assistance to the Bishop to enable him to perform his job efficiently and effectively. The Executive Assistant also performs functions related to required Diocesan recordkeeping, especially records related to clergy.

Support to the Bishop:

- Manage the Bishop's calendar by handling scheduling and keeping it up to date, and making sure the Bishop is aware of upcoming commitments.
- Receive requests for meetings with the Bishop and refer to staff or schedule meetings with Bishop as appropriate.
- Field and distribute phone calls and mail for the Bishop.
- Track, maintain and report the Bishop's expenses.
- Set up and Coordinate Bi-Annual congregational visitations for the Bishop.
- Schedule and make travel arrangements for Bishop's neighbor island trips including Seabury Board meetings and congregational visitations.
- Handle Bishop's Scholarships by publicizing availability, collecting and reviewing applications for eligibility and completeness, scheduling review committee meetings, and processing scholarship awards.
- Prepare letters for signature related to the Bishop's oversight of the Diocese and official acts.

Governance Coordination:

- Collect and forward Diocesan and Continuing Education Grant requests.
- Collect, forward, and file agenda and any supporting documents for monthly Diocesan Council meetings.
- Provide administrative support to the Commission on Ministry, Standing Committee and Diocesan Council.

Diocesan Recordkeeping:

- Maintain clergy, church, and miscellaneous files.
- Track and respond to clergy annual reports.
- Ensure the Diocesan Prayer Calendar and Bishop's Calendar on the website are up to date.
- Maintain and update Church and Clergy directories.
- Serve as Safe Church Administrator by confirming completion of training and adding users to online system.
- Serve as Ordination Officer and complete required annual reports to national office

Formation/Ordination:

- Create and maintain records for those in formation.
- Monitor and guide individuals in the formation process.
- Provide administrative support to the local formation program.

Other Responsibilities & Projects:

- Provide Support to 6 Design Committees and Task Forces.
- Create events and invites in Constant Contact for Governance Meetings and other events.
- Work with the Business Manager on updating Elvanto Database to enable the Diocesan Support Center to use Elvanto as a system to generate directories and reports on a regular basis.

Attachment 19: Report from Business Manager

Contact: Ms. Rae Costa; (808) 536-7776 ext. 326

Report:

- Continued with job tasks such as
 - Coordination of IT projects and purchases
 - Collection of annual Certificate of Election and Church Officials List reports
 - Purchasing of office supplies
 - Weekly staff calendaring
 - Guardian of office key logs
 - Review of churches and organizations websites
 - Human Resources issues (new hires, health insurance enrollment, etc)
- Coordinated office repairs and maintenance
- Organization and streamlining of office space and operations
- Planning of various events throughout the year
- Review, research, and implementation of cost savings for and in the office
- Staff liaison for Commission on Finance and Administration, Prison Ministry, Communications Design Team II, and the Square facilities meetings
- Various tasks associated with property (contracts, licenses, insurance, etc)
- Conducted Red Cross First Aid/CPR/AED certification classes.
- Coordination of the Virtual 52nd Annual Meeting including
 - Research of various online platforms for the meeting and for voting
 - Attending numerous how-to webinars in preparation
 - Creating training guides and presentations
- Updating and communicating policies and procedures

Goals:

- To document and standardize business procedures
- To pre-emptively answer questions from congregations by including answers to frequently asked questions regarding contracts, licenses, leases, etc. on forms and checklists
- To streamline, document and track projects such as contracts, licenses and leases
- To constantly improve communications regarding Education Day and Annual Meeting

Attachment 20: Report from Communications Contractor

Contact: Ms. Sybil Nishioka; news@episcopalhawaii.org

This past year has been the most consequential for the nation in decades. With the onset of COVID-19 in 2020, and the resulting lock down, how we communicate became more important than ever. For many of our churches, it has been (and continues to be) an education in online communications.

I worked with clergy and administrators to update or rebuild their websites, create or reactivate social media accounts, and provide assistance in tackling online worship/meetings. The face of worship itself became unrecognizable as churches went online utilizing Zoom and social media. The communications design team met regularly (online) to address the needs of our churches. When it became apparent that restrictions for in-person worship were not going to end soon, churches purchased equipment, internet services were upgraded, wi-fi boosters installed, and resources researched and shared to help us all navigate these uncharted times. Personally, I am thrilled to see that the Diocese as a whole, leaped into the modern age of online communication. In 2020, meetings went virtual on Zoom and I've been editing/formatting video messages from the Bishop that are released twice weekly on Mondays and Wednesdays, via e-mail, Facebook and YouTube, along with special announcements and sermons as needed. We witnessed ordinations and confirmations virtually, along with coffee hours and fellowship. But the biggest challenge thus far has been planning for this year's annual meeting that is being held virtually. Aside from my regular duties, the following are some of the highlights of this past year's activities and work I've been involved with (September 2019- September 2020):

- Complete overhaul of the Diocesan website with input from the Communications Design Team (February) and creation of new webpages for COVID-19, Communications, Bishop's Bible Study, Online Worship, Outreach, Ministries and Resources
- 52nd Annual Meeting – Branding, graphics, Bishop's Draft Budget video, training meetings, creation of several videos to be shown during the meeting
- COVID-19 special communications with new webpages, resources, graphics, posters
- Holy Week and Easter feature video (April)
- Launch of new E-Chronicle format (June) that combines the E-News and Chronicle into one publication released twice monthly. This new format has proven to be much more effective with an increase in engagement.
- Complete rebuild of three church websites*
- Production of approximately 75+ videos*

* Note: Towards the end of 2019, my contract was updated and renewed. Although the scope of responsibilities basically remained the same, wording was added for additional work performed. I decided to continue to offer those additional services (graphic design, website design/building, video editing) free of charge as my ministry to the Diocese and churches with need.

Attachment 21: Other Diocesan Reports

Committee on Native Hawaiian Ministries (CONHM)

Contact: Mr. Edward Bruce Hanohano, Chair; (808) 486-1773

Committee Members: The Rev. Jazzy Bostock, Mr. Edward Bruce Hanohano, Ms. Pi'ilani Hanohano, Ms. Kala Holden, Ms. Kalani Holokai, Ms. May Holokai, Mr. Roth Puahala

Aloha to my brothers and sisters in Christ,

At the end of September 2019, the Committee on Native Hawaiian Ministries hosted the bi-annual meeting of the Anglican Indigenous Network (AIN). A gathering of native indigenous peoples from all corners of the earth, converged on the island of O'ahu to speak of issues and plights of their native cultures in this 21st century.

Although our budget was relatively small, we were able to put on the conference with the help of donations from AIN, friends, family and discounts for rooms that the attendees paid for. St. Timothy's 'Aiea allowed us to borrow their 21-passenger van and a 2nd van was rented at a discounted rate which helped in reducing overall cost. All meetings were held in the parish hall at Epiphany Church.

Our expenditures were \$2,623.69 for the meeting.

We would like to mahalo Bishop Bob for hosting the first night's dinner buffet at the Hyatt Regency Hotel after a brief blessing on Waikiki beach. Unfortunately, Bishop Bob was unable to attend this dinner gathering of food and fellowship. Assistance came from Epiphany Church congregants who provided support with the continental breakfast, coffee and tea service, and kitchen support. Various other groups, volunteers and churches from around the island also assisted in the effort that made the gathering a success, mahalo nui loa kakou.

Delegates were transported to and from Waikiki to Epiphany Church, the host site in Kaimuki for the 4-day conference that included morning and evening prayer along with regular business activities. The group also drafted a communique that was adopted and transmitted to the United Nations. Other activities for the delegates included, of course, shopping, and walking tours of 'Iolani Palace and the Cathedral, and also a hike up Diamond Head trail.

Prison Ministry

CONTACT: The Rev. Kaleo Patterson, Chaplain; (808) 330-3769; kaleop@me.com

Dearest Sisters and Brothers in Christ,

I would be as the Apostle Paul writing to you from within the cold walls of a prison, but as such, the doors of Hawai‘i’s prisons have been shut tight and closed to community and religious programs since the impacts and risks of the coronavirus global pandemic.

Allow me though in this work at home setting, to express mahalo nui loa for the tremendous support and prayers of the Bishop, who initiated this much needed Prison Ministries effort of the Diocese, with the Diocesan Council and Diocesan Convention a few years ago.

Yes, as you have been seeing and hearing, learning and engaging, it is true that the Diocese does have an active, and **multi-disciplined approach** evolving in regards to prison ministries, offering services and programs in the numerous prisons of the Hawai‘i Department of Public Safety, which includes Kaua‘i, O‘ahu, Maui, Hawai‘i, and Saguaro Arizona. But also our common effort as a Diocese, involves reentry ministry and programs, in the community, a focus on the youth, men, and women, who are being released from prisons reentering community, and rehabilitating. We are also actively providing advocacy and education in local churches and various community forums.

Of course we can only do so much in addressing the need for dramatic and systemic **Prison and Criminal Justice reforms**, but we have begun, and on many levels, with many active clergy and lay volunteers, local churches are getting involved, and a sense that we have begun a work that is blessed by the leading of the Holy Spirit is very apparent.

This past year, in the early months, we had a very active **Baibala Pule Program** at Halawa Correctional, involving the weekly study of the RCL Gospel lessons, with emphasis on the study of Hawaiian vocabulary. These classes were always full to capacity. And now with the shut down, a correspondence approach has developed, involving curriculum handouts or mail-outs, and after 10 sessions, a NT Hawaiian English Baibala is presented to the pa‘ahao. Two cases of NT Baibala Hemolele were provided in July to the Chaplain at Saguaro Correctional for use in the **Faith Pod Program**, and this was facilitated through the Women’s Chaplain at the Women’s Correctional here on O‘ahu.

This year we had hoped to start an **Education for Ministry (EfM)**, a **four-year program** in religious studies and reflection from the School of Theology at the University of the South here on O‘ahu. We had already trained a group of facilitators on O‘ahu, in 2019, and secured some funding and support, but the persistent pandemic has slowed down our process. Our hope is that this program would begin at the Halawa Correctional Facility, and that it would identify and train men who are serious and discerning in studying for the ministry.

Our **Reentry Bac Pac Project**, supported by many of our local churches (and other denominations and community organizations) has been very active during this pandemic year, with pa‘ahao coming out in increasing numbers, we have developed new partnerships with halfway and clean and sober houses, and reentry, recovery, and work furlough programs. This project now includes offering support for other reentry needs (first 48 hrs & first 48 days), such

as initial transportation, ID documents procurement and fees, bus passes, medical coverage assistance, meals, food, clothing, rent assistance, and general assistance.

This year we coordinated two reentry clothing drives for Halawa Correctional and Laumaka Work Furlough. These involved kokua from OHA and many churches and community groups. We were also able to respond to requests and organized an Easter Candy drive for Halawa Correctional and the Women's Correctional. Another project related to requests for Hawaiian Language and Culture program DVD videos for use in modules and chapel programs, in this we coordinated support from OHA and Na Maka O Ka 'Aina.

In the area of funds and resources the Convention has approved funds for (1) chaplain position (less than ¼ time) to basically provide 10 hrs. per week of chaplain and program ministries in prisons; and some time also in the community related to reentry and prison and criminal justice reform education and advocacy. This position also includes an expense account, used to support the chaplain position. Other support and resources have graciously come from local churches, organizations and individuals. I am very grateful for the tremendous support for prison ministries, and acknowledge in this past year, and years past, the Cathedral of St. St. Andrew, St. Stephen's, St. Luke's, St. Clement's, Holy Nativity, Epiphany, Holy Apostles, St. Mark's, St. Peter's, St. Mary's, St. Elizabeth's, 'Iolani Guild, Pacific Justice and Reconciliation Center, First United Methodist Church, Trinity United Methodist Church, Haili Congregational Church, Association of Evangelical Churches, Ke Ola Mamo Hawaiian Health Services, Alu Like, Lili'uokalani Trust, Office of Hawaiian Affairs, Domestic Violence Center, Hawai'i Health and Harm Reduction, Cricket Wireless, House of Blessings, All In Sobriety, Makana O Ke Akua House, First L.A.P.P.; and many other churches, organizations, and individuals.

Mahalo Nui Loa!

Communications Design Team II

CONTACT: Mr. Lindy Marzo; (808) 935-5545.

MEMBERS: Ms. Rae Costa, the Rev. Mark Haworth, Mr. Lindy Marzo, Ms. Sybil Nishioka

Our team's mission is to help with the how, where, when and why of communications. In this 2020 Covid-19 pandemic, our communications team focused on E-news, The Chronicle, Facebook Live and Zoom Meetings. Our plans and activities quickly turned to guiding our parish communities to use Facebook Live and Zoom Meetings as a way of conducting regular prayer and worship services as well as parish business meetings.

Report:

- Met monthly through Zoom Meetings
- Discussed streamlining and updating of the Diocesan website
- Discussed combining the bi-monthly E-news and quarterly E-Chronicle into one publication, that would be released twice monthly.
- With the onset of COVID-19 and lockdowns, we discussed how to assist churches with online communications and providing resources through the website.
- We discussed the challenges of a partial and full online annual meeting

Accomplishments:

Our committee met monthly via Zoom Meetings reducing the cost of airfare expense. We met once in person prior to the pandemic to discuss revamping of the website. Our committee also discussed producing a Covid-19 resource page and provided information on how to use social media platforms for online worship and meetings. Although many churches were self starters, we were ready to provide assistance for their communication needs.

Goals:

- Start a Communications newsletter
- To see if there is interest in training, either on-site or webinars
- To be an aid to congregations by coming up with ideas/tools/etc that will help them get the word out
- To constantly improve Diocesan communications

‘Ohana Design Team II

MEMBERS: Ms. Dora Kraul, Ms. Shari Lynn, Mr. Ricky Melchor, Ms. Carolyn Morinishi

Meeting notes: Due to COVID-19, we communicated via email but did not meet physically in 2020. Our team represents four islands! -- Maui, Hawai‘i Island, Moloka‘i and Kaua‘i.

‘Ohana Design Team – Report on 2020 Action Items

Action Items for 2020:

- **Communication workshop by Ricky Melchor.** We started 2020 with email communication. Carolyn contacted the vestry at All Saints Kaua‘i. They were possibly willing to host a workshop, but were waiting for a new rector to arrive in February. About a month later, COVID-19 got serious and this idea was shelved.
- **Communication Zoom Workshop:** Ricky and Carolyn are organizing a series of “Communications Zoom Workshops” instead of an in-person workshop, due to COVID-19. First in this series will be focused on Kaua‘i residents and is tentatively scheduled for two dates, one each in October and November 2020.
- **Joint Vestry Retreat at Kōke‘e Lodge on Kaua‘i:** In February, Carolyn requested rates and availability at Kōke‘e Lodge with the target date of August or September 2020. Kōke‘e Lodge was willing to give us a 50% discount because we are a church group. Unfortunately, these plans were shelved due to COVID-19.
- **Kūpuna craft service project:** This idea was to organize Big Island kūpuna to craft items for homeless or military needs (joint effort of members of multiple parishes, Carolyn working with Dora). This idea has also been shelved due to COVID-19.
- **Ice Cream social:** This was planned at a future Diocesan event or Diocesan convention. Due to virtual nature of the 2020 convention, this idea is shelved until future conventions.

Continuing an ‘Ohana Design Team Project from 2018:

In 2018, ‘Ohana Design Team (Kaua‘i) started a monthly Habitat for Humanity workday, usually the 3rd Saturday of each month. This project has continued **every month** for over a year and a half, bringing together members of **all four** Kaua‘i Episcopal churches in service, fellowship and fun.

In 2019, the “Episcopal One ‘Ohana” Team received a special recognition from the ‘Ele‘ele homeowners at their Key Presentation Ceremony. After the ‘Ele‘ele phase was completed, we switched to helping at homes in the Pi‘ilani Mai Ke Kai Subdivision (Anahola), and forming friendships with the 3 families we were helping.

We continued our workdays in Anahola in January and February 2020. Unfortunately, in March 2020, Habitat for Humanity (Kaua‘i) shut down all volunteer groups due to COVID-19. As soon as we are able, our “Episcopal One ‘Ohana” Team is excited to start working on houses again. This is a successful, continuing result of the ‘Ohana Design Team idea.

Creation Care Task Group

MEMBERS: The Rev. George Clifford, Dr. Ruth Fletcher, Mr. Lot Lau, the Rev. Philip Paradine, the late Rev. Guy Hiwa Piltz, Mr. Stanley Yon

At the request of Bishop Robert Fitzpatrick, the Creation Care Task Group was formed in the Spring of 2018. The group reviewed and discussed the goals and vision for Care of Creation, developed by the Presiding Bishop along with the Creation Care Resolution submitted by David Kennedy and adopted by the Standing Committee at the 50th Annual Meeting of Convention.

In alignment with Presiding Bishop Michael Curry's vision and goals, and as part of our promise to place the care of God's Creation at the heart of our work together, we agreed that our group focus would be to educate individuals, families, schools and congregations for action. We are committed to educating people about the climate crisis and will provide opportunities, suggestions, and support to:

- Mitigate the future impacts of climate change (e.g., reduce carbon emissions);
- Adapt to unavoidable climate change impacts by helping communities prepare for extreme weather events (e.g., heat waves, storms) and growing stress (e.g., declining winds, warmer days and nights) that characterize a warmer Earth;
- Expand climate change understanding by creating opportunities for dialogue and problem solving with experts in the community to heighten awareness about the climate crisis, and to invoke individual and community action and change;
- Forge partnerships with key groups to accomplish systemic and lasting change (e.g., reduced energy use, enhanced agricultural practices that sequester carbon, and planning and cultivation of resiliency centers).

Actions thus far:

- Dr. Chip Fletcher engaged the Creation Care Task Group in a two-hour seminar on what we know about our planet's changing climate;
- We helped with the Land and Sea Festival hosted by St. Andrew's Schools on October 19 – an event that brought community members together to increase awareness about the changing climate, and provide opportunities for dialogue, learning, and sharing actions to help mitigate and prepare for these changes;
- We prepared materials for the Annual Convention so others can join us to make a difference (e.g. Congregational Carbon Tracker, ways to reduce energy use, can our church become a resiliency center?).

Our efforts since the Land and Sea Festival have been minimal, yet we are interested in helping to plan an education and awareness day with keynote speakers and dialogue opportunities in the future should this be of interest to others in the community.

Reconciliation Task Force

CONTACT: The Rev. Diana Akiyama, Chair; (808) 854-6979; diana.akiyama@gmail.com

MEMBERS: The Rev. Diana Akiyama, the Rev. Andrew Arakawa, the Rev. Jasmine Bostock, Ms. Mary Carpenter, the Rev. Alison Donohue, the Rev. Dcn. Robert Steele, the Rev. Irene Tanabe

Activities Report

1. 3 Virtual Meetings
2. Covid19 interrupted our work as we took needed time to adjust
3. Reflections on Black Lives Matter protests heightened the ownership and urgency of our focus
4. New members added
5. Development of resources list - ongoing
6. Recommend exploration of using the Intercultural Development Inventory (IDI) to further this work in the Diocese

Expenditures

- None

2020 - 2021 Goals

- Shape conversation around racism to our context in Hawai'i.
- Use IDI to help facilitate the beginning of discussions (idiinventory.com)
- Benefit from Bishop Fitzpatrick's active involvement in Task Force work.
- Continue development of an approach that is context specific and which will encourage self-examination, confession, reconciliation and renewal.

Worship Task Group

CONTACT: The Rev. Cn. Alexander (Sandy) Graham; (808) 536-7776 ext. 309

The Worship Task Group (WTG) was appointed by the Rt. Rev. Robert Fitzpatrick on February 22, 2019, and tasked with assisting the Bishop in establishing guidelines, with limits of use, for the creation and evaluation of experimental liturgies and new texts for worship. This work was called for by Resolution A068 “Plan for the Revision of the Book of Common Prayer” of the 79th General Convention.

The result of our work was the distribution of two documents to the Diocese of Hawai‘i on September 4, 2019: *Guidelines for Creating Experimental Liturgies and New Texts for Worship* and the *Experimental Liturgy Evaluation Form*.

In the ensuing months, unfortunately no draft experimental liturgies were received at the designated e-mail address (rtrevhawaii@gmail.com), leaving one to conclude that congregations were not choosing to participate in liturgical experimentation. A presentation designed to encourage participation was to take place at an education day in Spring 2020, but it was subsequently canceled due to the Coronavirus pandemic.

Shortly after the pandemic arose, the Bishop once again called on the Worship Task Group to develop a safe strategy for congregational worship. Combining scientific reports and governmental mandates with an understanding of liturgical flow and space, the committee published the *Customary in the Time of Pandemic*, approved by the Bishop, most recently updated on July 14, 2020.

https://www.episcopalhawaii.org/uploads/2/5/4/8/25486559/customary_in_the_time_of_pandemic_2020-07-14_update.pdf

The WTG has not incurred any expenses in 2020 as of this report.

Mission Congregation – Calvary Episcopal Church, Kaneohe, HI

CONTACT: The Rev. Dustin D. Berg, Priest-in-Charge; dberg@calvarykaneohe.org

Calvary Episcopal Church is incredibly grateful for the support received from the Episcopal Church in Hawai‘i toward its operational expenses.

Throughout the year, Calvary has attempted to turn its focus outward. We continued our free Christmas concert for the community, now in its 28th year, funded largely and generously by parishioner Louise Emery. We provided Thanksgiving baskets to the staff at Kama‘āina Kids’ Calvary location. We began exploring partnerships with the Girl Scouts, the Samaritan Counseling Center, IHS, and with a nascent clergy-community working group. For around the 20th year, we hosted the Covenant Players, a traveling Christian drama ministry. We welcomed former member Janine LaGrand, who has for many years worked at an Anglican mission in Uganda. These efforts signify our commitment to the redemption and hope of our communities.

We continue renting the church-owned vicarage at market rate, and we in mid-2020 renewed our lease with Kama‘āina Kids to operate its preschool at Calvary. Both of these bring in the majority of our monthly income. Pledges during the pandemic have thankfully diminished only slightly. We established a fundraising committee and held both a bake sale and to-go fundraising dinners. There were a few one-time facility rentals. Like our other churches in the Diocese, Calvary received the SBA/PPP loan and funds from the CARES act.

Calvary has also seen a slight but important increase in children (three households, which is significant for a Sunday attendance of around 25!), partially due to a new children’s corner and child-themed bulletins. We have a long way to go, however, to embrace our youngest members.

Liturgically, Calvary joined together with St. Clement’s for online services during the first shutdown. After a brief resumption of in-person services (June-July), we went back to Zoom, this time on our own. Most weeks, around 10-12 people join for online worship, and it has been well received. A sizable minority of our parishioners, however, lack regular internet or even computers at home. So, we began sending out a weekly scriptures/prayers mailing.

One of the greatest surprises/joys of the last year, however, was the introduction of a family of “virtual” members. Midway through the first shutdown, Fr. Berg had a request from a college friend to join us, as in, members. This friend and her family have consistently been part of worshipping, praying, and giving with us from their home in Virginia.

Once again, Calvary continues to be grateful for the support received from the Diocese. Thank you for allowing us to continue providing our Calvary family with the care, love and support it needs, and for assisting us in carrying out God’s mission in Kaneohe and beyond.

Mission Congregation – Grace Episcopal Church, Ho‘olehua, HI

CONTACTS: Ms. Jule Kamakana, Bishop’s Warden; (808) 553-5725;

juleann616@gmail.com

Fr. John S. Lunn, Vicar; (808) 567-6420; revlunn@gmail.com

Bishop’s Committee Members: Ms. Jule Kamakana, Senior Warden; Mr. Robert Mokuau, Junior Warden; Ms. Cheryl Corbel, Secretary; Mr. Richard Davis, Mr. Glenn Kondo; Ms. Shari Lynn; Ms. Nani Woolsey; (Mr. Michael Grinnell, Treasurer)

Report:

- Review of activities and those who participated or served.
 - Online, Public Access TV and Regular in-person Sunday Mass with Eucharist (congregation, visitors and larger public)
 - Special Midweek with Eucharist (congregation and visitors)
 - Special Christmas Eve Service (congregation and visitors)
 - Online Holy Week Services (congregation and visitors)
 - Thrift Shop open to community 1-2 days a week with many local families served with low-cost clothing and household items
 - Food Bank with 30 + families regularly supplied with monthly assistance and special foods available for Thanksgiving, Christmas and Easter for local families, increased to twice monthly during COVID crisis
 - Compassionate Housing unit – no one currently staying in this apt, it is being renovated and improved
- Review of expenditures.
 - The Diocesan funding allows Grace to be able to support a $\frac{3}{4}$ time Priest.
 - This allows Tithes and Offerings to also be used for day to day ministry, operation and special Thank Offerings for community projects
 - Alms fund available for emergencies – administered by Priest
 - Monthly support of a community not for profit each month (Hospice, Cancer Society, Special Olympics, Women’s Shelter, etc.)
 - Special Christmas offering of 1-2 farms for a developing country families
- Review of goals achieved by activities.
 - God’s people served regularly, by a resident priest – allowing for regular eucharist and proclamation of the Gospel along with pastoral care and various involvements in the community
 - Bible Study
 - Children and families assisted with affordable clothing, household items, furniture along with nutritional support
- Challenges.
 - Leadership for the Thrift Shop and adequate volunteer support
 - Finding Volunteers for various activities – we have aging membership

Mission Congregation – St. Jude’s Episcopal Church, Ocean View, HI

Contact: Mr. Donald Hatch, Bishop’s Warden, 808-333-8615, Don.Hatch@Hatchville.com

Bishop’s Committee: Thom White, Phyl Laymon, Cynn timer Salley, Karen Pucci, Teri Martindale, Diane Nelson

Report: St. Jude Episcopal Church is a beacon of light and hope in the rural District of Ka‘u. We embrace our reputation as “The Little Church with a Big Heart,” and we strive to be a place where “Jesus Talk is a Daily Walk.” Our church is a busy place.

Part of our community support effort is to provide a place where other community organizations can meet. We host Hawai‘i County Senior Nutrition Program, Hannah’s Makana ‘Ohana hula halau, four 12-step self-help programs, Celebrate Recovery, the Ka‘u Food Pantry, and The Big Island Giving Tree. One Marshallese Church uses the building after our worship time on Sundays. The Ka‘u school district used out facilities twice to hold Parent Teachers meetings. Every day free wi-fi is available along with electrical outlets to charge phones or other devices. Every Saturday the building and grounds are busy with families that come for free hot showers, a hot meal, and to use our community computer lab. Every other month there are free haircuts during our Saturday programs. The Saturday before Thanksgiving a full turkey dinner is provided for anyone that comes to the church and in December over 200 books, Christmas Stockings, and Prayer pillowcases are given out to our Keiki.

Our seniors with the Senior Nutritional Program are the largest users of the computer lab printer with the many government, medical, and insurance forms they have to submit. There is a volunteer that works with them on this.

Our Visiting Priest program provides extraordinary clergy to our congregation and we aspire to meet the needs of each priest and family during their stay. St. Jude’s Episcopal Church is recognized as a human services resource and valued by the community.

When the **lockdown because of Covid-19 started in March** all of our programs changed. All of the community programs using our facilities, except one 12-step program, shut down. We immediately shut down the computer lab, and shortly after that the Free Hot Shower Program. The soup kitchen was changed so we handed the drinks and food out through the doors and everyone stayed outside except the people working the soup kitchen. On August 8th we shut down the soup kitchen because fewer people were venturing out for food, and we had more people working in the soup kitchen than we had coming there for food.

On the Up Side: During the quarantine, we hosted five drive through Covid-19 testings for Ocean View. We provided a place to do the drive through testing, lunch, and drinks for the staff doing the testing. The Ka‘u school District could not provide summer school for our Ocean View children, because they didn’t have a way to get them to school. So, the teachers came to Ocean View. Summer school was twice a week inside the church and five times a week in the lower parking lot.

Our church web presence keeps the community informed. Our website www.stjudeshawaii.org averages about 300 page views per week. Our Facebook page averages about 1100 viewers per month. Our monthly newsletter “Talk Story,” is distributed electronically via email, website and Facebook page, to an estimated 300 readers. Talk Story is also shared with local news media, and

many stories are reprinted with our permission, in other publications, blogs and websites, making it impossible to actually calculate data of our communication efforts. During the quarantine our priests, who were still at home, worked with our communication director and a couple of our congregation, using Zoom, to record the service so it could be posted on our web site.

The congregation missed the closeness that we have when we were together; so, our weekly Women's Bible Study and the Aloha Hour we always had after service were done using Zoom. Using Zoom for the Aloha Hour allowed several of our priests to join us each Sunday.

West O‘ahu (Halau Wa‘a)

HALAU WA‘A Episcopal (HWE) – Honouliuli Ahupua‘a
Kapolei, ‘Ewa Beach, Makakilo, Ko Olina
Opened Epiphany, January 11, 2020

Contact: The Rev. Mark Kekaileonui Haworth

HWE ADVISORY COMMITTEE: Matt Forster, Tom Gatti, Jill Haworth, the Rev. Mark Haworth, Harrison Ishida, Helena Ishida, Wendy May, Kathey Mehle, and Cathy Overstreet.

HWE CORE TEAM: Josh DeLary, Kanani DeLary, Jill Haworth, the Rev. Mark Haworth, Aileen Maertin, Peter Maertin, Tonya Lowrey St. John, and Arwyn St. John.

ACTIVITIES AND ACCOMPLISHMENTS

New Episcopal Community Grants Awarded/Funded:

The Episcopal Church awarded and funded HWE a Discernment Grant of \$5,000 and awarded a Seed Grant of \$30,000. Both HWE Missioners participated in Genesis Conference (Oct. 2019) and Discerning Missional Leadership Retreat/Assessment (Aug. 2020).

Wa‘a - Affinity Group Ministries*

1. Bread Making - HWE and St. Tim's (Started 1Q: 2/16/20) 4 meetings, 6 participants, 3.25 average attendance
2. Youth Confirmation - HWE, St. John the Baptist, St. Tim's (Started 1Q: 2/16/20) 15 meetings, 10 participants, 6.1 average attendance
3. Leadership Training/Revive (Started 2Q: 4/1/20) 18 meetings, 8 participants, 6.5 avg. attendance
4. Walking Prayer (Started 2Q: 5/24/20) 8 meetings, 7 participants, 4.5 average attendance
5. BLM March (2Q: 6/6/20), 2 participants
6. Mele/Kanikapila (Started 3Q: 6/19/20) 5 meetings, 4 participants, 3 average attendance
7. Golf (Started 3Q: 6/29/20) 7 meetings, 2 participants, 2 average attendance
8. West Side Youth Group - HWE, St. John the Baptist, St. Tim's (Started 3Q: 8/21/20) 3 meetings, 9 participants, 8 average attendance

HWE St. Benedictine Ministry Growth		
1Quarter –	2 wa‘a,	16 participants
2Quarter –	4 wa‘a,	27 participants
3Quarter –	6 wa‘a,	40 participants

Small Group Worship Services*	<u>In-Person</u>	<u>Drive-in</u>	<u>Zoom/Fbook</u>	
# of Sat., 4pm Worship Services:	10	8	11	= 29
# of Sun., 10 am Worship Services	1	3	2	= 6
Total # of individuals attending the 35 services:	87 *	35		

Total number of "regular" attendees: 30

Baptisms: 2, St. Andrew's Cathedral, July 11, 2020.

Youth Confirmations: 9, St. Andrew's Cathedral, July 11, 2020.

Funeral: 1, Diamond Head Mortuary, March 9, 2020.

DOK Installation: 4, at HWE Worship Service, July 18, 2020.

USE OF FUNDS: Funding has been used for church plant discernment; missionary salary and benefits; bi-monthly coaching sessions with Teresa Angle-Young; planning and implementation of wa‘a and worship; costs for adult and youth confirmation; costs for youth group meetings; and costs for marketing pieces for door-to-door neighborhood walks, in-community coffee talks, radio branding ads; and preparation for newsletter blasts.

HWE’s wa‘a and worship are grounded in the Native Hawaiian Christian spiritual concepts of mana, mālama, and pono into the overall life and work of the church. Each wa‘a is focused on creating disciples of Jesus, to proclaim the Good News, to teach, baptize, inspire, nurture, and to respond to human need through loving service, to transform unjust structures of society, and to sustain and renew the life of the earth. HWE's mission is to realize the Diocese's vision to plant a sustainable congregation in Honouliuli Ahupua‘a. AMEN!

* Names of individuals involved in activities and worship services available upon request.

Attachment 22: Reports from Subsidiary Organizations

The Diocese has three subsidiary organizations:

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

The past year has been a unique and challenging year for Camp Mokulē‘ia. We ended 2019 strong and we were anticipating an incredible year in 2020. As the year began our group reservations were up considerably over the previous years. We were building on our 2019 Summer Camp success by expanding our summer camping program. Reservations for summer camp were running well ahead of last year and we were on track to reach our goal of 200 summer camp participants. Then everything changed as we were faced with the realities of the COVID-19 pandemic.

In February most of our groups (churches, non-profit organizations, schools, families, etc...) for the year began cancelling their reservations. These groups provide the vast majority of our revenue for the year.

In the spring we also made the difficult decision to cancel our summer camp program. We explored the possibility of moving into more of a day camp centered program but were unable to make this transition logistically. Most of our summer staff were coming from the mainland and their inability to travel to Hawai‘i made staffing any programs all but impossible.

This summer we furloughed several staff members and by doing so reduced our staff to four full-time and one part-time staff.

Despite the challenges we have faced, we have much to be thankful for this year:

1. Family Promise of Hawai‘i – since our cabins were not being used for outside groups or camp programming, we partnered with Family Promise to provide housing and meals to six families for a period of six months. It has been a blessing to be able to help meet needs in our community during this time.
2. Diocesan Youth Ministry – we have continued to work with and support the efforts of the Diocesan Youth Ministry Design Team to provide youth ministry opportunities for the youth in our Diocese. We provided youth worker training for local churches and have continued to plan programming for the upcoming year.
3. Family Stay-Cay Weekends – with most of our facilities freed up we have been able to schedule three “Family Stay-Cay” weekends this fall. In addition to providing local families a fun weekend at camp, “Family Stay-Cay” will be the foundation for future family camp programming.
4. Trinity Sunday – this year people/congregations really supported our annual Trinity Sunday offering by donating almost \$25,000.00 to help support our ministry.

5. Campground – new sinks & showers were built and designated bathrooms were provided for each campsite allowing us to reopen our public campground when guidelines have allowed.
6. Facility Improvements – during periods of time without guests we have made many improvements to our facilities which include repainting cabins, refinishing floors in cabins, and upgrading eight of our lodge guest rooms (repainted, purchased new window treatments, replaced linens, and purchased new lamps).

All of us at Camp Mokulē‘ia wish to express our sincere thanks to the Episcopal Diocese of Hawai‘i and each local church that has helped support and sustain us during this challenging year.

Submitted by: Darrell Whitaker, Executive Director

* * * * *

St. Andrew’s Schools

Contact: Dr. Ruth R. Fletcher, Head of School Phone: 808-532-2411
 Ms. Darlena Chadwick, Chair – Board of Trustees Phone: 808-691-4742

This past school year was a school year like no other as we pivoted from face-to-face instruction to remote learning within a matter of days. The COVID-19 global pandemic has had an impact on all areas of school life, yet we have been able to adjust and stay strong as a community. This year we are delighted to welcome Mother Heather Patton-Graham to St. Andrew’s Schools as our Chaplain. We are grateful to our partners on Queen Emma Square who continue to see our school as a key player in the growth and vitality of the Episcopal Diocese in Hawai‘i. Below we highlight a small sample of some notable accomplishments.

Ke Ali‘i Collaboration

Eighty-eight Native Hawaiian students at The Priory and The Prep were provided tuition assistance through our partnership with Kamehameha Schools. Because of this partnership, the percentage of Native Hawaiian students at The Priory (girls, K-12) and The Prep (boys, K-6) has increased from 21% (SY 2017-18) to 37% (SY 2020-21).

An Amazing High School Experience

We continue to be the only high school where every girl has a life coach and a college counselor. 100% of our girls have an authentic work experience through our Priory in the City program. When our girls go to college (96% of our seniors typically enroll in a 4-year college) they know what their strengths are, they know about the world of work, and they are intrinsically motivated to contribute positively to society. This year we are delighted to share that we have at least one senior attending each of the following universities: Cornell University, Georgetown University, UCLA, George Washington University, University of Alabama, University of British Columbia, Keio University, Santa Clara University, University of San Francisco, University of Puget Sound, and University of Hawai‘i, Mānoa.

Increased Revenue from Philanthropy

We continue to see an increase in philanthropic giving to the school. We were thrilled that in spite of moving our Queen Emma Ball annual fundraising event to a virtual forum (with only two and a half weeks of planning time!) we were still able to raise the sorely needed financial aid funds for our students.

Philanthropic Giving	FY 16	FY 17*	FY 18	FY 19	FY 20
Gifts, Grants & Annual Fund	\$972,358	\$1,485,098	\$1,766,107	\$2,368,193	\$3,058,589
% Increase over Prior Year		53%	19 %	34%	29%
% Increase over FY 2016			82%	144%	215%

*150th Anniversary Year

* * * * *

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

Contact: Deb Lynch, President, St John's Church, PO Box 791958, Paia, HI 96779,
(808) 214-8908, deblynchstudios@gmail.com

Board of Directors: George Brown, Operations Vice President; the Rev Linda Decker, Recording Secretary; Jean Fiddes, Treasurer; John Decker; Chuck Spence; the Rev. Amy Crowe; Kit Hart; John Patrick Murphy.

Report:

A Cup of Cold Water is an all-volunteer Outreach Ministry of the Episcopal Church of Maui and Friends delivering basic needs: water, food, hygiene, clothing, slippers, dignity and compassion to the neediest of Maui's people. Volunteers come from the four Maui Episcopal churches, as well as from Roman Catholic, Quaker, Buddhist, Fundamental, and non-faith walks.

The Board of Directors includes Episcopal priests, Wardens, and congregation members. Some Directors are also involved with other ministries and programs serving the unsheltered. ACCW has a website through the Diocese of Hawai'i and a dedicated phone carried by a Director. The Treasurer, Jean Fiddes, and Bookkeeper, Lea Voss, keep accurate and current financials. Marilyn Hirashima is the Supply Room Leader and has organized the Supply Room to be efficient, easily accessed, and fully stocked. Several volunteers work under her guidance. Deb Lynch serves as the new President with the help of the Board, Run Leaders, and other dedicated people.

During 2019 ACCW continued to serve many – almost reaching 10,000 contact serves in that year. 2020 has brought many challenges with maintaining health safety protocols for both those ACCW serves as well as the volunteers (most who are in the age and health risk categories). Van Runs were suspended at times while acclimating to new procedures, but during those times ACCW still served by providing food and hygiene to soup kitchens, food pantries, and other ministries – they were “our hands” as we served quietly in the background. Now with safe distance, masks, and hand sanitizer protocols in place, the Van ventures into the community

again. ACCW also responded to the Maui Community Correctional Center request for snacks, soap, and stationary to help comfort during the pandemic.

There is a monthly statistics/newsletter email. During the height of the pandemic, the Board met bi-weekly via Zoom.

ACCW was blessed financially with the Trinity By-the-Sea annual fund raiser in 2019. All the Maui Episcopal churches have had special “Donation to ACCW” Sundays with generous in-kind and cash donations. In 2020 three grants have been received - one is a generous Episcopal Diocese of Hawai‘i Grant. There are also generous donations individually, anonymously, from businesses and trusts, and small creative arts fund raising. The Buddhists continue to make PB&J sandwiches for several of the Runs.

As of July 31, 2020 there was \$75,663.78 in the checking account and \$38,370.23 in the Diocesan investment portfolio (a restricted fund reserved by the ACCW Board for Van replacement).

Attachment 23: Registered Clergy Delegate List

Canonically Resident Clergy

The Rev. Diana Akiyama
The Rev. Cn. Randolph Albano
The Rev. Andrew Arakawa
The Rev. Carol Arney
The Rev. Dustin Berg
The Rev. Libby Berman
The Rev. David Blanchett
The Rev. Jazzy Bostock
The Rev. Dcn. Lani Bowman
The Rev. Chris Bridges
The Rev. Cn. Dwight Brown
The Rev. Gae Chalker
The Rev. Cn. Franklin Chun
The Rev. John Connell
The Ven. Steven Costa
The Rev. Amy Crowe
The Rev. Cn. Kate Cullinane
The Rev. Linda Decker
The Rev. Bruce DeGooyer
The Rev. Alison Dingley
The Rt. Rev. Robert Fitzpatrick
The Rev. David Gierlach
The Rev. David Glaser
The Rev. Cn. Sandy Graham
The Rev. Cn. Brian Grieves
The Rev. Ha‘aheo Guanson
The Rev. Kerith Harding
The Rev. Mark Haworth
The Rev. Keleawe Hee
The Rev. Heather Hill
The Rev. Moki Hino

The Rev. Gaylord Hitchcock
The Rev. Kawika Jackson
The Rev. Marnie Keator
The Rev. Giovan King
The Rev. Jennifer Latham
The Rev. Daniel Leatherman
The Rev. Preston Lentz
The Rev. Paul Lillie
The Rev. Paul Nahoa Lucas
The Rev. Linda Lundgren
The Ven. Irene Maliaman
The Rev. Katlin McCallister
The Rev. Andrew McMullen
The Rev. Tim Morehouse
The Rev. Heather Mueller
The Rev. Imelda S. Padasdao
The Rev. Annalise Pasalo
The Rev. Jar Pasalo
The Rev. Heather Patton-Graham
The Rev. Richard Shields
The Rev. Sara Shisler Goff
The Rev. Dcn. Bob Steele
The Rev. David Stout
The Rev. Dick Tardiff
The Rev. Hau'oli Tomoso
The Rev. Raymond Woo
The Rev. Peter Wu
The Rev. Bernard Yung

Licensed Clergy

The Rev. John Lunn
The Rev. Diane Martinson

Attachment 24: Registered Lay Delegate List

All Saints

Crocker, David
Crocker, Linda
Smith, Mary Margaret

Calvary

Kalakau, Billiejon
Mann, Jane
Parker, Cheryl

Christ Church

Costa, Dennis
Greenwell, Allison

Christ Memorial

Finch, Sandy
Furze, Gordon

Emmanuel

Hoffman, Jessie

Epiphany

Kusumoto, Ryan
Sueoka, Mary

Good Samaritan

Hee, Faye
Nishihira, Deb

Good Shepherd

Abe, Jeanne
Decker, John
Lee, Kenneth Peter
Paul, Marie
Riebling, Shelley
Van Denburgh, Maureen

Grace

Davis, Debbie
Davis, Richard
Kamakana, Jule

Holy Apostles

Howell, Doug
Kraul, Dora
Long, BJ
Penny, Jim
Tampos, Evette

Holy Innocents

Hazur, Beth
Marsh, Jacob
Powell, Ann

Holy Nativity

Kittle, Alison
Le Roux, Louisa
Otani, Kathy

St. Andrew

Brown, Matthew
Conklin, Elizabeth
Coryell, Jill
Douthit, Dorothy
Puahala, Roth
Service, Barbara

St. Augustine's

Denman, Peter
Fernandez, Pi'ilani
Gomes, Maurine
Sahagun, Melanie

St. Christopher

Compton, Jean
Shumaker, Carly
Stamey, Larry
Takahama, Talbert

St. Clement

Carpenter, Mary
Hill, Chaz
Lino, Soane
Lino, Taueva

St. Elizabeth's

Lowenberg, Cathy
Morais Webster, Dawn
Shea, Delphine

St. James'

Cooper, Jeanne
Jardine, Jaisy
Massey, Martha
Pang, Frankie
van der Kloos, Eline

St. John the Baptist

Bernholz, U'i

St. John's (Kula)

Fiddes, Jean
Lynch, Trip
Makua, Janet

St. John's BTS

Chang, Phyllis
Fenstemacher, Lolana
Lucas, Kawehi

St. Jude's

Pucci, Karen
Stigall, Steve
White, Thomas

St. Luke's

Adams, Wanda
Kramer, Fran
Lee, Robert

St. Mark's

Leialoha, Sandra
Reavis, Michel
Schamber, John
Wilson, Jesse

St. Mary's

Cortez III, Pablo
Mok, William

St. Matthew's

Gouveia, Russell
Kealoha, Sandy
YeeHoy, Geraldine

St. Michael

Macklin, Sue
Meighen, Phyllis
Skelton, Bill

St. Paul's

Acopan, Marcelo
Casino, Felonila
De Jesus, Fay
Duldulao, Maribel
Marquez, Eugene
Miller, Felicidad
Peralta, Lolita

St. Peter's

Ching, Dan
Chun, Lin
Kim, Ashlyn
Kim, Ron
Pang, Glenn

St. Stephen's

McCurdy, Molly
Nalle, William
Shawhan, Sandra

St. Timothy's

Domingo, Vickie
Thomas, Adele
Wargo, Sue Ann

Trinity BTS

Hopper, Cheryl
Kartchner, Kandice
Kartchner, Lisa
Wood, Bill

West Kaua'i

Barker, Lynn

Attachment 25: Necrology List

September 1, 2019 – August 31, 2020

All Saints' Episcopal Church	Galen Nakamura Taichi Hashizume Tokiko Doris Nakamura Cynthia Childers Jonathan Ibanez Edith Hashizume Thelma Lim Herbert Kurisu George Hiyane Bruce Hoffman
Calvary Episcopal Mission	Beverly Bea Yap Jerryann Sialatua Ufuti Nancy Ishimoto
Christ Church Episcopal	Lucille Faye Bate Chaisson John J. Fitzgibbons
Christ Memorial Episcopal Church	No names to report
Emmanuel Episcopal Church	No names to report
Epiphany Episcopal Church	Gordon C.F. Chun Caroline F. Chong Eleanor Chee Hayashi Edith Kaheiheimalie Hanohano Joyce Kaanapu Ellen Fong Tom
Good Samaritan Episcopal Church	John Hamano Lillian Oshiro
Good Shepherd, The Parish of	Francis Kaipo Asiu Sr. Erika Eberly Shirley Hanayo Kodani Caridad Agdinaoay Manuel Winona A. Tomoso Susan Wirtz
Grace Episcopal Church	Winthrop Scott Schaefer William "Tubz" Kalipi, Jr.

Holy Apostles, Church of the	Jeffry Smith Iva Goldman Anne Reiners Marcellino "Cino" Torricer
Holy Cross, The Church of the	No names to report
Holy Innocents, The Church of the	Hazel Kaniaulono Nishimura Mahoe Philip John Hazur
Holy Nativity, The Church of the	Elsie Ching Dave Carrol Jean Louise Simms Bellinger
St. Andrew, The Cathedral of	Evelyn Lee Ron Schaeffer Richard Nagashima
St. Augustine's Episcopal Church (Kohala Episcopal Mission) St. Christopher, The Parish Church of	No names to report Grace Helen Blodgett Felix Chipieng Tan
St. Clement, The Parish of	Lambert Thom Elizabeth Bosworth Elizabeth Chapman Vignato Pamela Anderson
St. Elizabeth's Episcopal Church	Jack Simpson Caridad Bugarin Badua Elsie Etsu Okubo Jerry Goo David Catron
St. James' Episcopal Church	Jerry Kazuto Kubo Alan Ackerman Narcissa Gaspar Yagin Lorraine Kaono
St. John the Baptist Episcopal Church	No names to report

St. John's, The Parish of (Kula)	Elizabeth Yin Tai Shim Jerry Kaiama Eugene C. Wasson III Ruth Ballinger Violet Y. Moto
St. John's By-the-Sea	Lois Murphy
St. Jude's Episcopal Mission	Jerry Wegweiser
St. Luke's Episcopal Church	No names to report
St. Mark's Episcopal Church	Frances Ono
St. Mary's Episcopal Church	Aiko Hannah Fung Betty Fumiko Hirozawa Emiko Kubota Sugino
St. Matthew's Episcopal Church	Elaine Young William Haupu
St. Michael and All Angels Church	Patricia Hillegonds Maria Skelton Teodora Dela Cruz
St. Nicholas Episcopal Church	No names to report
St. Paul's Episcopal Church	Noli D. Pasalo Araceli C. Ver Edward Y. Iberia Ricardo Baldugo Soledad B. Pagtulingan Estonica S. Cristobal Margarita L. A. Tabag Rogelio C. Paguirigan Constancio Corpuz Nicolasa B. Pascua Elias I. Yoro Caridad B. Crisologo Encarnacion D. Cu Elena D. Cu Caridad M. Tunac Avelina B. Arcio Cornelio Caraang

St. Peter's, The Parish of	Patricia Reiko Hirata Hans-Gerd Bochentin Eleanor Soong Chang Annette Elaine Besvold Adele Leong Low David Jun Kai Lee Audrey Kong Effler Stanley Akee Chong, Sr. Lisa Sachi Pang
St. Stephen's Episcopal Church	No names to report
St. Timothy's Episcopal Church	Emery Henderson
Trinity Episcopal Church By-the-Sea	Joanna Hill Werner John F. Proctor
West Kaua'i, Episcopal Church on	No names to report
Clergy of the Diocese of Hawai'i	The Rev. Gerald G. Gifford, II The Rev. Guy H. Piltz The Rev. Jan C. Rudinoff The Rev. Dcn. Edith Sewell

Attachment 26: Courtesy Resolutions

RESOLVED, that this the 52nd 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 52nd 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 52nd 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 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to Mrs. Delia Chang, widow of the Right Reverend Richard S.O. Chang, Fourth Bishop of Hawai‘i;

RESOLVED, that this the 52nd 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 Dr. 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 52nd 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 52nd 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 52nd 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 Rhee Timbang, and to the Right Reverend Raul Tobias, Bishop of the Western USA and Canada, in thanksgiving for the historic connection between this Diocese and the Iglesia Filipina Independiente;

RESOLVED, that this the 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Annalise Pasalo as Secretary of Convention; the Reverend Daniel Leatherman as Chair of Dispatch of Business; all those assisting with credentials and registration; all those involved with elections, both tellers and counters; and all the volunteers who have made this virtual Annual Meeting possible;

RESOLVED, that this the 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the staff of the Cathedral of St. Andrew for their assistance with the Annual Meeting;

RESOLVED, that this the 52nd 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 Diocesan Support Center;

RESOLVED, that this the 52nd 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; to the Vice Chancellor, Mr. Kevin Herring; to the Chancellor Emeritus, Mr. Jack Lockwood; and to the Chancellor Emerita, Ms. Martha Im, for their faithful service to and care of this Diocese;

RESOLVED, that this the 52nd 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 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Alison Dingley and Mr. Willis Moore, for serving as Co-Chaplains to our retired clergy;

RESOLVED, that this the 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Canon Frank Chun and Mrs. Norma Chun on their retirement as Co-Chaplains to our retired clergy;

RESOLVED, that this the 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the Treasurer of this Convention and of the Diocese, Mr. Peter Pereira, for his years of diligent and faithful service to this Diocese;

RESOLVED, that this the 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the members of the Diocesan Support Center: Mr. Danny Casey, Ms. Rae Costa, Ms. Denise Esposito, the Rev. Cn. Alexander Graham, and Mr. Sonny Liu 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 unusual time of an online Annual Meeting, 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 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to Ms. Sybil Nishioka, for her faithful service as the Communications Contractor for the Diocese;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 52nd Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i.

Attachment 27: Teller's Report

First Ballot

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term. 170 ballots received. 10 blank ballots. 160 votes cast. 0 illegal ballots. 82 votes necessary for election. Bruce DeGooyer 160 votes cast. Bruce DeGooyer elected.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term. 170 ballots received. 10 blank ballots. 160 votes cast. 0 illegal ballots. 82 votes necessary for election. Nancy Rowe 112 votes. Harrison Spiegelberg 48 votes. Nancy Rowe elected.

Ballot C-1: Diocesan Council—Lay Hawai'i County for a Three-Year Term. 170 ballots received. 10 blank ballots. 160 votes cast. 0 illegal ballots. 82 votes necessary for election. Tim Bostock 83 votes. Cindy Sakai 77 votes. Tim Bostock elected.

Ballot D-1: Diocesan Council—Lay Honolulu County for a Three-Year Term. 170 ballots received. 5 blank ballots. 165 votes cast. 0 illegal ballots. 85 votes necessary for election. Felicidad “Phyllis” Miller 165 votes. Felicidad “Phyllis” Miller elected.

Ballot DA-1: Diocesan Council—Lay Maui County for a Two-Year Term. 170 ballots received. 7 blank ballots. 163 votes cast. 0 illegal ballots. 84 votes necessary for election. Cheryl Corbiell 163 votes. Cheryl Corbiell elected.

Ballot E-1: Standing Committee – Clergy At-Large for a Four-Year term. 170 ballots received. 6 blank ballots. 164 votes cast. 0 illegal ballots. 84 votes necessary for election. Elizabeth “Libby” Berman 95 votes. David Jackson 69 votes. Elizabeth “Libby” Berman elected.

Ballot F-1: Standing Committee—Lay At-Large for a Four-Year Term. 170 ballots received. 7 blank ballots. 163 votes cast. 0 illegal ballots. 84 votes necessary for election. Marcelo Acopan 46 votes. Frances Kramer 58 votes. Ruth Smith 59 votes. No one elected.

Ballot G-1: Cathedral Chapter—Clergy At-Large for a Two-Year Term. 170 ballots received. 6 blank ballots. 164 votes cast. 0 illegal ballot. 84 votes necessary for election. Preston Lentz 164 votes. Preston Lentz elected.

Ballot H-1: Cathedral Chapter—Lay At-Large for a Two-Year Term. 170 ballots received. 14 blank ballots. 156 votes cast. 0 illegal ballots. 80 votes necessary for election. Felonila Casino 65 votes. Sue Ann Wargo 91 votes. Sue Ann Wargo elected.

Ballot I-1: Secretary for a One-Year Term. 170 ballots received. 0 blank ballots. 170 votes cast. 0 illegal ballot. 87 votes necessary for election. Annalise Pasalo 127 votes. Frances Kramer 43 votes. No election (Frances Kramer was nominated from the floor but her name was not on the ballot – an announcement was made to select None of the above if you wanted to vote for Frances Kramer. Chancellor ruled this ballot voided due to confusion.)

Ballot J-1. Confirmation by the Convention

178 ballots received. 0 blank ballot. 178 votes cast. 0 illegal ballot. 91 votes necessary for appointment.

- Wayne Yoshigai, Chancellor: 172 votes.
- Kevin Herring, Vice Chancellor: 172 votes.
- Stuart Ching, Historiographer: 173 votes.
- Rae Costa, Registrar: 177 votes.
- Charles Browning, Commission on Ministry – Clergy (4 years): 173 votes.
- Shari Lynn, Commission on Ministry – Clergy (4 years): 171 votes.
- Richard Shields, Disciplinary Board – Clergy (3 years): 171 votes.
- Faye Hee, Disciplinary Board – Lay (3 years): 155 votes.
- Devin Alford, Disciplinary Board – Lay (2 years): 152 votes.

All Appointments confirmed.

Second Ballot

Bishop Fitzpatrick called for the Elections Chair, Caren Chun-Esaki, to proceed with balloting for

- Ballot F-2: Standing Committee – Lay At-Large for a Four-Year Term
- Ballot I-2: Secretary to Convention for a One-Year Term

Ballot F-2: Standing Committee – Lay At-Large for a Four-Year Term. 176 ballots received. 7 blank ballots. 169 votes cast. 0 illegal ballots. 87 votes necessary for election. Marcelo Acopan 42 votes. Frances Kramer 72 votes. Ruth Smith 55 votes. No one elected.

Ballot I-2: Secretary to Convention for a One-Year Term. 176 ballots received. 6 blank ballots. 170 votes cast. 0 illegal ballots. 87 votes necessary for election. Annalise Pasalo 170 votes. Fran Kramer withdrew her nomination. Annalise Pasalo elected.

Third Ballot

Bishop Fitzpatrick then called for balloting for:

- Ballot F-3: Standing Committee – Lay At-Large for a Four-Year Term

Ballot F-3: Standing Committee – Lay At-Large for a Four-Year Term. 176 ballots received. 7 blank ballots. 169 votes cast. 0 illegal ballots. Plurality necessary for election. Marcelo Acopan 26 votes. Frances Kramer 106 votes. Ruth Smith 44 votes. Frances Kramer elected.

Resolutions

Consideration of Resolution #1: *2020 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i*

Resolution #1 was adopted.

Consideration of Resolution #2: *Changes to the Constitution*

The resolution was adopted.