



Journal of the 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i

Seto Hall, 'Iolani School, Honolulu, Hawai'i

October 20-21, 2023

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Section I: Organization Of The Episcopal Church And Diocese Of Hawai‘i Directory

Organization of the Episcopal Church

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

Diocese of Hawai‘i Directory

(Province VIII)

Bishop	The Rt. Rev. Robert L. Fitzpatrick
Treasurer	Mr. Ryan Kusumoto
Chancellor	Mr. Wayne Yoshigai, Esq.
Vice Chancellor	Mr. Kevin W. Herring, Esq.
Archivist	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	Mr. Darrell Whitaker, Executive Director campmokuleia.com
A Cup of Cold Water	Ms. Cathy Paxton Haines 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
Mr. Douglass Adams	2026	The Rev. Giovan King	2023
The Rev. Libby Berman	2024	Ms. Fran Kramer	2024
Mr. William Bonnet	2025	The Rev. Andrew McMullen	2023
Mr. John Decker, President	2023	The Rev. Hau‘oli Tomoso, President	2025

Diocesan Council

The Rt. Rev. Robert L. Fitzpatrick, President / Mr. Ryan Kusumoto, Treasurer

Name	Year	Name	Year
Ms. Kimberly Arakawa, Vice President	2024	The Rev. Mark Haworth	2022
Mr. Tim Bostock	2023	The Rev. Kawika Jackson	2025
The Rev. Christopher Bridges	2024	The Rev. Jennifer Masada	2024
Ms. Beth Charlton, Secretary	2024	Ms. Phyllis Miller	2023
Ms. Cheryl Corbiell	2025	Ms. Nancy Rowe, Assistant Treasurer	2023
The Rev. Bruce DeGooyer, Assistant Secretary	2023	Ms. Evette Tamos	2025

Commission on Ministry

Name	Year	Name	Year
The Rev. Charles Browning, Chair	2024	The Rev. Nahoia Lucas	2023
The Rev. Dcn. Alberta Buller	2026	Mr. Lindy Marzo	2023
Ms. Lisa Delong	2025	The Rev. Katlin McCallister	2025
Ms. Shari Lynn	2024	Ms. Terry-Ann Moses	2025

Commission on Finance

Name	Name
Ms. Wana Agasa	Ms. Jan Hashizume
Mr. Richert Au Hoy	Mr. Ryan Kusumoto
Mr. Tim Bostock, Chair	Ms. Nancy Rowe, Vice-Chair/Secretary
Mr. John Decker	Ms. Cindy Sakai

Commission on Investments

Name	Name
The Rev. Preson Lentz, Chair	Mr. Will Stack
Mr. Trip Lynch	Ms. Jaime Yamane

Commission on Property

Name	Name
The Rev. Chris Bridges, Chair	Mr. David Callies
Mr. Joe Kindrich	Ms. Louisa Le Roux

Section II: Journal of Proceedings

THE 55TH ANNUAL MEETING OF THE CONVENTION
OF THE EPISCOPAL DIOCESE OF HAWAI‘I
CONVENED IN
SETO HALL, ‘IOLANI SCHOOL
HONOLULU, HAWAI‘I

Saturday, October 21, 2023

The Order of Business of the Convention
The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

Convening of the 55th Annual Meeting of the Convention

Opening prayer offered by Chaplain to the Convention, Br. Ambrose Cristobal, SSF
The secretary of Convention introduced those on stage, including:

1. The Rt. Rev. Robert Fitzpatrick, Bishop
2. Mr. Wayne Yoshigai, Chancellor
3. The Rev. Jennifer Masada, Dispatch of Business Chair

The Rt. Rev. Robert Fitzpatrick introduced the secretary of convention:

1. The Rev. Annalise Pasalo

The secretary of Convention introduced the following people:

1. Ordained to the Vocational Diaconate since the last Annual Meeting
 - a. The Rev. Dcn. Mary Margaret Smith
2. Ordained to the Priesthood since the last Annual Meeting
 - a. The Rev. Frank Condello
3. Clergy who have recently left our Diocese
 - a. The Rev. Andrew Walmisley
4. Clergy who have officially retired as of September 30th.
 - a. The Rev. Bruce DeGooyer

8:51 AM The 55th Annual Meeting of the Convention of the Diocese of Hawai‘i is called to order.

Quorum Report of the Credentials Committee

The Credentials Committee Chair, Ms. Jill Haworth, presented the quorum report.

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 is: 72

One-third of this number is required to constitute a quorum X .333

The minimum number of clergy required to be present & registered to constitute a quorum is: 24

The number of clergy present and registered for this meeting who are in good standing and both canonically resident and domiciled OR Clergy as per Diocesan Canon 1.1 is 50.

A clergy quorum was present.

Lay quorum

The following lay quorum is with regard to the 34 Parishes and Missions that had paid their 2022 assessments in full.

The total number of possible lay Delegates permitted under Article III, Section 2 is: 136

To constitute a quorum, a majority of this number is required to be present and registered. X .5

That number must be greater than: 67

The Rev. Heather Patton-Graham, clergy of the Cathedral of Saint Andrew, moved to waive the rules of order to admit Healani Sonoda Pale from St. Stephen’s Episcopal Church as lay delegate without registration.

The Rev. Katlin McCallister, Rector of Holy Apostles, seconded the motion.

There are 113 Delegates present and registered for this meeting.

A lay quorum was present.

The Convention had a quorum in both orders and was duly constituted.

Granting of Seat and Voice

The Chair of the Credentials Committee moved that the following receive seat and voice at the Meeting:

- A. Other Clergy:
 - 1. Rolly Piso

- B. Lay Members of the Diocesan Council who are not Delegates
 - 1. Kim Arakawa
 - 2. Tim Bostock
 - 3. Nancy Rowe
 - 4. Evette Tampos

- C. Lay Members of the Standing Committee who are not Delegates
 - 1. Doug Adams

- D. Others
 - 1. Br. Thomas
 - 2. Br. Ambrose
 - 3. Sybil Nishioka
 - 4. Aurora Benn
 - 5. Alexandra Ogasawara
 - 6. Cathy Paxton-Haines
 - 7. Jadine Lujan
 - 8. Kelin Eyre Fulkerson-Smith

The granting of seat and voice to lay members of the Standing Committee, Diocesan Council, and Guests who are registered but not delegates was approved by simple majority.

The Chair of the Dispatch of Business continued with the Announcement of Appointments to Committees of the Convention (by Title) and Adoption of the Agenda.

The Chair of Dispatch of Business moved the adoption of the agenda.

The Agenda was adopted by a simple majority.

Report on Nominations:

The Secretary of Convention walked the convention through the ballots.

Ballot A-1: Diocesan Council – Clergy Hawai‘i County. There is one seat open for a three-year term. There were no nominations received.

There were no nominations from the floor.

Ballot B-1: Diocesan Council – Lay Kaua‘i County. There was one seat open for a three-year term.

There was 1 nomination received.

- Maggie Lea

There were no nominations from the floor.

Ballot C-1: Diocesan Council – Lay Maui County. There was one seat open for a three-year term.

There was 1 nomination received.

- Trip Lynch

There were no nominations from the floor.

Ballot D-1: Diocesan Council – Lay at-Large. There was one seat open for a three-year term.

There was 1 nomination received.

- Nancy Rowe

There were no nominations from the floor.

Ballot E-1: Standing Committee – Clergy at-Large. There was one seat open for a four-year term.

There were 3 nominations received:

- Alison Dingley
- Keleawe Hee
- Giovan King

There were no nominations from the floor.

Ballot F-1: Standing Committee – Lay at-Large. There was one seat open for a four-year term.

There was 1 nomination received.

- Chuck Spence

There were no nominations from the floor.

Ballot G-1: Cathedral Chapter - Clergy. There is one seat open for a two-year term.

There was 1 nomination received.

- Karen Swanson

There were no nominations from the floor.

Ballot H-1: Cathedral Chapter - Lay. There is one seat open for a two-year term.

There were no nominations received.

There was 1 nomination from the floor. Marcelo Acopan from St. Paul's nominated Phyllis Miller from St. Paul's.

Phyllis Miller was added to the ballot.

Ballot I-1: Secretary to Convention -Clergy or Lay. There is one seat open for a one-year term.

There was 1 nomination received.

- Annalise Pasalo

There were no nominations from the floor.

Ballot J-1: Confirmation of Bishop's Appointments. This is the canonically required ballot to confirm the Bishop's appointments. The Canons require that this be done by ballot so you will be voting to confirm the Bishop's Appointments.

9:07 AM Bishop's Address

10:02 AM The 1st Diocesan Ballot

The dispatch of business explained the voting process for Ballots A-1 through J-1 using Election Runner.

10:11 AM 1st Ballot voting was closed for the Diocesan Offices.

Report on Resolutions

The Chair of the Dispatch of Business reported on the Resolutions received.

4 resolutions were received before the 45-day filing deadline in this Convention's Rules of Order. The Resolutions were in the e-Workbook on pages 11-21:

Resolution #1: 2024 Minimum Clergy Compensation and Benefits Policy of the

Episcopal Diocese of Hawai‘i

Resolution #2: To Establish a Tripartite Relationship Between The Episcopal Diocese of Hawai‘i, The Diocese of Batac in the Iglesia Filipina Independiente, & The Diocese of Northern Luzon in the Episcopal Church in the Philippines

Resolution #3: Protection of water (Ola i ka Wai - Water is Life) and urge the Office of Government affairs to advocate on protection of indigenous water and other natural resource rights

Resolution #4: Resolution to Admit the Episcopal Church in Micronesia to the Diocese of Hawai‘i

This Convention can act on these Resolutions.

A Resolution was proposed from the floor:

Resolution \$5: Resolution for the Episcopal Diocese of Hawai‘i to demand the ceasefire in Gaza

LET IT BE RESOLVED, Episcopal Diocese of Hawai‘i demands that the borders of Gaza be opened to allow innocent residents to escape the constant bombardment of bombing.

THEREFORE, LET IT BE RESOLVED, that Episcopal Diocese of Hawai‘i demands that humanitarian aid of water, food, health care, and other basic supplies are allowed into Gaza.

THEREFORE, LET IT BE RESOLVED, the Episcopal Diocese of Hawai‘i demands a ceasefire now in Gaza to prevent the further loss of innocent lives most especially women and children.

THEREFORE, LET IT BE FINALLY RESOLVED, that copies of this resolution be sent to the Hawai‘i Federal Delegation, the President of the United States, the Governor of Hawai‘i, all House and Senate members of the Hawai‘i State Legislature, and The Episcopal Church.

Healani Sonoda Pale, a voting delegate from St. Stephen’s, moved that the resolution be considered by the standing committee.

The Rev. Katlin McCallister, Rector of Holy Apostles, seconded the motion.

10:18 AM There was a break for standing committee to discuss acceptance or rejection of

Resolution #5

10:35 AM Convention was called back to order

John Decker, speaking on behalf of the standing committee, reported that the standing committee recommended that we do not accept the resolution on the grounds that we do not have the authority to make demands of others outside of our jurisdiction.

Willis Moore, delegate from St. Luke's, speaking also from experience as a regional coordinator from the American Friends of the Diocese of Jerusalem and Churches for Middle East Peace, urges the voting delegations to vote 'no' to the resolution as other dioceses are promoting this resolution.

Fran Kramer, delegate from St. Luke's and member of the standing committee - "the wording of 'demands' "does not seem appropriate" as it is outside of our normal jurisdiction."

There was a vote by simple majority.

The recommendation by the Standing Committee was rejected. Resolution #5 was added for consideration.

This concluded the report on resolutions.

10:42 AM The Kapolei Development Task Group offered an update on the project.

11:04 AM The Secretary of Convention reported on the certified results from the Elections Committee.

11:07 AM **Consideration of Resolution #1**

The convention considered Resolution #1 on pages 10-18 of the e-Workbook: "2024 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i"

There was no recommendation on this Resolution because it was, in fact, a report and resolution directly to Convention as required by Diocesan Canon 38.

The Bishop called upon the Rev. Kawika Jackson of the Compensation Review Committee to address the Convention.

Mike Emerson, voting lay delegate from Emmanuel Episcopal Church, explained the CPI for Urban consumers is commonly used to determine how to increase prices. While the number within the description of Resolution #1 is correct for the nation, for Hawai'i it is only at 2.2%. While most of the congregations in Hawai'i

are looking at negative growth and decreased pledges each year, a better number to base clergy compensation off of would be 2% to reflect our current economy.

The Rev. Annalise Pasalo, vicar of Calvary, Emmanuel, and St. Matthew's Episcopal Churches, explained the 5.5% increase from last year, plus another 4% increase this year is beyond what many congregations can afford. With a 2% increase to clergy compensation, this would be the minimum and would still allow for individual congregations to increase their clergy compensation. At the current 4% increase, it would make even part-time clergy less accessible to many congregations.

The Rev. Alison Dingley, moved amendment to replace the 4% increase to 2% increase within Resolution #1.

Seconded by the Rev. Annalise Pasalo, Vicar of Emmanuel, Calvary, and St. Matthew's churches.

The convention voted on the amendment by simple majority.

Resolution #1 was amended. Motion is back onto the floor including the amendment to Resolution #1.

The convention voted on the amended Resolution #1 by simple majority.

Resolution #1 as amended was adopted.

Announcement of the results of the elections for Diocesan offices

11:15 AM Lunch

The chaplain to the convention, Brother Thomas, offered the grace before the meal.

12:18 PM Response to Bishop's Address

12:38 PM 2024 Budget Motion

The Rev. Chris Bridges moved adoption of the Substitute Budget on behalf of the Diocesan Council.

The Rev. Moki Hino, rector of Good Shepherd, seconded the motion.

The motion was adopted by a simple majority.

The substitute budget is the main budget on the floor.

The Treasurer, Ryan Kusumoto, presented the highlights of the Budget before the Convention. The Treasurer noted that there is no increase in assessment or draws from the current year in the substitute budget.

The substitute budget was adopted by a simple majority.

12:47 PM Special Order of Business: Maui Update

The Rev. Canon Alexander Graham updated the Convention on the various communities and relief efforts underway on Maui. There are several house churches that have begun meeting. There is a committee formed to review applications for a missionary that will assist the churches and school on Maui.

12:56 PM Treasurer's Report by Title

The chair of the dispatch of business moved the adoption of the Treasurer's Report as found on pages 77-91 of the e-Workbook.

The Treasurer's Report was adopted.

1:40 PM Consideration of Resolution #2

John Decker, president of resolutions committee reported for the Standing Committee acting as the Resolutions Committee of the Convention to report on Resolution #2.

The Resolutions Committee recommended adoption of Resolution #2 as submitted.

Adopted by a simple majority.

12:59 PM Consideration of Resolution #3

Protection of water (Ola i ka Wai - Water is Life) and urge the Office of Government affairs to advocate on protection of indigenous water and other natural resource rights. This Resolution was submitted in writing forty-five days before this meeting of Convention and therefore is received for consideration. Refer to page 20 of the e-Workbook. No second is needed.

John Decker reported for the Standing Committee acting as the Resolutions Committee Resolutions Committee of the Convention on Resolution #3.

John Decker moved the adoption of the substitute Resolution #3 on behalf of the Resolutions Committee.

The convention voted on whether to accept the Substitute to replace the originally submitted Resolution #3.

John Decker explained that the Substitute Resolution brings clarity to the needed action and who can act on our behalf as Convention and Diocese. The intent of

the resolution is to encourage action at the General Convention and this resolution asks our Deputies to write and submit a resolution at next Summer's General Convention.

Healani Sonoda Pale, voting lay delegate from St. Stephen's, spoke to Red Hill water contamination and the shut down of Red Hill, but explained it will take years to defuel completely. 93,000 residents were impacted.

There was confusion on the original resolution (e-Workbook page 20) and process of substitution to the resolution (provided at convention).

The substitution was adopted by a simple majority.

Substitute Resolution #3 was the main motion on the floor.

Mary Carpenter, St. Clement's, rose to propose an amendment to:

“Be it resolved that this, the 55th annual meeting of the convention of the diocese of Hawai'i, *support* our diocesan deputation in submitting a resolution to the 81st general convention of the Episcopal church.”

Motion seconded by Healani Sonoda Pale, a voting lay delegate from St. Stephen's.

Mary Carpenter explained the deputation to the general convention fully intends to complete the amendment but would like the support of the diocese through this amendment.

The Rev. Alison Dingley, trusting the deputation plans to do the amendment, she supports the amendment. Original substitution 'lacks teeth' support of amendment to the substitution and encourages the deputation to do what it says.

The Rev. Jennifer Latham, associate priest at Holy Nativity, spoke in support of the amendment to the substitute. The creation care task force organized a letter writing campaign last year and in conjunction tried to ask officers of government relations to advocate for quick closure of Red Hill. They could not act because there was no direction from the General Convention. They encouraged us (the diocese) to provide a resolution.

The substitute resolution was adopted as amended.

The Rev. Kaleo Patterson, St. Stephen's, proposed and moved an amendment to the substitute resolution.

He stated that it seemed there are two parts, and it doesn't talk about cleaning up the pollution.

“To advocate for the protection and restoration of natural resources.”

The amendment was adopted by simple majority

The Rev. Kaleo Patterson, St. Stephen’s, proposed and moved an amendment to the substitute resolution.

“And be it further resolved that this the 55th annual meeting of the convention of the diocese of Hawai‘i supports the defueling and permanent shut down of Red Hill. “

The amendment was seconded by Healani Sonoda Pale, a voting lay delegate from St. Stephen’s.

The resolution was adopted as substituted and amended by simple majority.

1:20 PM Special Order of Business: EYE

1:42 PM Message from Rt. Rev. Donald Hart

1:44 PM Consideration of Resolution #4

Resolution to Admit the Episcopal Church in Micronesia to the Diocese of Hawai‘i This Resolution was submitted in writing forty-five days before this meeting of Convention and therefore is received for consideration. No second is needed.

John Decker reported for the Standing Committee acting as the Resolutions Committee of the Convention to report on Resolution #4.

On behalf of the Resolutions Committee, John Decker moved the adoption of the substitute Resolution #4.

Because this action is from the Resolutions Committee of this Convention, no second is needed.

Debate is opened on accepting the Resolution Committee’s Substitute Resolution #4 for consideration.

John Decker, Standing Committee, explained the Substitute Resolution brings clarity to the needed action and who can act on our behalf as Convention and Diocese. For this proposal to come about, it will require coordination with the

Episcopal Church at the nation level and with the Episcopal Church in Micronesia.

The Resolution Committee's substitute resolution was adopted by simple majority.

Substitute Resolution #4 was considered as the main motion on the floor.

The Bishop explained the rationale for this resolution. This resolution would provide the opportunity to consider how the churches could participate in the life of the diocese.

The Ven. Irene Malimann rose to offer greetings to the convention.

Jay Deen from St. John's Guam in Saipan, explained the church represents the entire Pacific Islands area. Many native identity issues are felt within Micronesia and in Hawaii, which bonds the two communities. In coming to the convention, they were embraced with the Aloha spirit and say “God be merciful”, which is how they say “thank you” in her native language; felt it is right to fully support, and asked to please welcome congregations into the Diocese of Hawai‘i.

The Ven. Irene Malimann offered the history of the church founded in 1957. The school was founded five years later. The Presiding Bishop appointed Bishop to oversee the church in Micronesia. This resolution formalizes the relationship with the Diocese of Hawai‘i.

The Rev. Alison Dingley, spoke in support of the resolution as it has been a pleasure to get to know the members of the Church in Guam. The possibilities of synergy between the other Pacific Islands and Hawai‘i are huge, especially in terms of peace and justice.

The resolution was adopted by a simple majority.

1:58 PM Consideration of Resolution #5

John Decker, Chair of Resolution’s Committee, as it is currently worded, the standing committee feels that the resolution is asking the body to take an action that is not canonically (appropriate).

Willis Moore, a voting lay delegate from St. Luke’s, proposed a substitute resolution to Resolution #5.

RESOLUTION FOR CEASEFIRE IN GAZA

The EPISCOPAL DIOCESE of HAWAI‘I, meeting in annual meeting this 21st day of October 2023,

NOTES that over 2,000 Israeli residents and over 4,000 Palestinians in Gaza have so far been killed since 07 October 2023, and

NOTES that the Israeli Defense Forces have massed 350,000 troops for an assault on the enclave of Gaza, and

NOTES that corridors of escape for the 2.3 million inhabitants of Gaza who are blockaded, and

NOTES that Gaza is 140 square miles (The size of our Island of Lanaʻi), and is under total lockdown by the Israeli military, and

BE IT RESOLVED that the borders of Gaza be opened to allow civilians to escape constant bombardment, and

BE IT RESOLVED that the Episcopal Diocese of Hawaiʻi demands that humanitarian aid of water, food, health care, fuel, and other basic supplies be allowed into Gaza, and

BE IT RESOLVED that the Episcopal Diocese of Hawaiʻi urges a ceasefire in Gaza to prevent further loss of innocent lives, and

BE IT RESOLVED that this 55th Annual Meeting of the Diocese of Hawaiʻi urges its General Convention Deputation to prepare and submit a resolution reflecting this information and resolution to the 81st General Convention of The Episcopal Church in Louisville 2024.

BE IT RESOLVED that copies of this resolution be sent to the Hawaiʻi members of the US Congress, to the President of the United States, to Governor of Hawaiʻi, to members of the Hawaiʻi Legislature, and to the Office of the Presiding Bishop of The Episcopal Church and its Office of Government Relations.

Doug Adams, a voting lay delegate from Holy Apostles moved the resolution.

The Rev. Mark Haworth, from Hālau Waʻa, seconded the motion.

The substitute resolution was adopted.

Paul Schumacher, a voting lay delegate from St. John's Kula, rose to speak against the resolution. Remarkably one-sided resolutions offered to a body that is not able to assess the situation it has addressed. He argued that by urging a ceasefire in Gaza, we line up with those who want to kill Jews because they are Jews. The wording of this resolution does not provide prayerful meaning; it leads us down a path we don't want to go down and what we don't understand.

Bill Wood, a voting lay delegate from Trinity by the sea, stated that dealing with a terrorist group and negotiating with them is something we have never done. Egyptians have opened the border and are providing supplies. The resolution doesn't clarify anything or do anything about this situation. Suggest we vote no

John Decker, a voting lay delegate from Good Shepherd, rose to state that the clarity of what this resolution asks to do, the current substitute has no canonical or legal basis for what we can do, this asks us to take actions that only the "national church" can take as directed by general convention; resolution as modified does not deal with the reasons why the standing committee urged it to be rejected originally

The Rev. Katlin McCallister, Rector of Holy Apostles, rose to emphatically state that we are opposed to innocent lives being destroyed; the intent is to state emphatically that we have a deep concern for those who are being murdered and cut off from basic supplies and medical need of the hospital there. She asked the author of the resolution to reword it if these statements align with the original intention.

Healani Sonoda Pale, a voting lay delegate from St. Stephen's, rose to state that we had just talked about the waters of life and how life is valuable, we just did a whole ceremony on the waters of life, but right now the children in Gaza don't have access to water. The UN is standing outside the Egyptian/Gaza border trying to get humanitarian aid into Gaza. She read from a card supplied within delegation packets. She agreed to change the wording to provide humanitarian aid, but urging the ceasefire.

The Rev. Heather Mueller, retired clergy, rose to speak in support of the resolution on the floor. She shared that she has been part of the diocese since 1976 and remembers clearly the passion of Bishop Browning in support of the Palestinians. It is a complicated issue and very difficult for us to say what needs to be done from our vantage point, but something has got to be done. She supported a resolution that may not be perfect and came together quickly but is important.

She moved an amendment.

"The Episcopal Church in Hawai'i urges the prevention of any further loss of innocent lives."

The amendment was seconded by The Rev. Katin McCallister: Something ought to be said from the Diocese of Hawai'i, so hopefully this provides better wording.

The amendment adopted by a simple majority.

The Resolution now reads:

RESOLUTION FOR CEASEFIRE IN GAZA

The EPISCOPAL DIOCESE of HAWAI'I, meeting in annual meeting this 21st day of October 2023,

NOTES that over 2,000 Israeli residents and over 4,000 Palestinians in Gaza have so far been killed since 07 October 2023, and

NOTES that the Israeli Defense Forces have massed 350,000 troops for an assault on the enclave of Gaza, and

NOTES that corridors of escape for the 2.3 million inhabitants of Gaza who are blockaded, and

NOTES that Gaza is 140 square miles (The size of our Island of Lana'i), and is under total lockdown by the Israeli military, and

BE IT RESOLVED that the borders of Gaza be opened to allow civilians to escape constant bombardment, and

BE IT RESOLVED that the Episcopal Diocese of Hawai'i demands that humanitarian aid of water, food, health care, fuel, and other basic supplies be allowed into Gaza, and

BE IT RESOLVED that the Episcopal Church in Hawai'i urges the prevention of any further loss of innocent lives, and

BE IT RESOLVED that this 55th Annual Meeting of the Diocese of Hawai'i urges its General Convention Deputation to prepare and submit a resolution reflecting this information and resolution to the 81st General Convention of the Episcopal Church in Louisville 2024.

BE IT RESOLVED those copies of this resolution be sent to the Hawai'i members of the US Congress, to the President of the United States, to Governor of Hawai'i, to members of the Hawai'i Legislature, and to the Office of the Presiding Bishop of the Episcopal church and its Office of Government Relations.

The Rev. Charles Browning, rector of St. Mary's, rose to argue that the debate on the process and language, and talk about how what we actually do comes from the General Convention. There is a power, even in the theatrical passing of a

resolution making a statement to this effect. If every diocese in The Episcopal Church makes a statement it is powerful. He spoke in support of the resolution as amended.

Soane Lino, a voting lay delegate from St. Clement's, rose to state that the readings for morning prayers this week from Gospel of Matthew, speaks about the very first part of the resolution.

Terry-Ann Hannawald, a voting lay delegate from All Saints Episcopal Church, rose to share that she was originally born in Jamaica, learned about the Holocaust when moved to the US. She didn't understand the nuance within issues. She spoke in support of the resolution because Jesus loves the little children and there is no distinction between the type of children He loves. The murdering of innocent lives is wrong, and we have to speak out and use our voices to ask ourselves if this is a problem we can tackle together.

The Rev. Moki Hino, Rector of Good Shepherd, called the question.

The resolution was adopted by a simple majority.

The Bishop passed the mitre.

2:28 PM Courtesy Resolutions

Imelda Padasdao moved the adoption of Courtesy Resolutions by Title.

The Courtesy Resolutions were adopted by a simple majority.

Evette Tamos requested a point of personal privilege. She honored Dora Kraul, who was named an Honorary Canon of the Cathedral.

2:31 PM Set tentative date and location of the 2024, 2025 and 2026 Annual Meetings

The Secretary of Convention announced the TENTATIVE dates and locations for the next three Annual Meetings:

October 18-19, 2024, Island of O'ahu

October 24-25, 2025, Island of O'ahu

October 23-24, 2026, Island of O'ahu

The Secretary-elect nominated Jessie Hoffman as the Assistant Secretary for the Convention.

Jessie Hoffman was elected as the Assistant Secretary.

2:39 PM Adjournalment

Closing Prayer was offered by the Chaplains, Br. Thomas and Br. Ambrose

Bishop Robert Fitzpatrick declared the 55th Annual Meeting of the Convention of the Diocese of Hawai‘i to be adjourned with the singing of “The Queen’s Prayer” as found on page 135 in the e-Workbook.

**The Rt. Rev. Donald P.Hart
95 Wyman Road # 1107
Keene, N.H. 03431**

Dear Bob:

Many prayers have gone out to you and the Diocese as you recover from the terrible fires on Maui. I know the Annual Convention will be marked by the enormous strength and energy needed to move into a safe and sensible future for so many who lost so much.

However the Diocese gathers for its Convention, whether in-person or digitally, or in some other miraculous way, I am sure God's Spirit and presence will be with you all.

Thank you for responding to my few messages. Please know that you, and all the others who take council for the life of the church continue in our prayers. Once again God will bring new life from the ashes of our suffering and despair. God bless you, the clergy, and all those remarkable lay people. Your combined faithfulness makes a bright future.

Elizabeth and I send our greetings, our love, and prayers upon prayers.

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

*Don
Elizabeth*

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	2024 Proposed Budget Narrative and Numbers
7	The Bishop's Statistical Report
8	Official Clergy List
9	Annual Report of the Treasurer
10	Report of the Standing Committee
11	Report of the Commission on Ministry (COM)
12	Report of the Commission on Finance
13	Report of the Commission on Investments
14	Report of the Commission on Property (COP)
15	Report of the Compensation Review Committee (CCRC)
16	Report from the Archivist
17	Report from the Canon to the Bishop
18	Report from Waiolaihui'ia Center for Ministry
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21	Report from the Controller
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Attachment 1: The Bishop's Address

at the Annual Meeting of the Convention of the Diocese of Hawai'i
Saturday, October 21, 2023
The Right Reverend Robert L. Fitzpatrick, Bishop

Aloha Kakahiaka.

As I begin my Convention Address today, let us remember that we gather in the Ahupua'a of Waikiki. On land that was, before it was drained by the Ala Wai Canal, rich with the kalo patches and fishponds of nā kānaka 'ōiwi. I stand on a bit of land deemed a waste after the Canal changed the landscape of this corner of O'ahu and, so, it was procured by a Bishop for 'Iolani School in the early 1930's with the Great Depression and World War II interrupting the School's move here. Now, it is one of the finest schools in the nation – if not the world.

I take this moment as your Bishop to honor and give thanks for the founding patrons of our Diocese, King Kamehameha IV (Alekanetero 'Iolani Kalanikualiholiho Maka o 'Iouli Kūnuiākea o Kūkā'ilimoku) for whom this School is named and blessed Queen Emma (Emma Kalanikaumaka'amano Kaleleonālani Na'ea Rooke), who tradition has it, gave the School its name.

I acknowledge the trust they committed to our Church in 1862 to care for their people – nā kānaka 'ōiwi – and all of the children of these Islands, and for our responsibility to care for all of creation. As the Bishop of the Church invited to these islands, I deeply regret that we have not always fulfilled our responsibility through these many decades. We have often failed and turned a blind eye to those around us. For those things which we as the Church and as individual Episcopalians have done and the many things we have left undone that contributed to the harm inflicted on nā kānaka 'ōiwi and upon these Islands, I offer our collective regret. I ask God's forgiveness. nā kānaka 'ōiwi were here, are here, and will be here. I ask the prayers of our blessed ancestors and of you, God's people, that we, God's Episcopal Church in Hawai'i, will have the will and courage to better fulfill our responsibility – kā mākou kuleana – to the people of these Islands and to God's creation.

As I have at past Annual Meetings of Convention, I invite you to join me now in saying the prayer that St Francis of Assisi offered to God before the Crucifix at the chapel of San Damiano in about 1205.

Let us pray together:

Most High, glorious God,
enlighten the darkness of my heart and give me
true faith, certain hope, and perfect charity,
sense and knowledge, Lord, that I may carry out
Your holy and true command. Amen.

We remember that Francis prayed these words after he heard the voice of God to “Go and build my Church.” He took it to literally mean rebuilding the ruined chapel, but he soon understood the command as something much, much more.

I wrote my written report to this Convention on August 6th, late on a Sunday afternoon. It was the Feast of the Transfiguration. It was also two days before the Maui fires. Two days before the building of Holy Innocents Church and much of Lahaina were destroyed. Two days before things changed. I decided to leave the report without alteration.

Much of my ministry as your Bishop has been caught in major before and after events: before and after the Global Financial Crisis, before and after the COVID pandemic, and before and immediately after the Maui fires.

Internationally, we have seen the continued naked aggression in Russia’s unprovoked war against Ukraine.

And then more recently, we have witnessed the heinous Hamas terrorist attack on innocent civilians in Israel with the cold intent of the murder of Jews – babies, the elderly, men, women, and children. This has been followed by Israeli military action in Gaza destroying the lives of innocent Palestinians – children and adults -- as collateral casualties in the war against Hamas.

In many ways, we are still living in the irresolution of the “after” times of events that commentators keep referring to as “once in a lifetime” or “unprecedented.”

We – you and I – have navigated these times together. As your Bishop, I have never known a time of internal diocesan strife. I have always felt bolstered by your prayers and your love. Mahalo.

There will be a report to this Convention about the recovery efforts on Maui. There will be much to do in the days ahead. We are not sure what the days ahead will hold. The impact on the people of Holy Innocents and Lahaina are incalculable. All of Maui, and in fact, all our Islands and all our churches will be impacted with rising insurance costs and changes in life caused by the fire and world events. We will need to face the years ahead with humility, adaptability, patience, and generosity.

The theme of this Convention was taken from the Sermon on the Mount, Matthew 5:6: “Happy are people who are hungry and thirsty for righteousness, because they will be fed until they are full.” What does being “hungry and thirsty for righteousness” mean in our times?

We must acknowledge reality. For many, it’s still a time of lamentation: the unrelenting cry to God. The fire and the wars remind us that there are times that all one can do is rail against God and cry. There are some in our Diocese that cry with the Psalmist (Psalm 13): “How long will you forget me, Lord? Forever? How long will you hide your face from me? How long will I be left to my own wits, agony filling my heart?”

We – as Episcopalians in Hawai‘i -- must commit ourselves to the people of Maui, of Lahaina, and of Holy Innocents. Both now and in the months and years ahead after everyone else has forgotten and the news cycle has moved on, we must commit to being respectful and engaged partners in the rebuilding of Maui and of the Holy Innocents’ congregation. Our Church was established in Lahaina at the request of King Kamehameha IV. We have a responsibility to be there, and to be sure that whatever happens is done with respect to the culture and history of that place. We must be the voice of righteousness and God’s justice for all in the new Lahaina.

For the past three months, the “righteousness” of God has been about direct care. There are too many people to thank for the response to the Maui fires. I always thank the Diocesan Support Center staff, but the many hours devoted to Maui in addition to their “regular” jobs has been remarkable. Processing many donations, engaging the insurance company, helping Holy Innocents, coordinating with Episcopal Relief and Development, working on communication, and so much more. Rae, Nani, Sam, Sybil, Fatima, Brett, Sonny: Thank you. Sandy, I especially appreciate you being on Maui for two days each week for much of the time since the fire. Your Diocesan Support Center staff serves you – God’s people – sacrificially and with love. Over these past three months, they have been, for me, witnesses of sacrificial love. Mahalo.

God’s people on Maui have stepped up in remarkable ways. The pastoral care provided by our clergy has been a witness to a broken community. The volunteers of A Cup of Cold Water have stepped up to fill a gap in care of the houseless and the forgotten. Folk have taken in displaced family and friends. Episcopalians have come from Kaua‘i churches to volunteer. I am proud of our spiritual ‘ohana.

I must thankfully acknowledge the many financial gifts that have come in from around the world and from you – God’s people in this Diocese. Many of our own congregations have taken up special collections on behalf of the relief effort. There is a gift from the Sisters of the Transfiguration who served for decades at St. Andrew’s Priory School for Girls in memory of a Sister who was born on Maui. There are small gifts with notes from children. We have received gifts from the Diocese of Taiwan and the Philippine Independent Church. Literally, hundreds have generously responded.

Some gifts have been transformational and have actually made me cry. The donation from a financially struggling congregation of weeks of proceeds from the sales in their thrift shop. A gift of \$100,000 from a single congregation allowed us to create the position of Missioner for Maui without having to wait for grants and other donations.

In the face of tragedy, there have been many examples of courage, love, and solidarity. As Christians, we know that acts of sacrificial love change the world. Thank you.

We are reminded in the face of tragedy that the Church is founded on the ministry reconciliation. As Paul reminds us in 2 Corinthians 5:20: “So we are ambassadors who represent Christ. God is negotiating with you through us. We beg you as Christ’s representatives, ‘Be reconciled to God!’” Reconciliation is grounded in faith, trust, and relationship. It is to “hunger and thirst after righteousness.”

We live in a world where people no longer trust one another. Again, Paul writes in Ephesians 4:30-31: “Don’t make the Holy Spirit of God unhappy—you were sealed by him for the day of redemption. Put aside all bitterness, losing your temper, anger, shouting, and slander, along with every other evil.” We live in an age of anger, shouting, and slander -- in an age of hate and violence. The leaders of our nation – of the world – have fed us the false dichotomy of us versus them. We are all the children of a loving God. If the Maui fire teaches us anything, it must be that we need one another, there are no strangers in God’s world only siblings, and to “hunger and thirst after righteousness” is to live pono with one another and all of creation.

At the virtual House of Bishops meeting in September, we only discussed two things: The numerical decline of the Episcopal Church – and of religious affiliation more generally in the United States -- and clergy misconduct (especially of bishops). Our society is changing.

Demographers at the meeting pointed out that the Episcopal Church is returning to its place in society that it had before the baby boom after World War II. As a denomination, we are closer in size to 1930 than in 1970. What were the take aways for me?

As an Episcopal Church and each congregation, we must be clear on our identity. We strive to be an inclusive, liturgically centered, and faith filled people of a loving God. We are “liberal” in the best sense of that word: willing to respect the dignity of every human being, to be open to opinions different from one’s own, and willing to engage new ideas. We are also “traditional” with a healthy respect for the past, recognizing that some practices, while not essential, can help on our spiritual journey. We must have intentional communities with clear theological and liturgical understanding that welcome shared leadership and embrace cooperation. We must “hunger and thirst after righteousness.”

Numerically small congregations can still be effective ministers of the Gospel. We can get bogged down with buildings and spaces too large for the number of people gathered or that drain our energy. Missions must be right-sized for the context. Even the smallest congregations can “hunger and thirst after righteousness.”

We must work together. Yes, as a Diocese, some experiments in sharing have failed – Episcopal Church on West O’ahu comes to mind. We must keep trying. I am delighted by the collaboration of Calvary, Emmanuel, and St. Matthew’s on the Windward side of O’ahu. St. Columba’s has seamlessly become part of the Parish of St. James on the Big Island. Sharing and collaboration does not mean a loss of congregational identity. We need one another and that will all the more be true in the years ahead.

Things are never going to be the same. We are called to be faithful Episcopalians. Our life together is shaped by Scripture, the liturgy, and healthy relationships. With prayer and humility, we will change to be God’s presence in the world as it is and not as it was. Yes, it will be hard sometimes, but it will be delightful at other times.

In broader Church news, much has come out about allegations of bishops’ misconduct. They are serious. The Episcopal Church and especially General Convention continues to strive for a system of clergy discipline that is healing and just. Our canons state: “By virtue of Baptism, all

members of the Church are called to holiness of life and accountability to one another. The Church and each Diocese shall support their members in their life in Christ and seek to resolve conflicts by promoting healing, repentance, forgiveness, restitution, justice, amendment of life and reconciliation among all involved or affected. This Title applies to Members of the Clergy, who have by their vows at ordination accepted additional responsibilities and accountabilities for doctrine, discipline, worship and obedience.” I share this to acknowledge that the Church is a human institution and clergy, even bishops – like all human beings – make mistakes and must be held accountable in Christ’s love. You – especially those attending General Convention in the summer – will likely hear more about this in the months ahead.

Two areas of our common life still need focus in the years ahead:

The work of the Reconciliation Task Force requires the commitment of every Episcopalian in this Diocese to commit to honest conversation and openness. The program the Reconciliation Task Force is tailored for is life in these Islands. It is not a packaged program from North America. It is our opportunity to engage racial reconciliation in a way appropriate to this context. We “hunger and thirst after righteousness” in our communities and in our churches.

The Environmental Justice and Creation Care Task Force continues to challenge us to recognize the harm we humans have done and are doing to God’s creation. We must repent and change our ways. We need more of us involved in this ministry. We must listen to the indigenous voices of these Islands. Time for change is past. We must “hunger and thirst after righteousness” of the earth.

We also must continue to call to ministry – lay and ordained. First, we need to understand that there is a national clergy shortage. There are two realities for the Episcopal Church: (1) The number of clergy ordained has not kept pace with the number of clergy who have retired. (2) More than half of all Episcopal churches nationally have part-salaried or non-stipendiary clergy. As this has happened, seminaries have closed or become entirely online. Many, many dioceses have local formation programs like our own Waiolaihui‘ia Center for Ministry.

I am reminded that this is in fact a return to earlier models of clergy training. Our own Bishop Kennedy trained in a regional theological school in Colorado that didn’t offer degrees, and Bishop Hanchett had one year of seminary and otherwise did local formation here at home.

For us, it will mean continuing to strengthen Waiolaihui‘ia Center for Ministry to provide training for licensed lay ministry. The first class of lay preachers, worship leaders, and catechists have been licensed. Some on the path to ordination will still be formed in the local program for ordination. More will engage in online and hybrid programs. Others will still go off for education at residential seminaries.

For us – for you and me – we must keep calling folk to ordination and important licensed lay ministries. We will need to fill the gaps in ministry and mission. We will need priests and deacons from these Islands – especially more deacons. We need leaders who understand the culture. The emerging reality of our common life will require teams of ministers and the ability

to adapt to emerging situations. I must count on you – God’s people – to raise up and support faithful leaders – ordained and lay. We need leaders who “hunger and thirst after righteousness.”

Speaking of leadership, I need to address an elephant here in Seto Hall. As some of you know, I turned 65 last month. When I interviewed Sandy to be my Canon, he asked me when I was planning to retire. The question made me smile because I asked the same question of Bishop Chang when he interviewed me to be his Canon. It is something Bishop’s Canons need to know for professional planning. I replied that I thought it would be sometime toward the end of 2026. My intention has not changed. This is not a specific announcement about a timetable, but I trust you and I love you. You deserve to know my hope and intention. I am in conversation with the Standing Committee and the Diocesan Council to plan for a healthy transition and the election of the sixth Bishop of Hawai‘i. The planning has to include planning about the budget and the calendar. I promise to do my best to avoid surprises. My hope and plan is to serve you until my retirement, and then to support and serve my successor as Bishop Chang supported me. Please hold me in your prayers asking God for good health and wisdom in the days ahead.

These past three months have reminded me personally of our need for one another and for God. The loss of Holy Innocents’ sanctuary reminds me of the transitory nature of life. I have come to reject the notion of legacy. The idea of leaving a legacy as an individual is a prideful fallacy. We don’t leave behind a legacy. All that we have and all that we are and that we do is a gift from God. When we die, we are completely forgotten by the world in a few short years. No one will care about the projects we have completed, the buildings we have built (or maintained), or even the words we have spoken. The difference we make is the lives we have touched and the love of God we have shared in the here and the now.

The notion of legacy is grounded in the fear of death. One of the reasons I don’t appreciate sharing of eulogies during the liturgy at a funeral – I’m ok maybe with them before the liturgy begins – is that we Christians aren’t afraid of death, and we know that it is not about us.

Those who gathered at Holy Innocents in Lahaina since 1863 leave us their prayers and the ripple of faith through the years. The building is gone. The legacy of past clergy and people was not in the buildings. In a short time, no one will remember the buildings. The impact is in the unseen countless lives that were changed by the love of God within those people. This gives us the courage to hunger and thirst after righteousness. We don’t fear. We know that it is not about us.

As Paul writes in 1 Corinthians 15:50-58:

This is what I’m saying, brothers and sisters: Flesh and blood can’t inherit God’s kingdom. Something that rots can’t inherit something that doesn’t decay. Listen, I’m telling you a secret: All of us won’t die, but we will all be changed— in an instant, in the blink of an eye, at the final trumpet. The trumpet will blast, and the dead will be raised with bodies that won’t decay, and we will be changed. It’s necessary for this rotting body to be clothed with what can’t decay, and for the body that is dying to be clothed in what can’t die. And when the rotting body has been clothed in what can’t decay, and the dying body has been clothed in what can’t die, then this statement in scripture will happen:

*Death has been swallowed up by a victory.
Where is your victory, Death?
Where is your sting, Death?*

Death's sting is sin, and the power of sin is the Law.

Thanks be to God, who gives us this victory through our Lord Jesus Christ!

As a result of all this, my beloved brothers and sisters, you must stand firm, unshakable, excelling in the work of the Lord as always, because you know that your labor isn't going to be for nothing in the Lord.

As a result of all this, my beloved brothers and sisters, you must stand firm, unshakable, excelling in the work of the Lord as always, because you know that your labor isn't going to be for nothing in the Lord.

Amen.

Attachment 2: Bishop's Report

The Feast of the Transfiguration of Our Lord Jesus Christ
August 6, 2023

I am writing this report nearly three months before the Annual Meeting of Convention. I will be traveling from the end of August through much of September. Because of deadlines to prepare the Convention reports for publication and sharing, I decided it was best to write it early.

As I write to you on this major feast day from the Ahupua‘a of Honolulu, I take this moment as your Bishop to honor and give thanks for the founding patrons of our Diocese, King Kamehameha IV (Alekanetero ‘Iolani Kalanikualiholiho Maka o ‘Iouli Kūnuiākea o Kūkā‘ilimoku) and Queen Emma (Emma Kalanikaumaka‘amano Kaleleonālani Na‘ea Rooke). I write from the land on which our Cathedral stands that was entrusted to the Church by the Holy Sovereigns. I acknowledge the trust they committed to our Church in 1862 to care for their people – nā kānaka ‘ōiwi – and all of the children of these Islands, and for our responsibility to care for all of creation. As the Bishop of the Church invited to these islands, I deeply regret that we have not always fulfilled our responsibility through these many decades. We have often failed and turned a blind eye to those around us. For those things which we as the Church and as individual Episcopalians have done and the many things we have left undone that contributed to the harm inflicted on nā kānaka ‘ōiwi and these islands, I offer our collective lamentation. I ask God’s forgiveness. I ask the prayers of our blessed ancestors and you, God’s people, that we, God’s Episcopal Church in Hawai‘i, will have the will and courage to better fulfill our responsibility – kā mākou kuleana – to the people of these Islands and to God’s creation.

Looking back over the past year since the 2022 Annual Meeting of Convention, I realize how much the Church and the world has changed. Our Diocesan governance meetings are largely done online. That is also true for formation programs and even one-on-one meetings. In many congregations, worship continues to be offered virtually while we gather in person. The way we live out life as God’s people will never be the same. We have also recognized that our mission as a Church is one focused on reconciliation and cooperation. We cannot go it alone. We need one another.

To help us – Episcopalians in Hawai‘i – live in our responsibility to engage God’s mission in Hawai‘i, the Reconciliation Task Force has prepared the Hō‘imi Pono curriculum. This curriculum invites us to tell our individual stories within our context of a living host culture and the many cultures of people who now call these Islands home. Based on the “Difference Course” created by the Reconciliation Leaders Network under the auspices of the Archbishop of Canterbury, and adapted and expanded by nine members of our Diocese working together for over two years, Hō‘imi Pono seeks to engage every Episcopalian in our Diocese in a healthy conversation about reconciliation that honors our host culture, our heritage, our diversity and God’s creation. Many will remember this Task Force from last year’s Education Day. Your input and the team’s hard work over the past year has readied Hō‘imi Pono for our Diocesan ministry of reconciliation.

The Environmental Justice and Creation Care Ministry Task Force has called us to reconciliation with creation by sharing resources for action, advocacy, and education. The team administers grants for Carbon Reduction Assistance in our congregations.

As a Diocese, we have continued to learn together. Think about all the offerings for formation and training that are now online. We have continued to train deacons, priests, lay preachers, worship leaders and catechists in virtual classes through the Waiolaihui‘ia Center for Ministry using mentors/instructors from within the Diocese and material from the Iona Collaborative of the Seminary of the Southwest. We also have a seminarian studying for ordination at the University of the South. Others are involved in distance and hybrid learning through various seminaries. As we look to the future, there will be multiple models of education for ministry – lay and ordained. This has included continued online ‘Ōlelo Hawai‘i classes.

I think the increased cooperation between congregations is an important reality as we look to the future. An example of such cooperation is the emerging sharing in ministry on the Windward side of O‘ahu between Calvary (Kāne‘ohe), Emmanuel (Kailua) and St. Matthew’s (Waimānalo). In the past year, the Diocese has faced the impact of the clergy shortage that has emerged throughout the Episcopal Church. Many of our congregations, like those in North America, have aging members. Sharing in ministry and cooperating in mission will be essential in the future. We have learned from past mistakes like the failed attempt on West O‘ahu. This cooperation must be organic and arise from building relationships between congregations. It is not something that can be imposed by the Diocese. As we look to the future, congregations and clergy will need mutual support and shared administration.

We continue to engage in ministries of reconciliation in our local communities. A Cup of Cold Water has continued to roll on Maui and care for the houseless. Hot showers and feeding ministries continue at St. Jude’s (on Hawai‘i). The Thursday community meal at St. James never stopped and, in fact expanded to St. Columba’s, Pa‘auilo. We have thriving feeding ministries in several congregations. There are collections for school supplies, animal adoption projects, food pantries, and feeding ministries. Our churches support the Diocesan prison ministry. Community farmers’ markets are welcome at St. Clement and Grace. These are just examples of much more that has taken place in our Diocese. We have done much in our congregations and for our communities.

There have been changes in the Diocesan Support Center. We have had to adapt after the retirement of Denise Esposito as the Executive Assistant for the Bishop and Canon to the Bishop. Fortunately, Nani Carroll has stepped in with intelligence and energy. I have been blessed as a Punahou graduate retired, that a Kamehameha graduate was able to step up without so much as a stumble. Likewise, Sam Okita joined us as Diocesan Controller as Danny Casey moved to the west coast for family reasons. Sybil Nishioka, Communications Specialist, and Spencer Lum, Financial Review Assistant, moved from contractors to employees this year. And Brett Johnson, Operations Support Assistant, joined us in June.

I do owe a profound note of thanks to the entire Diocesan Support Center staff. We have a small office staff that provide support for our congregations and clergy. The trainings and consultations (in person and online) that they provide for our congregations and leaders are

essential to our common life. The team works for you bringing a spirit of reconciliation and mutuality as we engage laws, canons, policies, leases, loans, budgets, insurance, and all the “business” of being the Church in the world.

As I look back over the past year, I am reminded again and again of Paul’s words in 2 Corinthians 5:18-20: “All of these new things are from God, who reconciled us to himself through Christ and who gave us the ministry of reconciliation. In other words, God was reconciling the world to himself through Christ, by not counting people’s sins against them. He has trusted us with this message of reconciliation. We are ambassadors who represent Christ. God is negotiating with you through us. We beg you as Christ’s representatives, ‘Be reconciled to God!’”

Submitted with my warm Aloha and blessing,

+ Robert L. Fitzpatrick

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	Jessie Hoffman		O
Approval of Minutes	Randolph Albano+	C	O
Constitution and Canons	David Gierlach+	C	O
Credentials	Jill Haworth	C	O
Dispatch of Business	Jennifer Masada	C	H
Elections	Lindy Marzo	C	H
Nominations	Christopher Bridges+	C	O
Resolutions	John Decker	C	M

Attachment 4: Agenda

THE 55TH ANNUAL MEETING OF THE CONVENTION
OF THE EPISCOPAL DIOCESE OF HAWAI‘I CONVENED IN
SETO HALL OF
‘IOLANI SCHOOL
HONOLULU, HAWAI‘I

Saturday, October 21, 2023

The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

- I. Call to Order the 55th Annual Meeting of the Convention and opening prayer
- II. Introductions
- III. Quorum Report of the Credentials Committee
- IV. Report from the Chair of Dispatch of Business
 - A. Adoption of the Agenda with the following special orders of business:
 - i. Maui update
 - ii. Kapolei development update
 - iii. EYE ‘23
- V. Report on Nominations
- VI. Bishop’s Address
- VII. Diocesan Ballots – 1st Ballot
- VIII. Report on Resolutions
- IX. Response to the Bishop’s Address
- X. Report on the Diocesan 1st Ballot and 2nd Ballot, if needed
- XI. Acceptance of Treasurer’s Report by Title
- XII. Consideration of Resolutions: Compensation Review
- XIII. Report on the Diocesan 2nd Ballot and 3rd Ballot, if needed
- XIV. Action on the 2024 Budget
- XV. Consideration of other Resolutions
- XVI. Set Dates and Locations of 2024, 2025, 2026 Annual Meetings of Convention
- XVII. Report on 3rd Ballot, if needed
- XVIII. Final Comments from the Bishop
- XIX. Adjournment of the Annual Meeting with “Ke Aloha ‘O Ka Haku”

Attachment 5: Resolutions

- Resolution #1: 2024 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i
- Resolution #2: To Establish a Tripartite Relationship Between The Episcopal Diocese of Hawai‘i, The Diocese of Batac in the Iglesia Filipina Independiente, & The Diocese of Northern Luzon in the Episcopal Church in the Philippines
- Resolution #3: Protection of water (Ola i ka Wai - Water is Life) and urge the Office of Government affairs to advocate on protection of indigenous water and other natural resource rights
- Resolution #4: Resolution to Admit the Episcopal Church in Micronesia to the Diocese of Hawai‘i

Resolution #1 (as amended and adopted)

TITLE: 2024 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i

SPONSOR: Diocesan Clergy Compensation Review Committee

CONTACT NAME: David "Kawika" Jackson, Chair

ADDRESS: 4-1161 Kuhio Hwy, Kapa'a, HI 96746

PHONE: 808-822-4267

EMAIL: rector@allsaintskauai.org

BE IT RESOLVED, that the 2024 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i be adopted as amended to reflect a 2% increase instead of the proposed 4% in the RATIONAL/EXPLANATION below.

RATIONALE/ EXPLANATION

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 minimum clergy compensation is not adjusted accordingly, we effectively reduce the purchasing power of current clergy compensation.

For year 2024, the Clergy Compensation Review Committee (CCRC) recommends raising the minimum compensation for clergy by 4.0%. The CCRC examined trends in the consumer price index for Honolulu. Accordingly, we note that as of the end of June 2023, the increase in the federal Consumer Price Index (CPI-W – Urban Wage Earners and Clerical) was 3.8%, both nationally and for Honolulu. Therefore, the CRCC proposes a 4.0% increase of the minimal clergy compensation to keep pace with inflation.

The table below shows the current categories for minimum clergy compensation, which includes SECA (Self-Employment Contributions Act) tax on self-employment. The CCRC 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.

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.

As in recent years, the Committee recommends that mileage be reimbursed at the current IRS rate, rather than clergy receiving an auto allowance. 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 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.

2024 Minimum Clergy Compensation (Employer portion of) SECA INCLUDED
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	114,108	128,256	142,500	153,804
2	103,728	116,616	129,576	139,896
3	94,248	106,164	117,960	127,488
4	87,312	97,128	107,904	115,680

Compensation				
Category	0 thru 4 Years Minimum	5 thru 9 Years Minimum	10 thru 19 Years Minimum	20+ Years Minimum
1	111,912	125,784	139,764	150,852
2	101,736	114,372	127,080	137,208
3	92,436	104,124	115,692	125,040
4	85,632	95,256	105,828	113,460

This table INCLUDES self-employment tax.

Compensation includes salary, housing and utilities and the employer's portion of the SECA tax.

Numbers are rounded so that when divided by 12 months, the monthly amount is a whole number

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 in charge of parishes or missions 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) 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.
- k) 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.
- l) 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) 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: ~~\$205~~201
 - ii) Two services: ~~\$274~~269
 - iii) Each additional service: ~~\$137~~134
 - 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

2023 CONGREGATIONAL COMPENSATION CATEGORY
COMPUTATION WORKSHEET BASED ON
2020 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)
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TOTAL OF WEIGHTED FIGURES (A + B + C + D = E)		(E)
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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 to the Bishop.

2024 COMPENSATION BASED ON 2022 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	54	88	229,222	1	118	3	94,248	106,164	117,960	127,488
CALVARY	12	17	53,187	0	26	4	87,312	97,128	107,904	115,680
CHRIST CHURCH	38	41	120,034	0	64	4	87,312	97,128	107,904	115,680
CHRIST MEMORIAL	13	45	52,816	0	35	4	87,312	97,128	107,904	115,680
EMMANUEL	35	30	122,999	2	62	4	87,312	97,128	107,904	115,680
EPIPHANY	57	53	160,514	4	91	3	94,248	106,164	117,960	127,488
GOOD SAMARITAN	17	53	60,230	0	41	4	87,312	97,128	107,904	115,680
GOOD SHEPHERD	79	66	203,619	0	112	3	94,248	106,164	117,960	127,488
GRACE	12	23	35,919	0	22	4	87,312	97,128	107,904	115,680
HĀLAU WA'Ā	11	29	45,788	6	33	4	87,312	97,128	107,904	115,680
HOLY APOSTLES'	51	69	279,100	0	125	3	94,248	106,164	117,960	127,488
HOLY INNOCENTS'	28	36	88,125	0	48	4	87,312	97,128	107,904	115,680
HOLY NATIVITY	30	47	166,323	0	76	4	87,312	97,128	107,904	115,680
ST. ANDREW'S	86	141	368,411	1	188	2	103,728	116,616	129,576	139,896
ST. AUGUSTINE'S	0	33	80,980	0	34	4	87,312	97,128	107,904	115,680
ST. CHRISTOPHER'S	63	81	184,774	6	111	3	94,248	106,164	117,960	127,488
ST. CLEMENT'S	54	69	235,122	0	113	3	94,248	106,164	117,960	127,488
ST. ELIZABETH'S	82	85	136,707	0	99	3	94,248	106,164	117,960	127,488
ST. JAMES'	177	150	245,637	0	189	2	103,728	116,616	129,576	139,896
ST. JOHN THE BAPTIST	12	25	38,162	0	24	4	87,312	97,128	107,904	115,680
ST. JOHN'S, KULA	61	64	195,972	0	102	3	94,248	106,164	117,960	127,488
ST. JOHN'S BY/SEA	28	25	40,464	0	31	4	87,312	97,128	107,904	115,680
ST. JUDE'S	36	53	49,864	0	45	4	87,312	97,128	107,904	115,680
ST. LUKE'S	34	26	61,522	0	40	4	87,312	97,128	107,904	115,680
ST. MARK'S	55	100	279,082	1	137	3	94,248	106,164	117,960	127,488
ST. MARY'S	21	30	64,012	0	37	4	87,312	97,128	107,904	115,680
ST. MATTHEW'S	18	13	19,709	1	18	4	87,312	97,128	107,904	115,680
ST. MICHAEL'S	53	50	250,376	0	111	3	94,248	106,164	117,960	127,488
ST. PAUL'S OAHU	60	121	154,432	9	116	3	94,248	106,164	117,960	127,488
ST. PETER'S	63	69	338,696	10	158	2	103,728	116,616	129,576	139,896
ST. STEPHEN'S	27	30	52,653	6	42	4	87,312	97,128	107,904	115,680
ST. TIMOTHY'S	60	50	184,830	0	94	3	94,248	106,164	117,960	127,488
TRINITY BY/SEA	35	44	103,668		58	4	87,312	97,128	107,904	115,680
WEST KAUAI	27	49	90,774	1	54	4	87,312	97,128	107,904	115,680

2024 COMPENSATION BASED ON 2022 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	54	88	229,222	1	118	3	92,436	104,124	115,692	125,040
CALVARY	12	17	53,187	0	26	4	85,632	95,256	105,828	113,460
CHRIST CHURCH	38	41	120,034	0	64	4	85,632	95,256	105,828	113,460
CHRIST MEMORIAL	13	45	52,816	0	35	4	85,632	95,256	105,828	113,460
EMMANUEL	35	30	122,999	2	62	4	85,632	95,256	105,828	113,460
EPIPHANY	57	53	160,514	4	91	3	92,436	104,124	115,692	125,040
GOOD SAMARITAN	17	53	60,230	0	41	4	85,632	95,256	105,828	113,460
GOOD SHEPHERD	79	66	203,619	0	112	3	92,436	104,124	115,692	125,040
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HOLY APOSTLES'	51	69	279,100	0	125	3	92,436	104,124	115,692	125,040
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ST. ANDREW'S	86	141	368,411	1	188	2	101,736	114,372	127,080	137,208
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ST. CHRISTOPHER'S	63	81	184,774	6	111	3	92,436	104,124	115,692	125,040
ST. CLEMENT'S	54	69	235,122	0	113	3	92,436	104,124	115,692	125,040
ST. ELIZABETH'S	82	85	136,707	0	99	3	92,436	104,124	115,692	125,040
ST. JAMES'	177	150	245,637	0	189	2	101,736	114,372	127,080	137,208
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ST. PETER'S	63	69	338,696	10	158	2	101,736	114,372	127,080	137,208
ST. STEPHEN'S	27	30	52,653	6	42	4	85,632	95,256	105,828	113,460
ST. TIMOTHY'S	60	50	184,830	0	94	3	92,436	104,124	115,692	125,040
TRINITY BY/SEA	35	44	103,668		58	4	85,632	95,256	105,828	113,460
WEST KAUAI	27	49	90,774	1	54	4	85,632	95,256	105,828	113,460

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 ~~\$97,128~~95,256. 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 ~~\$139,896~~137,208. 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 ~~\$57,840~~56,730 (~~\$115,680~~113,460 divided by 2 = ~~\$57,840~~56,730). 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 ~~\$94,248~~92,436. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy \$100,000.

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 (adopted)

TITLE: To Establish a Tripartite Relationship Between The Episcopal Diocese of Hawai‘i, The Diocese of Batac in the Iglesia Filipina Independiente, & The Diocese of Northern Luzon in the Episcopal Church in the Philippines

SPONSOR: Moki Hino

BE IT RESOLVED, that the Annual Meeting of the Diocesan Convention of the Episcopal Diocese of Hawai‘i authorizes the Diocese of Hawai‘i to enter into a formal tripartite relationship with the Diocese of Batac in the Iglesia Filipina Independiente (IFI) and the Diocese of Northern Luzon in the Episcopal Church of the Philippines (ECP).

Resolution #3 (as substituted and amended)

TITLE: Protection of water (Ola i ka Wai - Water is Life) and urge the Office of Government affairs to advocate on protection of indigenous water and other natural resource rights

SPONSOR: Jennifer Latham

BE IT RESOLVED, that this the 55th Annual Meeting of the Convention of the Diocese of Hawai‘i, supports our Diocesan Deputation in submitting a resolution to the 81st General Convention of the Episcopal Church that decries the actions of governments, businesses and other organizations that cause harm to the natural environment and that pollute natural resources like water, land, and air, in particular, those on the lands of native and indigenous peoples, that urges all dioceses to engage in advocacy of the natural environment, and that instructs the Office of Government Relations to advocate for the protection of these natural resources, especially those on the lands of native and indigenous peoples,

And BE IT FURTHER RESOLVED, that this the 55th Annual Meeting of the Convention of the Diocese of Hawai‘i, supports the defueling and permanent shut down of Red Hill.

Resolution #4 (adopted)

TITLE: Resolution to Admit the Episcopal Church in Micronesia to the Diocese of Hawai‘i

SPONSOR: The Rev. R.K. "Moki" Hino

BE IT RESOLVED, that this the 55th Annual Meeting of the Convention of the Diocese of Hawai‘i endorses and welcomes the full admission of the Episcopal Churches (St. John the Divine on Guam and St. Paul’s on Saipan) and School (St. John’s on Guam) on Guam and Saipan, currently constituting the Convocation of the Episcopal Church in Micronesia, into the Episcopal Diocese of Hawai‘i;

BE IT FURTHER RESOLVED, that this the 55th Annual Meeting of the Convention of the Diocese of Hawai‘i authorize the Bishop, Standing Committee, Diocesan Council, Deputation to the 81st General Convention of the Episcopal Church, and Chancellor to engage with the General Convention of The Episcopal Church, Executive Council, Presiding Bishop, and Chancellor for the Presiding Bishop to take the needed actions to admit the Episcopal Churches and School on Guam and Saipan, currently constituting the Convocation of the Episcopal Church in Micronesia, into the Episcopal Diocese of Hawai‘i, and to transfer title of all property and assets of the Episcopal Church in Micronesia to the Episcopal Church of Hawai‘i; and

BE IT FURTHER RESOLVED, that this the 55th Annual Meeting of the Convention of the Diocese of Hawai‘i seeks, with the full admission of the Episcopal Churches and School on Guam into the Episcopal Diocese of Hawai‘i, for the Convocation of the Episcopal Church in Micronesia, as an ecclesial and corporate organization of The Episcopal Church, be dissolved.

Attachment 6: Budget Narrative and Numbers

Narrative and Explanation

2024 PROPOSED BUDGET OVERVIEW

As in most budgeting processes, Diocesan Council attempts to balance The Episcopal Church in Hawai‘i’s (“TECH”) projected financial needs with projected financial resources. Council further attempts to construct a conservative budget by slightly underestimating income and slightly overestimating expenses, allowing unforeseen events to be accommodated during the year. This process was once again challenging, given the unusually mixed economic circumstances we are currently facing.

Historically, TECH has assessed congregations at 18% of their operating income since 2018. Pandemic relief was granted churches in 2020 and 2021 through a two-month assessment waiver. The pandemic relief continued in 2022 with a lower assessment rate of 16.5% and a one-month assessment waiver. That 16.5% assessment rate is proposed to remain the same.

The Endowment draw rate was set by Diocesan Council at 4% in 2018. It was temporarily increased to 5% in 2021 to compensate for other revenue shortfalls due to the pandemic. It was reduced to 4.5% in 2022 and 2023. Eventually Council wants to return to a more sustainable 4% draw rate, but in 2024, Council is proposing a 4.5% draw rate. For information, the draw formula is based on a trailing 12 quarter average Endowment value.

The 2023 Budget was slightly rearranged and a few new sections were added to enhance transparency and to better categorize income and expenses. TECH’s 2024 Budget continues to generously support Ministry and Mission initiatives, such as the Hālau Wa‘a Church Plant (previously known as “West Oahu”), Grace Moloka‘i, Camp Mokulē‘ia, Diocesan Youth Mission, Waiolaihui‘ia, Prison chaplaincy, A Cup of Cold Water, and newly added this year at the request of our Environmental Justice and Creation Care Committee, one for Carbon Offsets. It should be emphasized that TECH’s monetary support of Ministry and Mission programs is only a portion of TECH’s total support, as Diocesan Support Center (DSC) staff devote considerable time and energy in support of these and other Ministry and Mission programs throughout the Diocese.

Under normal circumstances, a conservatively developed budget will produce a nominal surplus at year-end, which typically is used to prudently increase reserves or is carried forward to help fund the next Budget cycle. The 2024 Budget does not anticipate a 2023 surplus to balance the budget.

2024 PROPOSED BUDGET SUMMARY

TECH's Proposed 2024 Budget is balanced, with total budgeted income equaling total budgeted expenses.

Total Income in TECH's 2024 Budget is \$2.621 million, a slight increase from \$2.432 million in the 2023 Budget. Net **Assessment Income** of \$1.511 million represents 57.6% of Total Income in 2024 versus 56.7% in the 2023 Budget. Budgeted **Investment Income** of \$927.7K (35.4%) is higher than the 2023 Budget amount of \$817.5K (34.9%). **Other Income** in the 2024 Budget, Parking Rents, is \$116.8K (4.5%).

Total Expenses in TECH's 2024 Budget are \$2.621 million, a slight increase from budgeted 2023 Total Expenses of \$2.345 million. **Diocesan Organization Expenses** of \$1.722 million represents 65.7% of Total Expenses in the 2024 Budget, versus \$1.733 million (71.2%) in the 2023 Budget. **Ministry and Mission Expenses** of \$767K represents 29.3% of Total Expenses in the 2024 Budget versus \$588K (25.19%) in the 2023 Budget. **Transfers to Reserves** of \$131.7K represents 5.0% of Total Expenses in the 2023 Budget versus \$111K (4.7%) in 2023.

On August 8, 2023, the County of Maui experienced the devastation from a series of wildfires. Loss of life and property (including Holy Innocents Church) throughout the town of Lahaina was extensive and recovery will take years and require financial resources. The proposed 2024 Budget addresses the potential expenses and required funding to assist the Maui Response Recovery (Mālama Maui) efforts in the 2024 fiscal year.

Line-by-line specifics by budget item, prepared by DSC staff and edited by Council, follow:

INCOME

Page 4, 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 2024 assessment rate of 16.5% (see note on line 1c) of each congregation's operating income, as shown on the 2022 parochial report, page 5, line A.

Page 4, Line 1b: COVID-19 Assessment Waiver

This was a 2-month waiver of assessment payments to the Diocese to help congregations with loss of income due to the COVID-19 pandemic in 2020 and 2021. There was a 1-month waiver in 2022. The waivers ended in 2023.

Page 4, Line 1c: Maui Response Assessment (1% Inc.-Exp. Line 2h)

Differential assessment of adding 1% from the original 16.5% annual assessment to 17.5% provides \$62,525 to 2024 income for Maui response recovery efforts.

Page 4, Lines 1d1-1d15: Investment Income

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

Endowment Funds: To estimate income from investments for 2024, the Diocese budgets and will draw 4.5% of each restricted and unrestricted endowment fund’s average market value over the prior twelve quarters. An additional draw increase of .5% (\$63,610) (see line 1 d10) for 2024 will be applied to Mālama Maui expenses (line 2h) if needed. A 5% draw or \$72,703 from St. Georges Endowment Fund (line 1 d11) will also be applied to Mālama Maui expenses in 2024 if needed.

Trust Funds: There are four non-endowment funds of which the Diocese is the beneficiary of investment income but has no investment management oversight.

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

Page 4, Line 1e: Rental Income - Cluett Apartments

Diocesan Council has approved demolition of the building (and possibly replacing with landscaping and/or parking) and the demolition was completed in August 2023.

Page 4, Line 1f: 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 to six individuals.

Page 4, Line 1g: Interest

This represents the interest earned on Diocesan cash accounts and Certificates of Deposits (CDs). The estimated amount for 2023 was understated, so the estimated amount for 2024 is adjusted to reflect closer to current actual.

Page 4, Line 1h: Miscellaneous

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

Page 4, Line 1i: Restricted donation – Ministry Training

This represents funds that were set aside by Diocesan Council for Ministry Training.

Page 4, Line 1j: Restricted donation – Waiolaihui’ia Center for Ministry (WCM) (Expense line 6e)

This represents temporary restricted donations received for WCM, the Diocesan Local Ordination and Licensed Lay Ministry Formation Program. These funds are transferred as needed based on actual program expenses.

Page 4, Line 1k: Bishop Emergency Fund (Expense line 7a)

This represents earmarked funds set aside for distribution as grants to congregations to pay for unplanned emergencies that threaten the ministry of the congregation. These funds are transferred as needed based on actual disbursements.

Page 4, Line 1l: Episcopal Charities

This represents funds raised from churches to set up an Episcopal Charities Fund. The Episcopal Charities Commission was established by the 23rd Convention in 1991 to raise funds for Episcopal-related outreach programs. We cannot find any records for this fund, so the money will be used to support various Diocesan outreach programs.

Page 4, Line 1m: Prior years' Surplus

Estimated amount of carry forward surplus from prior years used to balance the budget and transferred as needed based on actual expenses/disbursements. No transfer amount is projected for 2024.

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. This Committee maintains contact with other indigenous peoples and their faith communities throughout the Worldwide Anglican Communion. The every 2-year meeting was last held in Hawai'i in 2019. The next meeting will be in Newcastle, Australia, October 30 – November 2. Funds may also be used for services, workshops, etc related to Hawai'i's ali'i. It is also noted that this Committee has other sources of income for their work.

- A restricted fund of \$13,000
- Diocesan Council allocated \$20,000 of funds received from The Episcopal Church for the work of this Committee. After current expenses, the amount left is \$18,000.

Page 5, Line 2b: Tongan Ministry

This line item is used to help pay for the ministry of a Tongan-speaking priest for the Tongan congregation at St. Elizabeth's Church, Honolulu.

Page 5, Line 2c: Diversity and Racial Reconciliation Ministry

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 Reconciliation Task Group has begun this work. Additional funds were allocated for the work of this Task Group (and that of the Native Hawaiian Ministry Committee) by Diocesan Council from a grant from The Episcopal Church (\$20,000 to each group) and the funds remaining are \$18,000.

Page 5, Line 2d: Safe Church

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. The pandemic made in-person trainings impossible. Testing of a hybrid system (both in-person and online) is scheduled for 2023. The 2024 budget reflects the desire for both in-person and online training.

Page 5, Line 2e: Diocesan Grants for Programs

This line item was used to help start new programs in congregations. During the pandemic this line item was combined with the Emergency grants. No funds are in the 2024 budget.

Page 5, Line 2f: Environmental Justice & Climate Care

This line item will help fund initiatives that come out of the Environmental Justice and Creation Care Task Force.

Page 5, Line 2g: Carbon Offsets

This line item will be used to help fund carbon offsets for interisland airfare.

Page 5, Line 2h: Mālama Maui

This line item represents potential additional expenses related to recovery efforts as a result of the Maui wildfires. It is still early in the recovery and Council is not sure what will be needed in the next year, so this line item is to help with those needs as they arise. These funds would be used for expenses not covered by insurance, Maui relief donations, or Maui relief grants.

Page 5, Line 3a: Agreed Upon Procedures (AUP) Expenses– Missions

In previous years, the Diocese included in its budget the funds to pay for annual AUP reviews 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.) In 2022 a part-time person was contracted to perform the 2021 AUP reviews. This line item was moved to the Diocesan Support Center staff section in 2023.

Page 5, Line 3b: Calvary

The purpose of this financial support has been to assist in re-establishing Calvary as a viable Episcopal Church in Kaneohe following the departure of many parishioners in disagreement with the 2003 ordination of Bishop Gene Robinson and the Diocesan stance favoring an inclusive understanding of marriage. The subsidy was reduced in 2022 and discontinued thereafter.

Page 5, Line 3c: Grace, Molokaʻi

This line item supports the ministry of Grace Church on Molokaʻi. The Council has determined that this is an essential ministry of the Diocese of Hawaiʻi. 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 (see www.gracechurchmolokai.com).

Page 5, Line 3d: Church Internet/Website Support

This line item was established about 10 years ago to encourage churches to transition from the Yellow Pages method of searching for a church to a website. The funds were used to provide assistance with the costs of maintaining the websites for Churches. Starting 2024, this support will be for mission churches only.

Page 5, Line 3e: Legal and Related Expenses for Churches

This represents legal and related costs incurred by the Diocese on behalf of churches.

Page 5, Line 3f: Hālau Wa‘a Church Plant

Hālau Wa‘a Episcopal is a new mission church, organized in 2022, serving the population of over 120,000 residents and potential spiritual seekers in the Honouliuli ahupua‘a (Kapolei, ‘Ewa Beach, and Makakilo). The mission is developing a New Episcopal Community template of wa‘a (small group ministries) empowering each member’s spiritual journey by bringing God’s word into everyday activities. The individual wa‘a gather for renewal, community, and worship as Hālau Wa‘a Episcopal. The funds are largely used for the compensation of the Missioner, the Rev. Mark Haworth. The Episcopal Church in Hawai‘i owns land near Kapolei Elementary School (11f). It should be noted that this land may or may not be used for Hālau Wa‘a, but it is an asset of the Diocese intended for future expansion in the region. This line assumes future reductions in support as the mission works toward self-sufficiency.

Page 5, Line 4a: Camp Mokulē‘ia

Camp Mokulē‘ia (see www.campmokuleia.org) operates as a subsidiary of the Diocese. 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 O‘ahu outside of the Camp, and (2) youth events. The Camp faces opportunities and challenges as the pandemic subsides. The budget includes an allocation of \$73,000 for the ongoing maintenance and programs of the Camp. This is the minimum support Diocesan Council has discerned that the Diocese should provide to show commitment to this ministry.

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), Godly Play, and StoryMakers. Training for clergy and lay leaders is funded elsewhere in this budget (6a).

Page 5, Line 4c: 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.

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

These funds are being budgeted to allow maximum flexibility to the task group to use the money as it sees best to support this ministry, whether that be a paid position or other support.

Page 5, 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 5, Line 5b: Ecumenical/Interfaith Relations

This line item supports efforts to build relationships with, and community among, other faiths through shared communication and participation in the areas of faith-based, spiritual, and social issues aligned with the mission of our Diocese. Institutional membership in The Interfaith Alliance Hawai'i (TIAH) is part of this support. The budget also includes funds for Pacific Health Ministries and the Samaritan Counseling Center.

Page 5, Line 5c: Prison Chaplaincy (PT)

This represents only the compensation (including SECA) for a part-time chaplain, the Rev. Kaleo Patterson, towards the development of an active prison ministry in the State of Hawai'i, Department of Public Safety (all islands), the Federal Detention Center in Honolulu, and the Saguaro Correctional Facility in Arizona. Most prison chaplaincy activity and programs take place on O'ahu, where most of the incarcerated are processed upon entry into the system, and released or transferred to facilities on neighbor islands, or Saguaro, Arizona. There was a 3% increase in 2023. This line assumes a 22% increase for 2024. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 5, Line 5d: Prison Chaplain (PT) – Pension Contribution

This represents the pension contribution for the Prison Chaplain, the Rev. Kaleo Patterson.

Page 5, Line 5e: Prison Ministry - Program

This line item provides funds to support prison chaplain & ministry expenses required to provide oversight of all prisons in Hawai'i and Saguaro Correctional in Arizona, and the Federal Detention Center in Honolulu, utilizing volunteers and local churches, community partnerships, program and curriculum development, printing, materials, and supplies needed for: Makahiki Classes and Ceremonies, Baibala English/Hawaiian Language Classes, Hawaiian Bibles, Episcopal Holy Eucharist and other Services, and special programs, Reentry Backpacks, reentry services, and support, such as cell phones, housing assistance, and Holo bus passes, other travel assistance, and alms, which provide a continuity of prison ministry and pastoral care from in-prison to community reentry. The Diocesan Council views this as an important living out of the gospel, "...I was in prison and you visited me." (Matthew 25:36

NRSV) Here is also the understanding that we are called "...to bring good news to the oppressed, to bind up the brokenhearted, to proclaim liberty to the captives, and release to the prisoners. (Isaiah 61:1 NRSV)

Page 5, Line 6a: Leadership Development

This is for training and/or conferences for clergy and lay leadership (including wardens, vestry members, bishop's committee members, and treasurers) events like "Spring Training," "Education Day" and other special events.

Page 5, Line 6b: Clergy Retreat and Conference (Income line 1c5)

This is to fund two events during the year, an annual clergy retreat and a clergy conference.

Page 5, Line 6c : 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.

Page 5, Line 6d: Retired Clergy

This is to help fund expenses for ministry to retired clergy.

Page 5, Line 6e: Waiolaihui'ia Center for Ministry (WCM) (Income line 1i)

WCM is Hawai'i's program for licensed lay ministries and those being formed for ordination to the priesthood or vocational diaconate. 2023-2024 is projected to be funded by a donor-restricted reserve fund (income line item 1i). 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 residential seminary is not feasible. Ordination-track individuals have the flexibility and stability to serve a congregation. Ordination-track graduates of WCM are expected to meet all canonical requirements for ordination. For the ordination-track, there is a one-year preparatory program followed by the three-year WCM ordination program. Committees are currently reevaluating the funding and process.

Page 5, Line 6f: Waiolaihui'ia Academic Dean (PT)

This represents only the compensation paid (including SECA) to the Academic Dean, the Rev. Haaheo Guanson, who oversees the WCM program. There was a 3% increase in 2023. This line assumes a 3% increase for 2024. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 5, Line 6g: Waiolaihui‘ia Academic Dean (PT) – Health Insurance

This represents the premiums for health insurance for the Academic Dean, the Rev. Haaheo Guanson.

Page 5, Line 6h: Waiolaihui‘ia Academic Dean (PT) – Pension Contribution

This represents the pension contribution for the Academic Dean, the Rev. Haaheo Guanson.

Page 5, Line 7a: Emergency Grants (income line 1j)

These monies are used to help fund congregations with unplanned/unforeseen expenses such as retaining walls, sewer systems, plumbing, electrical, technology upgrades during the Pandemic, etc. and ministries that support the vision and goals of the Episcopal Church in Hawai‘i. These grants of up to \$3,000 can be approved by the Bishop and grants over \$3,000 must be approved by Diocesan Council on the recommendation of the Bishop.

Page 6, Line 8a: Bishop (income line 1d2)

This line item is for only the compensation (including SECA) for the Bishop Diocesan, the Rt. Rev. Robert Fitzpatrick. There was a 3% increase in 2023. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately. There is a fund (income line item 1c2) that partially funds line items 8a-8g.

Page 6, Line 8b: Health Insurance (income line 1d2)

This represents the premiums for health insurance for the Bishop Diocesan, the Rt. Rev. Robert Fitzpatrick.

Page 6, Line 8c: Pension/Retirement Contribution (income line 1d2)

This represents the pension contribution for the Bishop Diocesan, the Rt. Rev. Robert Fitzpatrick.

Page 6, Line 8d: Hospitality (income line 1d2)

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.

Page 6, Line 8e: Board Responsibilities (income line 1d2)

Previously, this line item was included in the Hospitality line item. Recently the cost of fulfilling one of the Bishop’s board responsibilities, supporting 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), has significantly increased. It was decided that this should be separated from hospitality since this contribution is an expectation of board members.

Page 6, Line 8f: Key Person insurance (income line 1d2)

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 6, Line 8g: Travel and Continuing Education (income line 1d2)

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.

Page 6, Line 9a: Executive Assistant to the Bishop (32 hrs/0.8 FTE)

This line item includes only the compensation for the Bishop's Executive Assistant, Ms. Nani Carroll. The Executive Assistant provides administrative support to the Bishop and the Diocese. The position is now 32 hours per week instead of 40 hours per week. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 6, Line 9b: Business Manager

This position was eliminated in the 2022 budget.

Page 6, Line 9c: Canon to the Bishop

This line represents only the compensation (including SECA) for the Canon to the Bishop, the Rev. Cn. Sandy Graham. 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. There was a 3% increase in 2023. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 6, Line 9d: Controller

This line item represents only the compensation for the Diocesan Controller, Mr. Sam Okita. The Controller performs the following tasks and functions: General Ledger, preparation of financial statements and reports, work with diocesan treasurers so they can report to governance bodies, non-diocesan grants support to churches, bank liaison, loans, audit preparation, church financials /financial section Parochial Reports review. DSC liaison to Commission on Investments and

Commission on Finance. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 6, Line 9e: Financial Support Administrator (32 hrs/0.8 FTE)

This line item covers only the compensation for the Financial Support Administrator, Ms. Fatima Houchens, who performs the following tasks and functions: Accounts Payable and Accounts Receivable. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 6, Line 9f: Financial Review Assistant (25 hrs/0.625 FTE)

This line item covers only the compensation for the Financial Review Assistant, Mr. Spencer Lum, who performs the annual Agreed Upon Procedures (AUP) reviews for mission churches and provides accounting advice/support to all churches during the rest of the year. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time.

Page 6, Line 9g: Accounting Support

This line item in 2023 was to cover the cost of transitioning from former Controller, Mr. Danny Casey to current Controller, Mr. Sam Okita.

Page 6, Line 9h: Operations Manager

This line represents only the compensation for the Operations Manager, Ms. Rae Costa. This position is responsible for the following tasks and functions: Insurance, licenses and leases of congregations, diocesan property issues and contracts, human resources, DSC operations. DSC liaison to Commission on Property. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time. In previous years, the compensation line item in the budget was a total package for the position which included

compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 6, Line 9i: Office Support (PT: 18 hrs/0.45 FTE)

This line represents only the compensation for the Office Support position filled by Mr. Sonny Liu. This position provides clerical support to Diocesan Support Center staff and volunteers such as organization of files, scanning, filing, mailings, etc. There was a 3% increase in 2023. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time. In previous years, the compensation line item in the budget was a total package for the position which included compensation and any related insurances, taxes, and benefits that were applicable to that position. In 2023, those non-compensation items started being reported separately.

Page 6, Line 9j: Operations Support Assistant (PT: 20 hrs/0.5 FTE)

This line represents only the compensation for an Operations Support Assistant, Mr. Brett Johnson. This position provides analytical, statistical, and organizational support to the Diocesan Support Center. This line assumes a 3% increase for 2024. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time.

Page 6, Line 9k: Creative Communications Specialist (income line 1c4)

This line represents only the compensation for the Creative Communications Specialist. This position includes being the Editor of the e-Chronicle and Webmaster of the Diocesan website, providing video enhancements, creation of logos, flyers, and announcements, and oversight of communications. A portion of this expense is covered by a restricted fund (income line item 1c4). As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time.

Page 6, Line 9l: Archivist (PT: 4 hrs/0.1 FTE)

This line represents only the compensation for the Archivist. This position is responsible for the Archives for the Diocesan and Congregational Records. As the Compensation Review Committee for the Bishop and the Diocesan Support Center staff, the Standing Committee recommended a 6.5% increase to adjust for inflation in both 2022 and 2023 (the Bishop and DSC staff received a 3% increase for 2023). Diocesan Council is proposing the 3% increase as the most fiscally prudent amount at this time.

Page 6, Line 9m: Communications & Event Coordinator

This position was reevaluated in 2022 and it was determined that the diocese would be better served with support in other areas, so this position is no longer in the budget since 2023.

Page 6, Line 9n: Health Insurance (employees this section)

Since health insurance premiums can vary from none to a family plan for each position of the Diocesan Support Center, including it in the compensation package of each position caused some positions to seem more highly (or lowly) compensated when compared with other positions. To more accurately illustrate the compensation for each position, the health insurance premiums for the positions in this section have been removed from the individual positions and put into this line item.

Page 6, Line 9o: Pension/Retirement Contribution (employees)

Since pension/retirement contributions can differ between clergy (18%) and lay (10%) employees, including it in the compensation package of each position caused some positions to seem more highly (or lowly) compensated when compared with other positions. To more accurately illustrate the compensation for each position, the pension/retirement contributions for the positions in this section have been removed from the individual positions and put into this line item.

Page 6, Line 9p: Employment Taxes & Insurance (all employees)

Calculation of individual positions' employment taxes and insurance is cumbersome and since health insurance and pension/retirement numbers were removed from the individual positions, it was decided to remove employment taxes and insurance from the individual positions and put into this line item.

Page 6, Line 9q: Temporary Staffing

Temporary staffing has not been needed since 2022, so no money budgeted since 2023.

Page 6, 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 Diocesan Archivist at a professional development conference. The current archives location is too small. Plans are being made to move the Archives.

Page 6, 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 6, 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 6, Line 10d: Contract Communications Services

This position transitioned from a contractor position to an employee position in 2023, so the money for this position has been moved to DSC Staff section.

Page 6, Line 10e: CPA Contract Services

This line item covers outsourced CPA services as needed.

Page 6, Line 10f: Diocesan 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.

Page 6, Line 10g: Diocesan Office Cleaning Expenses

This budget item covers the cost for cleaning of the Diocesan Support Center offices.

Page 6, Line 10h: 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 6, Line 10i: Legal and Related Expenses

This represents legal, ethical, Disciplinary Board, and related costs incurred by the Diocese for the Diocese. Unreimbursed legal and related expenses for churches is on line 3e (Support for Congregations section). Unexpended funds from this line item up to \$5,000 per year will be set aside as a reserve to cover potential future legal expenses.

Page 6, Line 10j: Office Expenses

This line item includes telephone, copying costs, equipment maintenance, subscriptions, postage, equipment purchase, supplies, etc.

Page 6, Line 10k: Post-Retirement Benefits (formerly Medigap Program)

This line item provides a subsidy to eligible qualified retired clergy (and their spouses) and qualified lay employees of the Episcopal Church in Hawai'i (Diocesan Support Center staff) who started their employment in the Diocese prior to Sept. 1, 2021, to cover a portion of their Medicare Advantage and/or Dental 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 this Diocese even if retiring while serving in another Diocese).

Page 6, Line 10l: Staff Continuing Education

This line item covers the cost of continuing education for the Diocesan Support Center staff.

Page 6, Line 10m: Storage

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

Page 6, Line 10n: Technology Support

Included in this line item is the contract for outsourced IT support, software, computer upgrades and the purchase of needed technology. The increase is to cover the costs to replace aging equipment.

Page 6, Line 11a: 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.

Page 6, Line 11b: 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 6, Line 11c: Property - Cluett

With the demolition of the Cluett apartments, the minimal expenses for this portion of the campus are being moved to Property – Diocese line item 11d.

Page 6, Line 11d: Property - Diocese

This account covers expenses related to Queen Emma Square (including the portion of the square where the Cluett apartments were), such as general liability and umbrella insurance and the cost of maintenance of the trees on the Diocesan parking lot.

Page 6, Line 11e: Property Taxes – Grounds and Parking

This line item pays the property taxes on the grounds and parking lots on the Square rented for income by the Diocese.

Page 6, Line 11f: Kapolei land

This budget line pays the property taxes and other expenses to maintain property in Kapolei. As there is not currently a Church building on the site, the Diocese must pay property taxes.

Page 7, 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 7, 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 returned to pre-pandemic level since travel has opened up.

Page 7, Line 13a: 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 2024 assessment is 15% of the 2022 Diocesan income,

which includes parochial giving, unrestricted operating investment income, and restricted investment income used to pay operating expenses, minus a \$200,000 exemption. The Diocese of Hawai‘i always pays the full ask amount of the General Convention.

Page 7, Line 13b: 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.

Page 7, Line 14a: EYE Travel Fund Reserve

Every three years, there is a nation-wide Episcopal Youth Event. The last one was July 4-8, 2023 on the campus of the University of Maryland. Information for the next one is not available at this time. It is the Diocese’s policy to fund the full cost of chaperones plus one-third of the cost for each youth, 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.

Page 7, Line 14b: Bishop’s General Convention Travel Reserve 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. The next General Convention is scheduled for 2024 in Louisville, KY.

Page 7, Line 14c: General Convention Deputy Support Reserve 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 General Convention is scheduled for 2024 (and will include the election of a new Presiding Bishop).

Page 7, Line 14d: Lambeth Conference Travel Reserve Fund

This line item funds a reserve to pay for the Bishop’s and spouse’s attendance at future Lambeth conferences. The most recent one was in July 2022. The current funding is to prepare for the next Lambeth Conference.

Page 7, Line 14e: Future Bishops’ Transition Reserve 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 March 2023 was approximately \$262,000. A review of the cost of bishops’ elections and transition show that a reserve of up to \$400,000 would be prudent.

Page 7, Line 14f: Memorial Building Capital Reserve 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.

Page 7, Line 14g: Diocese Capital Expenditure Reserve Fund

This line item was created from budget surpluses to fund future capital expenditures such as the archives. Since no budget surplus is anticipated for 2023, the budgeted amount for 2024 is zero.

Page 7, Line 14h: Curacy Support Reserve Fund

This line funds a reserve to support Curacies without causing an undue burden on future budgets when the funds are needed. There is currently 1 individual in residential seminary who is anticipated to enter into a curacy in 2025.

Page 7, Line 14i: DSC Staff Sabbatical Reserve Fund

This line funds a reserve to support Diocesan Support Center Staff Sabbatical expenses without causing an undue burden on future budgets when the funds are needed. Two employees are currently eligible for sabbatical.

Budget Summary

BUDGET SUMMARY (in \$)

	2022 ACTUAL	2023 BUDGET	2024 PROPOSED BUDGET	2025 FORECAST	2026 FORECAST
TOTAL INCOME	2,248,536	2,432,140	2,621,084	2,429,300	2,477,991
<u>Expenses</u>					
Ministry and Mission	454,986	588,189	766,990	568,600	565,300
Diocesan Organization	1,595,238	1,733,451	1,722,359	1,784,100	1,820,500
Transfers to Reserves	118,872	110,500	131,735	144,400	144,400
TOTAL EXPENSES	2,169,095	2,432,140	2,621,084	2,497,100	2,530,200
SURPLUS / (DEFICIT)	79,440	-	-	(67,800)	(52,209)

Note:

Budget page 3

Total Income

		TOTAL INCOME (in \$)				
		2022 ACTUAL	2023 BUDGET	2024 PROPOSED BUDGET	2025 FORECAST	2026 FORECAST
Income						
Rate		17%	16.5%	16.5%+1%=17.5%	16.50%	16.50%
1 a	Assessments	1,463,847	1,329,410	1,448,939	1,470,100	1,499,500
1 b	COVID-19 Assessment Waiver (1 month)	(121,987)	-	-	-	-
1 c	Maui Response Assessment (1% Increase)	-	-	62,528	-	-
		1,341,860	1,329,410	1,511,467	1,470,100	1,499,500
Investment Income		4.50%	4.50%	4.50%	4.00%	4.00%
<i>Endowment Funds - Restricted</i>				(see note on 1 d10)		
1 d1	Portfolio (Restricted)					
1 d2	Episcopate Endowment Fund (Expense Lines 8a - 8g)	200,261	207,300	197,000	189,120	192,902
1 d3	Hanchett Memorial Mission Fund (Expense Line 3c)	3,459	3,500	3,300	3,168	3,231
1 d4	Hawaiian Church Chronicle (Expense Line 9k)	962	1,000	900	864	881
1 d5	Clergy Continuing Education Fund (Expense Line 6b)	-	40,000	40,000	40,800	41,600
1 d6	MacCray Fund (Council Restricted) (Expense Line 4d)	6,952	60,000	60,000	61,200	62,400
1 d7	Harry & Katherine Kennedy Memorial Fund (Council Restricti	-	-	2,892	2,900	3,000
1 d8	Mission Fund (Council Restricted)	-	-	3,247	3,300	3,400
<i>Endowment Funds - Unrestricted</i>						
1 d9	Portfolio (Unrestricted)	397,471	390,700	371,300	356,448	363,577
1 d10	Mālama Maui Response (.5% Add'l Draw of Unrestricted Fu	-	-	63,610	-	-
1 d11	St. George's Endowment Fund (5% for Mālama Maui)	-	-	72,703	-	-
Total Endowment Fund Income		609,105	702,500	814,952	657,800	670,991
<i>Trust Funds</i>						
1 d12	Catton Fund (Restricted)	16,078	25,000	16,000	16,300	16,600
1 d13	Parke Trust (Unrestricted)	52,817	45,000	50,000	51,000	52,000
1 d14	Prisanlee Fund (Unrestricted)	25,332	20,000	26,800	27,300	27,800
1 d15	Valvon Fund (Unrestricted)	21,000	25,000	20,000	20,400	20,800
Total Trust Funds Income		115,227	115,000	112,800	115,000	117,200
Total Investment Income		724,332	817,500	927,752	772,800	788,191
Rentals						
1 e	Apartments	39,543	-	-	-	-
1 f	Parking	108,342	113,700	116,800	120,600	123,800
Total Rentals		147,885	113,700	116,800	120,600	123,800
Other Income						
1 g	Interest	6,813	1,000	18,000	18,400	18,800
1 h	Miscellaneous	13,300	3,000	3,000	3,000	3,000
Total Other Income		20,113	4,000	21,000	21,400	21,800
Transfers from Reserves						
1 i	Ministry Training	-	-	4,765	4,800	4,800
1 j	Rest. Donation Waiolaihui'ia Center for Ministry (Expense Line 6e)	14,345	25,000	25,000	25,000	25,000
1 k	Bishops Emergency Fund (Expense Line 7a)	-	20,000	-	-	-
1 l	Episcopal Charities	-	-	14,300	14,600	14,900
1 m	Prior years' Surplus	-	122,530	-	-	-
Total Transfers from Reserves		14,345	167,530	44,065	44,400	44,700
GRAND TOTAL INCOME		2,248,536	2,432,140	2,621,084	2,429,300	2,477,991

Ministry and Mission Expenses

MINISTRY AND MISSION (IN \$)						
		2022 ACTUAL	2023 BUDGET	2024 PROPOSED BUDGET	2025 FORECAST	2026 FORECAST
DIOCESAN INITIATIVES						
2 a	Native Hawaiian Ministry Committee	-	2,000	2,000	2,000	2,000
2 b	Tongan Ministry	10,000	10,500	10,500	10,700	10,900
2 c	Diversity and Racial Reconciliation Ministry	-	500	500	500	500
2 d	Safe Church	-	10,000	5,000	10,000	10,000
2 e	Diocesan Grants for Programs	-	10,000	-	-	-
2 f	Environmental Justice & Climate Care	-	-	3,500	3,600	3,700
2 g	Carbon Offsets	-	-	1,200	1,200	1,200
2 h	Mālama Maui	-	-	198,841	-	-
Subtotal		10,000	33,000	221,541	28,000	28,300
SUPPORT FOR CONGREGATIONS						
3 a	Agreed Upon Procedures Expenses - Missions	36,139	-	-	-	-
3 b	Calvary	4,000	-	-	-	-
3 c	Grace, Moloka'i (income line 1 c3)	75,000	78,750	75,000	75,000	75,000
3 d	Church Internet/Website Support	738	1,700	1,000	1,000	1,000
3 e	Legal & Related Expenses for Churches	-	7,500	9,000	9,200	9,400
3 f	Hālanu Wa'a Church Plant	128,600	128,600	115,700	104,100	93,700
Subtotal		244,477	216,550	200,700	189,300	179,100
DISCIPLESHIP						
4 a	Camp Mokolē'ia	70,000	73,500	73,000	74,500	76,000
4 b	Christian Formation	1,750	10,000	10,000	10,200	10,400
4 c	Planned Giving	31	5,000	2,500	2,600	2,700
4 d	Diocesan Youth Ministry - Program (Income Line 1c7)	241	60,000	60,000	61,200	62,400
Subtotal		72,023	148,500	145,500	148,500	151,500
OUTREACH AND JUSTICE						
5 a	A Cup of Cold Water (Income Line 1c2)	5,000	5,250	6,250	6,400	6,500
5 b	Ecumenical/Interfaith Relationships	2,000	2,000	2,000	2,000	2,000
5 c	Prison Chaplaincy (18 hours / .45 FTE) - (Includes SECA)	22,530	19,635	24,000	24,500	25,000
5 d	Prison Chaplaincy - Pension Contribution	-	3,534	4,320	4,400	4,500
5 e	Prison Ministry - Program	5,677	6,300	8,000	8,200	8,400
Subtotal		35,207	36,719	44,570	45,500	46,400
MINISTRY DEVELOPMENT						
6 a	Leadership Development	9,648	20,000	20,000	20,400	20,800
6 b	Clergy Retreat (Income Line 1c5)	6,515	40,000	40,000	40,800	41,600
6 c	Commission on Ministry (COM)	3,003	10,000	10,000	10,200	10,400
6 d	Retired Clergy	-	-	500	500	500
6 e	Waiolaihui'ia Center for Ministry (Income Line 1f)	14,345	25,000	25,000	25,000	25,000
6 f	Waiolaihui'ia Academic Dean (20 hrs / .5 FTE) - (Includes SECA)	36,778	22,176	22,840	23,300	23,800
6 g	Waiolaihui'ia Academic Dean (PT) - Health Insurance	-	12,252	12,228	12,500	12,800
6 h	Waiolaihui'ia Academic Dean (PT) - Pension Contribution	-	3,992	4,111	4,200	4,300
Subtotal		70,289	133,420	134,679	136,900	139,200
OTHER						
7 a	Emergency Grants (Income Line 1j)	22,990	20,000	20,000	20,400	20,800
Subtotal		22,990	20,000	20,000	20,400	20,800
TOTAL DIRECT MINISTRY AND MISSION		454,986	588,189	766,990	568,600	565,300

Diocesan Organization Expenses

		DIOCESAN ORGANIZATION (IN \$)				
		2022 ACTUAL	2023 BUDGET	2024 PROPOSED BUDGET	2025 FORECAST	2026 FORECAST
EPISCOPATE						
8 a	Bishop (Includes SECA) (Income Line 1 d2)	246,393	194,625	200,460	204,500	208,600
8 b	Health Insurance (Income Line 1 d2)	-	24,456	24,408	24,900	25,400
8 c	Pension/Retirement Contribution (Income Line 1 d2)	-	35,033	36,083	36,800	37,500
8 d	Hospitality (Income Line 1 d2)	17,301	12,000	10,000	10,200	10,400
8 e	Board Responsibilities (income line 1 d2)	-	-	8,000	8,200	8,400
8 f	Key Person Insurance (Income Line 1 d2)	414	500	500	500	500
8 g	Travel & Continuing Education (Income Line 1 d2)	11,873	22,000	23,100	23,600	24,100
	Subtotal	275,981	288,614	302,551	308,700	314,900
DIOCESAN SUPPORT CENTER STAFF						
9 a	Executive Assistant to the Bishop	92,882	62,520	53,560	54,600	55,700
9 b	Business Manager	92,351	-	-	-	-
9 c	Canon to the Bishop (includes SECA)	155,408	120,503	124,120	126,600	129,100
9 d	Controller	115,655	85,000	87,550	89,300	91,100
9 e	Financial Support Administrator (32 hrs / .8 FTE)	29,863	37,700	38,800	39,600	40,400
9 f	Financial Review Assistant (25 hrs / .625 FTE)	-	33,500	34,500	35,200	35,900
9 g	Accounting Support	-	52,700	-	-	-
9 h	Operations Manager	-	69,530	71,620	73,100	74,600
9 i	Office Support (PT) (18.0 hours / .45 FTE)	20,932	20,400	19,100	19,500	19,900
9 j	Operations Support Assistant (20 hrs / .5 FTE)	-	25,700	26,500	27,000	27,500
9 k	Creative Communications Specialist (Income line 1 c4)	-	48,000	49,440	50,400	51,400
9 l	Archivist (PT) (4 hrs / .1 FTE)	-	6,700	12,400	12,600	12,900
9 m	Communications & Event Coordinator	25,228	-	-	-	-
9 n	Health Insurance (employees this section)	-	104,046	97,800	99,800	101,800
9 o	Pension/Retirement Contribution (employees this section)	-	59,926	58,539	59,700	60,900
9 p	Employment Taxes & Insurance (all employees)	-	39,862	42,129	43,000	43,900
9 q	Temporary Staffing	8,816	-	-	-	-
	Subtotal	541,134	766,087	716,058	730,400	745,100
DIOCESAN EXPENSES						
10 a	Archives	1,805	1,000	1,000	1,000	1,000
10 b	Audit Expenses - Diocese	35,070	35,000	45,000	45,900	46,800
10 c	Chancellor's Expenses	-	2,000	2,000	2,000	2,000
10 d	Contract Communications Services (Income Line 1c3)	48,000	-	-	-	-
10 e	CPA Contract Services	-	10,000	11,400	11,600	11,800
10 f	Diocesan Convention	1,650	10,000	20,000	20,400	20,800
10 g	Diocesan Office Cleaning Expenses	6,074	8,600	8,600	8,800	9,000
10 h	Directors & Officers Insurance	6,440	7,000	7,000	7,100	7,200
10 i	Legal & Related Expenses for Diocese	70,000	50,000	50,000	51,000	52,000
10 j	Office Expenses	73,427	53,550	53,550	54,600	55,700
10 k	Post-Retirement Benefits	16,078	25,000	16,000	16,300	16,600
10 l	Staff Continuing Education	203	4,000	4,000	4,100	4,200
10 m	Storage	9,391	11,300	11,300	11,500	11,700
10 n	Technology Support	19,636	20,400	35,400	36,100	36,800
	Subtotal	287,772	237,850	265,250	270,400	275,600
DIOCESAN PROPERTY AND BUILDING EXPENSES						
11 a	Security Shared with the Queen Emma Square	23,001	17,600	17,600	18,000	18,400
11 b	Shared Cathedral Expenses	27,500	28,900	28,900	29,500	30,100
11 c	Property - Cluett	48,624	-	-	-	-
11 d	Property - Diocese	41,172	24,000	24,000	24,500	25,000
11 e	Property Taxes - Grounds & Parking	18,242	20,000	20,000	20,400	20,800
11 f	Kapolei land	18,999	20,000	20,000	20,400	20,800
	Subtotal	177,538	110,500	110,500	112,800	115,100

Transfers and Expenses Summary

	2022 ACTUAL	2023 BUDGET	2024 PROPOSED BUDGET	2025 FORECAST	2026 FORECAST	
TRAVEL						
12 a	Governance Groups Travel	2,037	5,000	5,000	5,100	5,200
12 b	Staff Travel	16,675	20,000	35,000	35,700	36,400
		18,712	25,000	40,000	40,800	41,600
EPISCOPAL QUOTAS						
13 a	The Episcopal Church Quota (Assessment)	287,500	302,300	285,100	317,800	325,000
13 b	Province VIII Quota	6,600	3,100	2,900	3,200	3,200
	Subtotal	294,100	305,400	288,000	321,000	328,200
TOTAL DIOCESAN ORGANIZATION OR SUPPORT OF MINISTRY AND MISSION		1,595,238	1,733,451	1,722,359	1,784,100	1,820,500

DIOCESAN TRANSFERS (IN \$)

	2022 ACTUAL	2023 BUDGET	2024 PROPOSED BUDGET	2025 FORECAST	2026 FORECAST	
TRANSFERS TO RESERVE ACCOUNTS						
14 a	EYE Travel Reserve Fund	100	100	10,000	6,000	6,000
14 b	Bishop's General Convention Travel Reserve Fund	2,000	2,400	3,000	2,400	2,400
14 c	General Convention Deputy Support Reserve Fund	16,000	16,000	20,000	20,000	20,000
14 d	Lambeth Conference Travel Reserve Fund	1,000	1,000	5,000	5,000	5,000
14 e	Future Bishops' Transition Reserve Fund	10,000	10,000	32,735	50,000	50,000
14 f	Memorial Building Capital Reserve Fund	36,000	36,000	36,000	36,000	36,000
14 g	Diocese Capital Expenditure Reserve Fund	33,772	20,000	-		
14 h	Curacy Support Reserve Fund	20,000	20,000	20,000	20,000	20,000
14 i	DSC Staff Sabbatical Reserve Fund	-	5,000	5,000	5,000	5,000
	Subtotal	118,872	110,500	131,735	144,400	144,400
TOTAL TRANSFERS TO RESERVE ACCOUNTS		118,872	110,500	131,735	144,400	144,400

DIOCESAN EXPENSE SUMMARY (IN \$)

	2022 ACTUAL	2023 BUDGET	2024 PROPOSED BUDGET	2025 FORECAST	2026 FORECAST	
Expenses						
	Direct Ministry and Mission	454,986	588,189	766,990	568,600	565,300
	Diocesan Organization	1,595,238	1,733,451	1,722,359	1,784,100	1,820,500
	Transfers to Reserves	118,872	110,500	131,735	144,400	144,400
TOTAL EXPENSES		2,169,095	2,432,140	2,621,084	2,497,100	2,530,200

Budget page 7

Attachment 7: The Bishop's Statistical Report

Clergy as of October 2, 2023

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

According to Title III, Canon 12, Section 3(d), the following has occurred in our Diocese from October 2, 2022 to October 1, 2023.

Admitted as Candidate for Holy Orders: 0

Licensed Ministers

<u>Eucharistic Ministers:</u>	Total of 26 with a current license 13 have been licensed in the past year
<u>Eucharistic Visitors:</u>	Total of 6 with a current license 2 have been licensed in the past year
<u>Worship Leaders:</u>	Total of 8 with a current license 6 have been licensed in the past year

Clergy Changes

<u>Lost by Death: 5</u>	
November 26, 2022	Frances Kay Carter Johnson
January 21, 2023	John Baade Connell
May 1, 2023	Vincent O'Neill
May 8, 2023	Leonard Howard
June 7, 2023	Alejandro Geston

Removed by Deposition: 1

October 21, 2023	Daniel Lee Leatherman
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Change of Canonical Residence out of the Diocese: 1

September 19, 2023	Andrew John Walmisley
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Change of Canonical Residence into the Diocese: 0

Ordinations

To the Priesthood: 1

To the Diaconate: 0

Sacramental Acts

Baptisms	8
Confirmations	21
Receptions	7
Reaffirmations	2
Burials	0
Marriages	0
Celebration of New Ministry	5

Other

Consents to the election of bishops:	13
Non-consents to election of bishops:	0
Consents to the resignation of bishops:	9

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 October 1, 2022 through September 30, 2023.

		Year of Ordination to Diaconate
1986	The Rev. Imelda S. Padasdao (Priest) St. Elizabeth's, Assistant Priest	1986
2000	The Rev. Cn. Randolph V.N. Albano (Priest) St. Paul's, Vicar	1979
2000	The Rt. Rev. Robert L. Fitzpatrick (Bishop) The Episcopal Diocese of Hawai'i, Bishop Diocesan	1986
2005	The Rev. Cn. Robert "Moki" Hino (Priest) The Parish of Good Shepherd, Rector	2005
2006	The Rev. David Gierlach (Priest) St. Elizabeth's, Rector	2006
2009	The Rev. Paul A. Lillie (Priest) St. Mark's, Rector	2004
2009	The Rev. Dcn. Lisa Pang (Deacon) Episcopal Church in Micronesia, Deacon	2009
2011	The Rev. Giovan Venable King (Priest) St. Christopher, Rector	2007
2011	The Ven. Irene E. Maliaman (Priest) Episcopal Church in Micronesia, Archdeacon	1988
2011	The Rev. Amy Crowe (Priest)	2011
2011	The Rev. Corey Thornton (Priest) US Navy, Chaplain	2011
2011	The Rev. David Stout (Priest) St. James', Rector	1997
2012	The Rev. Michael Tinnon (Priest)	2008

2012	The Rev. Leo Loyola (Priest)	2012
2012	The Rev. Kerith Harding (Priest)	2009
2013	The Ven. Steve Costa (Deacon) The Cathedral of St. Andrew, Archdeacon	2013
2013	The Rev. Kaleo Patterson (Priest) St. Stephen's, Vicar	2013
2015	The Rev. Ernesto Pasalo (Priest) Calvary, Emmanuel, St. Matthew's, Priest Associate	2015
2015	The Rev. Raymond Woo (Priest) St. Luke's, Vicar	2015
2015	The Rev. Keleawe Hee (Priest) Good Samaritan, Vicar	2015
2015	The Rev. Paul Nahoa Lucas (Priest) St. John's By-the-Sea, Vicar	2015
2015	The Rev. John. A. Hau'oli Tomoso (Priest) Trinity by-the-Sea, Vicar	2015
2016	The Rev. Craig Vance (Priest)	2005
2016	The Rev. Annalise Pasalo (Priest) Calvary, Emmanuel, St. Matthew's, Vicar	2016
2016	The Rev. Dcn. Lani Bowman (Deacon) St. Augustine's, Deacon	2016
2016	The Rev. Cn. Alexander Graham (Priest) The Episcopal Diocese of Hawai'i, Canon to the Bishop	2003
2016	The Rev. Cn. Heather Patton-Graham (Priest) The Cathedral of St. Andrew, Provost; St. Andrew's Schools, Chaplain	2003
2016	The Rev. Andrew McMullen (Priest) St. Michael and All Angels, Rector	2006

2017	The Rev. Katlin McCallister (Priest) Holy Apostles, Rector	2013
2018	The Rev. Dustin Berg (Priest)	2006
2018	The Rev. Jasmine Bostock (Priest) St. John the Baptist, Vicar	2018
2018	The Rev. Christopher Bridges (Priest) Epiphany, Rector	2018
2018	The Rev. Haaheo Guanson (Priest) The Cathedral of St. Andrew, Assisting Priest, Waiolaihui'ia, Dean	2018
2018	The Rev. Mark Haworth (Priest) Hālau Wa'a, Vicar	2018
2018	The Rev. Preston Lentz (Priest) St. Christopher's, Priest Associate Holy Cross, Priest-in-Charge	2018
2018	The Rev. Linda Lundgren (Priest) St. James, Priest Associate	1993
2018	The Rev. Sara Shisler Goff (Priest)	2009
2018	The Rev. Bernard Yung (Priest)	2013
2019	The Rev. Andrew Arakawa (Priest) 'Iolani School, Chaplain	2019
2019	The Rev. David Glaser (Priest)	2010
2019	The Rev. James Shire (Priest) St. Thomas's Anglican Church	2019
2020	The Rev. Elizabeth "Libby" Berman (Priest) Holy Nativity, Rector	2001
2020	The Rev. Charles Browning (Priest) St. Mary's, Rector	2010
2020	The Rev. David "Kawika" Jackson (Priest) All Saint's, Rector	1995

2020	The Rev. Timothy Morehouse (Priest) 'Iolani School, Chaplain	2002
2020	The Rev. Jennifer Latham (Priest) Holy Nativity, Associate Rector	2019
2021	The Rev. Christopher Golding Seabury Hall, Chaplain	2011
2021	The Rev. Jennifer Masada St. Augustine's, Vicar	2009
2022	The Rev. Kerry Holder Joffrion Episcopal Church on West Kaua'i, Vicar	1991
2022	The Rev. Karen Swanson St. Timothy's, Interim Vicar	1983
2022	The Rev. George Wong St. John's, Kula, Priest-in-Charge	2013
2022	The Rev. Frank Condello II	2022
2022	The Rev. Dcn. Alberta Buller Holy Apostles, Deacon	2016

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, 2023.

		Year of Ordination to Diaconate
1954	The Rev. W. Edwin Bonsey (Priest)	1954
1954	The Rev. David P. Coon (Priest)	1954
1960	The Rev. William H. Aulenbach, Jr. (Priest)	1960
1961	The Rev. J. Hollis Maxson (Priest)	1961
1962	The Rev. Thomas Yoshida (Priest)	1962
1963	The Rev. Cn. David K. Kennedy (Priest)	1963
1968	The Rev. Cn. Franklin S.H. Chun (Priest) The Episcopal Diocese of Hawai'i, Chaplains to Retired Clergy	1968
1971	The Rev. Richard E. Winkler (Priest)	1971
1972	The Rev. Cn. Brian J. Grieves (Priest)	1972
1973	The Rev. Imo S. Tiapula (Priest)	1971
1977	The Rev. Lynette G. Schaefer (Priest)	1977
1979	The Rev. Heather M. Mueller (Priest) The Episcopal Diocese of Hawai'i, Chaplains to Retired Clergy	1979
1979	The Rev. Brian F. Nurdning (Priest)	1960
1985	The Rev. David J. Baar (Priest) St. John's (Kula), Priest Associate	1962
1987	The Rev. Charles W. Cannon (Priest)	1968
1988	The Rev. Peter S. Fan (Priest) St. Elizabeth's, Priest Associate	1980
1988	The Rev. Marilyn R. Watts (Priest)	1988
1990	The Rev. Peter R. Besenbruch (Priest)	1982

1993	The Rev. Gregory M. Johnson (Priest)	1993
1995	The Rev. Carol M. Arney (Priest) The Episcopal Diocese of Hawai'i, Chaplains to Retired Clergy	1995
1995	The Rev. Dcn. Agnes Patricia Reynolds (Deacon)	1995
2000	The Rev. Walter Stevens, III (Priest)	2000
2000	The Rev. John E. Turner (Priest)	2000
2001	The Rev. Dcn. C.S. Honey Becker (Deacon)	2001
2001	The Rev. Dale C. Hathaway (Priest)	1982
2004	The Rev. Jodene Hawkins (Priest)	1990
2004	The Rev. Russell M. Johnson (Priest)	1987
2004	The Rev. Timothy Sexton (Priest)	1976
2006	The Rev. Thomas J. Buechele (Priest)	1967
2006	The Rev. William J. Albinger, Jr. (Priest)	2003
2008	The Rev. Dallas B. Decker (Priest)	1976
2008	The Rev. Richard Shields (Priest)	1979
2009	The Rev. Dcn. James Moore (Deacon)	2009
2010	The Rev. Linda M. Decker (Priest)	2010
2010	The Rev. Austin B. Murray (Priest)	1973
2010	The Rev. Richard A. Tardiff (Priest)	2004
2011	The Rev. Dcn. Peter Wu (Deacon)	2011
2012	The Rev. Becky Tinnon (Priest)	2008
2012	The Rev. Debra Vanover (Priest)	1996
2012	The Rev. David Blanchett, Sr. (Priest)	2004

2012	The Rev. Dcn. Janice Watson (Deacon)	2008
2013	The Rt. Rev. Donald Hart (Bishop)	1962
2013	The Rev. Dcn. Cris South (Deacon)	2013
2015	The Rev. Alison Dingley (Priest)	1978
2015	The Rev. Horace Gaylord Hitchcock (Priest)	1972
2015	The Rev. George Clifford (Priest)	1992
2015	The Rev. Phyllis Mahilani Beimes (Priest)	2015
2016	The Rev. Cn. Kate Cullinane (Priest)	1989
2016	The Rev. Marion Keator (Priest) St. James', Priest Associate	2000
2016	The Rev. Bruce DeGooyer (Priest) Coordinator Chaplains to Retired Clergy	2004
2017	The Rev. Gae Chalker (Priest)	1997
2019	The Rev. Robert E. Steele (Deacon) The Church of the Holy Nativity, Deacon	1968
2019	The Rev. Cn. Dwight Brown (Priest) Christ Church, Vicar	1981
2021	The Rev. James Loughren (Priest) Grace Episcopal, Priest Associate	1990

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, 2021.

		Year of Ordination in Polity
2003	The Rev. Diane Martinson (Priest) St. Peter’s, Rector Synod: Pacifica Synod	1992
2016	The Rev. John Lunn (Priest) Grace, Vicar 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 Rev. Robert L. Fitzpatrick
Bishop of Hawai‘i

OTHER LICENSED CLERGY

		Year of Ordination to Diaconate
11/29/09	The Rev. Alberto Alarcon (Priest) Canonical Residence: Philippine Independent Church	1973
11/29/09	The Rev. Robert William Nelson (Priest) Canonical Residence: Alaska	1979
8/19/16	The Rev. Philip James Paradine (Priest) Canonical Residence: Virginia	1997
8/20/19	The Rev. Fakatollimafi (Mafi) Vakameilalo St. Elizabeth's, Priest Associate Canonical Residence: Polynesia	1990
10/2/19	The Rev. Rolando Piso St. Paul's, Priest Associate Canonical Residence: Philippine Independent Church	1986
1/16/20	The Rev. Nancy Hite Speck (Priest) Canonical Residence: New Jersey	2004

LICENSED LUTHERAN PASTORS

11/29/09	The Rev. Dale S. Burke (Priest) Synod: Pacifica Synod	
1/21/16	The Rev. Keith Wolter (Priest) Synod: Pacifica Synod	
6/5/23	The Rev. James Lillie (Priest) Synod: Central/Southern Illinois Synod	

Attachment 9: Annual Report of the Treasurer

Aloha! Thank you for the opportunity to share my treasurer's report.

In 2022, we concluded the Diocesan financial year with a surplus of \$79,440. Our total income stood at \$2,248,536, while total expenses amounted to \$2,169,095.

As we ventured into the 2023 calendar year, we are operating under a financial budget that the Diocesan Council, and subsequently, the Diocesan Convention approved in October 2022, which maintained a balanced budget, totaling \$2,432,140.

To ensure the financial well-being of the Diocese, we continued to closely monitor and support our finances through the Diocesan Support Center. A dedicated team, consisting of Sam Okita, Fatima Houchens, and Spencer Lum, manage our day-to-day financial operations, including audits, budgets, financial reports and analysis, bookkeeping, investments, loans, taxes, and training. Their efforts were complemented by the governance of a volunteer Treasurer, the Diocesan Council, and three commissions of the Diocesan Council: The Commission on Finance and Budget, Commission on Investments, and the Commission on Property and Insurance.

As of July 2023, The Episcopal Church in Hawai'i's balance sheet revealed assets of \$50,701,717, liabilities of \$22,305,148, and net assets of \$28,396,569. Should you require more detailed information, please don't hesitate to contact me through the Diocesan Support Center.

Regarding the 2024 budget, the Diocesan Council submitted a balanced budget proposal on July 15, 2023. Unfortunately, on August 8, 2023, wildfires engulfed Maui, causing significant damage to various parts of the island. Tragically, one parish, Holy Innocents, was destroyed and is no longer operational. While the other parishes were spared from the flames, the entire Maui community has undoubtedly been affected, both in the short and long term. Recognizing these challenges, the Diocesan Council convened after two subsequent meetings and decided to create a dedicated line item, "Mālama Maui," to address the potential and identified future needs for Maui in its healing, recovery, and rebuilding process. As of this report's drafting, the Diocesan Council is contemplating further adaptations after engaging in discussions with clergy and convention delegates.

In response to this crisis, our community has rallied behind the Bishop's Pastoral Fund for Maui. Additionally, the Diocese has collaborated with Episcopal Relief and Development, Church Pension Fund, and the Domestic and Foreign Ministry Society to provide further relief. Entities such as A Cup of Cold Water have also successfully partnered with the Hawai'i Community Foundation to bolster their efforts in supporting the Maui community.

The Diocesan Council remains committed to addressing the needs of our entire Diocese, with particular attention to emerging concerns from Maui. I would like to express my heartfelt gratitude to all our congregations and parishes, treasurers, wardens, church administrators, parishioners, and clergy whose unwavering dedication and mission form the foundation of our Diocese. Mahalo for your invaluable support.

Ryan Kusumoto

Balance Sheet

THE EPISCOPAL CHURCH IN HAWAII'

BALANCE SHEET

July 31 , 2023

ASSETS

Cash and Cash Equivalents	489,047.83
Certificates of Deposit	307,319.88
Accounts Receivable from Churches, Schools & Renters	38,130.26
Insurance Premiums & Expenses to be Billed	194,434.12
Accrued Income	235,971.11
Prepaid Expenses	2,416.91
Loans Receivable from Churches, Schools and Camp	595,651.26
Investments	43,699,571.00
Land & Buildings	2,815,947.03
Assets Held in Trust	<u>2,323,228.00</u>

TOTAL ASSETS

50,701,717.40

LIABILITIES

Accounts Payable and Other Accrued Expenses	36,413.97
Transfers Payable	33,944.39
Other Liabilities	36.57
Diocesan Convention Travel	12,692.30
Churches' endowment	21,411,160.00
Security Deposits	9,855.00
Annuity Obligation	6,930.00
Note Payable - By Churches	445,651.26
Endowment Loans Payable - By Churches	150,000.00
Accrued Post-Retirement Benefit Cost	<u>198,465.00</u>

TOTAL LIABILITIES

22,305,148.49

NET ASSETS

Without Donor Restrictions

General Fund (net of transfers)	(189,729.25)
General Fund - Designated	538,939.27
Plant Fund	2,815,947.03
Investment Fund	<u>7,306,488.00</u>
<i>Total</i>	10,471,645.05

With Donor Restrictions

Temporarily Restricted	
General Fund	106,319.86
Investment Fund	8,768,848.00
Permanently Restricted	
Investment Fund	<u>9,049,756.00</u>
<i>Total</i>	17,924,923.86

TOTAL NET ASSETS

28,396,568.91

TOTAL LIABILITIES & NET ASSETS

50,701,717.40

Income Statement

**THE EPISCOPAL CHURCH IN HAWAII
INCOME STATEMENT
FOR THE PERIOD ENDED 7/31/23**

	ACTUAL	YEAR TO DATE BUDGET	VARIANCE	ANNUAL BUDGET
INCOME:				
Assessments	775,495.00	775,490.00	5.00	1,329,410.00
Investment	432,133.90	441,890.00	(9,756.10) A	817,500.00
Rentals	65,635.00	66,325.00	(690.00)	113,700.00
Other	15,573.01	2,335.00	13,238.01 B	4,000.00
Transfers from Reserves	<u>18,959.69</u>	<u>14,585.00</u>	<u>4,374.69</u>	<u>167,530.00</u>
TOTAL INCOME	<u>1,307,796.60</u>	<u>1,300,625.00</u>	<u>7,171.60</u>	<u>2,432,140.00</u>
EXPENSES				
MINISTRY AND MISSION				
Diocesan Initiatives	6,125.00	19,250.00	13,125.00	33,000.00
Congregational Support	129,801.66	126,325.00	(3,476.66)	216,550.00
Discipleship	61,248.20	51,630.00	(9,618.20)	148,500.00
Outreach and Justice	22,747.80	21,414.00	(1,333.80)	36,719.00
Other	<u>-</u>	<u>-</u>	<u>-</u>	<u>20,000.00</u>
Subtotal Ministry and Mission	<u>288,653.44</u>	<u>296,449.00</u>	<u>7,795.56</u>	<u>588,189.00</u>
DIOCESAN ORGANIZATION				
Episcopate	181,669.91	168,569.00	(13,100.91) C	288,614.00
Office of the Bishop Staff	431,512.12	446,897.00	15,384.88	766,087.00
Diocesan Expenses	115,191.10	138,340.00	23,148.90	237,850.00
Diocese Property and Building	110,728.97	61,790.00	(48,938.97) D	110,500.00
Travel	12,423.66	14,585.00	2,161.34	25,000.00
Other	<u>178,150.00</u>	<u>178,150.00</u>	<u>-</u>	<u>305,400.00</u>
Subtotal Diocesan Organization	<u>1,029,675.76</u>	<u>1,008,331.00</u>	<u>(21,344.76)</u>	<u>1,733,451.00</u>
Transfers to Reserve Accounts	<u>64,500.00</u>	<u>64,500.00</u>	<u>-</u>	<u>110,500.00</u>
Total Expenses	<u>1,382,829.20</u>	<u>1,369,280.00</u>	<u>(13,549.20)</u>	<u>2,432,140.00</u>
SURPLUS / (DEFICIT)	<u>(75,032.60)</u>	<u>(68,655.00)</u>	<u>(6,377.60)</u>	<u>-</u>

EXPLANATION OF SIGNIFICANT VARIANCES

- A Due to fluctuations in market volatility
- B Higher interest returns on CD's
- C Increase in travel and continuing education
- D Demolition of Cluett building

Diocesan Assessment

THE EPISCOPAL CHURCH IN HAWAII DIOCESAN ASSESSMENT

	2021	2023	2022	2024	2024
Assessment %		16.5%		17.5%	
CHURCH	OPERATING INCOME*	DIOCESAN ASSESSMENT	OPERATING INCOME	DIOCESAN ASSESSMENT	INCREASE/ (DECREASE)
ALL SAINTS'	278,501	45,953	261,694	45,796	(157)
CALVARY	175,060	28,885	195,918	34,286	5,401
CHRIST CHURCH	224,142	36,983	231,277	40,473	3,490
CHRIST MEMORIAL	405,908	66,975	491,326	85,982	19,007
EMMANUEL	162,906	26,879	228,547	39,996	13,117
EPIPHANY	282,221	46,566	293,783	51,412	4,846
GOOD SAMARITAN	115,847	19,115	128,791	22,538	3,423
GOOD SHEPHERD	264,543	43,650	312,997	54,774	11,124
GRACE	40,194	6,632	35,919	6,286	(346)
HALAU WA'A	0	0	45,805	8,016	8,016
HOLY APOSTLES	360,401	59,466	358,761	62,783	3,317
HOLY INNOCENTS	151,227	24,952	144,489		(24,952)
HOLY NATIVITY	428,608	70,720	439,366	76,889	6,169
ST. ANDREW	907,241	149,695	1,184,364	207,264	57,569
ST. AUGUSTINE'S	125,825	20,761	166,934	29,213	8,452
ST. CHRISTOPHER	303,350	50,053	184,795	32,339	(17,714)
ST. CLEMENT	254,535	41,998	283,563	49,624	7,626
ST. ELIZABETH'S	405,035	66,831	451,383	78,992	12,161
ST. JAMES'	362,977	59,891	428,201	74,935	15,044
ST. JOHN BAPTIST	108,355	17,879	112,948	19,766	1,887
ST. JOHN'S KULA	247,952	40,912	213,736	37,404	(3,508)
ST. JOHN'S BTS	51,718	8,533	58,740	10,280	1,747
ST. JUDE'S	60,440	9,973	54,359	9,513	(460)
ST. LUKE'S	149,160	24,611	176,282	30,849	6,238
ST. MARK'S	386,632	63,794	279,082	48,839	(14,955)
ST. MARY'S	261,252	43,107	189,722	33,201	(9,906)
ST. MATTHEW'S	75,104	12,392	60,041	10,507	(1,885)
ST. MICHAEL	334,405	55,177	372,469	65,182	10,005
ST. PAUL'S	204,682	33,773	218,638	38,262	4,489
ST. PETER'S	384,817	63,495	404,856	70,850	7,355
ST. STEPHEN'S	98,137	16,193	119,456	20,905	4,712
ST. TIMOTHY'S	197,437	32,577	236,905	41,458	8,881
TRINITY BTS	162,359	26,789	171,161	29,953	3,164
WEST KAUA'I	86,059	14,200	245,141	42,900	28,700
TOTAL	8,057,030	1,329,410	8,781,449	1,511,467	182,057

Investment Funds of the Episcopal Church in Hawai'i

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

TRUST ENDOWMENTS	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
ALL SAINTS' CHURCH, KAPA'A			
Clergy Childrens' Education Fund	98.65196	8,897.59	7,655.84
Albert Horner Organ Maint Fund	69.88955	6,303.46	2,873.06
Eddie Ruby Scott Trust	261.99820	23,630.07	23,346.68
Etta Wilcox Sloggett Memorial Fund	219.56762	19,803.18	4,579.08
Emma Lyman Wilcox Memorial Fund	322.68352	29,103.38	6,413.94
Henry Willey Columbarium	179.40965	16,181.26	7,171.20
Ramona R. Walden Altar Fund	19.00106	1,713.74	1,535.46
Rector's Equity Allowance	0.12730	11.48	11.19
Willey Memorial Fund	443.06456	39,960.75	18,498.15
	1,614.39342	145,604.91	72,084.60
CALVARY EPISCOPAL CHURCH			
Church Unrestricted Fund	52.25164	4,712.66	5,238.50
	52.25164	4,712.66	5,238.50
CAMP MOKULĒ'IA, OAHU			
Margaret Root Clarke Memorial Camp Scholarship Fd	94.75256	8,545.90	4,572.20
Margaret Monterio Mem Campership	195.81918	17,661.27	10,056.05
Robert and Debra Tupper Camp Scholarship Fund	185.76646	16,754.59	16,803.36
	476.33820	42,961.76	31,431.61
CHRIST CHURCH, KEALAKEKUA, HI			
Christ Church Property	445.37758	40,169.37	43,034.46
David Douglas Wallace Mem Endow Fd	48.11586	4,339.65	1,963.89
Parish Designated Trust Fund	298.17074	26,892.53	23,893.36
Ellen C Hall Fund	180.78148	16,304.99	5,772.08
Dora Greenwell Bryant Pennell Fund	23.98811	2,163.53	1,026.22
The Greenwell Memorial Trust	632.53135	57,049.08	44,867.81
Restoration/Renovation Fund	310.34783	27,990.80	21,337.50
Mission Fund	104.77623	9,449.95	5,528.07
S.H. Davis Fund	1.09175	98.47	102.02
	2,045.18093	184,458.37	147,525.41
CHRIST MEMORIAL CHURCH, KILAUEA			
Eddie Ruby Scott Trust	393.97466	35,533.25	35,130.78
Building Maintenance Fund	391.12046	35,275.82	35,025.24
	785.09512	70,809.07	70,156.02

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
TRUST ENDOWMENTS			
DIOCESAN - BUDGET			
Alice Anne Rice Endowment Fund	2,499.34526	225,420.22	219,169.46
Episcopate Endowment Fund	46,087.78102	4,156,735.73	2,582,028.83
Episcopate Endowment Fund (BR)	243.46146	21,958.21	24,905.38
Edwin Lani & Puanani Hanchett Memorial Mission Fd	773.34018	69,748.87	61,571.99
George Hebrank Endowment Fund	787.31082	71,008.91	66,713.59
Hawaiian Church Chronicle	215.10297	19,400.50	10,622.45
Helen Hagemeyer Endowment Fund	11,690.56760	1,054,392.27	962,328.05
Katherine Hanley Wery Trust	1,121.20908	101,123.76	96,814.72
Kenneth & Ruth Perkins Endowment Fund	2,042.47753	184,214.54	176,675.11
Mary Y.C. Ing Restoration Fund	19,547.56327	1,763,028.14	1,670,251.26
Morimasa & Myrtle Kaneshiro Fund	610.88012	55,096.32	54,337.31
Rev. George W. MacCray Fund	15,573.17172	1,404,570.97	1,412,444.92
Thomas Dowell Phillips Mem Pen Fd	479.56928	43,253.17	24,182.40
Von Holt Fund	41,672.13919	3,758,481.45	3,239,039.34
The Waikiki Episcopal Chapel Endow Fund (UR)	6,865.73684	619,232.54	642,745.20
	150,209.65634	13,547,665.60	11,243,830.01
DIOCESAN - OTHERS			
The Rev. J. Thurlow and Jane Baker Memorial Fund	2,637.98982	237,924.81	227,011.13
Bishop's Pastoral Fund	1,318.75961	118,941.18	105,566.62
The Chang Clergy Children's Scholarship Fund	2,112.61933	190,540.75	191,080.05
Bishop's Special Fund	339.78030	30,645.37	27,061.45
Clergy Continuing Education Fund	8,389.36825	756,651.46	633,654.34
The Curacy Support Reserve Fund	338.89803	30,565.79	30,014.44
Memorial Building Capital Reserve Fund	3,277.16610	295,573.21	293,755.67
Diocesan Capital Expenditure Reserve	3,724.19877	335,891.85	368,320.59
Diocesan General Fund	5,574.64024	502,786.33	504,244.96
Eleanore McKinney Endowment Fund	443.34215	39,985.79	35,556.28
Future Bishops' Transition Reserve Fund	3,016.75988	272,086.73	268,509.15
Episcopate Construction Fund	223.61494	20,168.21	18,076.68
Harry & Katherine Kennedy Memorial Fund	774.09323	69,816.79	63,684.83
Hono'uliuli Mission Fund	268.98537	24,260.25	25,068.12
Hurricane Deductible & Earthquake Reserve Fund	21,492.15813	1,938,414.47	1,920,707.56
Keali'ikoaokeakua Fund	1,147.89333	103,530.46	101,102.05
Lambeth Conference Travel Fund	211.62466	19,086.79	19,525.75
Linberg Revolving Fund	13,420.74140	1,210,439.60	1,118,804.75
Medigap Fund	3,042.52916	274,410.90	274,280.68
Mission Fund	869.13644	78,388.90	75,416.53
Peter & Serene Pereira Clergy Widow Endowment Fd	108.57853	9,792.88	10,350.90
Eric Potter Memorial Fund	298.86507	26,955.15	26,364.71
Scholarship Fund	5,825.81767	525,440.45	452,948.49
St. George's Endowment Fund	16,083.63170	1,450,610.23	1,451,581.64
Victory Fund	1,701.37310	153,449.75	152,549.33
The Waikiki Episcopal Chapel Endow Fund (PR/TR)	181.68639	16,386.61	16,932.28
	96,824.25160	8,732,744.71	8,412,168.98

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
TRUST ENDOWMENTS			
EMMANUEL EPISCOPAL CHURCH, KAILUA			
Church Renovation Fund	2.23787	201.84	179.41
Emmanuel Church, Special Fund	2,111.35843	190,427.03	188,158.74
The Leroy, Charlotte & Valarie Green Endowment Fd	212.92857	19,204.39	15,788.97
Joseph J and Anna P Lovell Tr Fund	404.92088	36,520.51	33,858.50
Church Undesignated Operating Reserve Fund	477.82187	43,095.57	43,457.51
Rowe Fund	172.23091	15,533.80	15,035.35
Various Memorial Funds	126.46723	11,406.30	10,957.52
Youth Ministry Fund	51.20103	4,617.91	4,475.56
	3,559.16679	321,007.35	311,911.56
EPIPHANY CHURCH, HONOLULU			
Candle Fund	48.60471	4,383.74	1,673.26
The Chun Scholarship Fund	296.02199	26,698.73	29,778.98
Creation Care Energy Fund	262.27140	23,654.71	24,238.09
Donald Mikio Matsumori Memorial Fund	1,565.78094	141,220.46	142,584.48
Epiphany Building Fund Reserve	1,086.18634	97,965.00	102,593.01
Epiphany Columbarium Perpetual Fund	205.28704	18,515.19	20,494.15
Epiphany Operating Reserve Fund	3,888.11810	350,676.02	374,498.14
Wilfred Richardson Mem Flower Fund	15.39872	1,388.84	781.59
Sophia Taylor Mem Altar Guild Fund	34.51439	3,112.91	1,407.07
Georgiana Crutchfield Memorial Fund	59.64694	5,379.66	4,779.80
	7,461.83057	672,995.26	702,828.57
GOOD SAMARITAN			
Church Unrestricted A/C	80.44572	7,255.54	6,013.50
Preschool Unrestricted A/C	228.45177	20,604.46	20,620.42
Church Operational A/C	230.49789	20,789.00	17,742.77
	539.39538	48,649.00	44,376.69
GOOD SHEPHERD CHURCH, WAILUKU			
Clergy Housing Trust	1,080.36343	97,439.82	94,586.38
Altar Guild Fund	106.34586	9,591.51	9,733.22
Bross Memorial Youth Fund	2,854.57416	257,458.92	268,523.63
Memorial Fund	354.12349	31,939.00	31,832.71
	4,395.40694	396,429.25	404,675.94
GRACE EPISCOPAL CHURCH			
General Fund	163.23220	14,722.19	14,851.61
Memorial Fund	444.48708	40,089.05	40,918.68
Richard and Helen Hagemeyer Endowment Fund	1,429.56924	128,935.29	125,868.58
	2,037.28852	183,746.53	181,638.87

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
TRUST ENDOWMENTS			
CHURCH OF THE HOLY APOSTLES, HILO			
Auto Replacement Fund	8.53770	770.03	690.96
Babe Chillingworth Memorial Fund	28.53799	2,573.89	2,556.33
Vestment Fund	299.44415	27,007.38	22,960.39
Thomas and May Cook Memorial Fund	1,639.40832	147,861.04	117,284.48
The Kilauea Fund	6,495.07827	585,802.21	381,730.37
Program/Clergy Fund	431.85100	38,949.38	33,501.66
Martha E Wakefield Mem Vicarage Fd	1,572.23988	141,803.00	92,940.01
Ronald C Yoder Memorial Fund	228.78023	20,634.08	18,131.66
Joseph Clark Young People's Fund	30.80257	2,778.14	2,697.88
Altar Linen Fund	98.70279	8,902.17	8,293.70
Kitagawa Memorial Fund	7.46485	673.27	615.48
Mae Marcellino Memorial	11.88842	1,072.24	992.32
	10,852.73617	978,826.83	682,395.24
HOLY INNOCENTS CHURCH			
Kahi Maluhia Trust Fund	528.27310	47,645.85	49,095.40
The Church of the Holy Innocents Endowment Fund	135.81271	12,249.18	12,253.71
	664.08581	59,895.03	61,349.11
HOLY NATIVITY CHURCH, HONOLULU			
Bob and Jean Steele Scholarship Fund	260.37612	23,483.77	23,856.58
Columbarium	570.43663	51,448.65	52,028.31
Nellie Hartman	5,489.21949	495,082.09	499,165.79
Capital Improvements	71.53236	6,451.63	6,663.26
Hjorth	167.56781	15,113.23	15,313.90
General Operating Endowment	10,123.03653	913,013.96	933,523.42
Memorial	279.70402	25,226.98	25,565.89
Margaret L Montgomery Trust Fund	392.82326	35,429.40	33,048.36
	17,354.69622	1,565,249.71	1,589,165.51
HOLY NATIVITY SCHOOL, HONOLULU			
General and Reserve Fund	4.75302	428.68	420.96
Reed Glover Endowment Fund	5.32862	480.60	486.31
Church Endowment Fund	5.17246	466.51	471.68
Hagemeyer Scholarship Endowment Fund	2,575.62834	232,300.32	216,420.58
Scholarship Endowment Fund	5.37435	484.72	490.68
Bellows Scholarship Endowment Fund	91.18995	8,224.58	8,351.25
Ruth Alison Bastis Endowment Fund	1,552.16205	139,992.15	152,144.33
	4,239.60879	382,377.56	378,785.79

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

TRUST ENDOWMENTS	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
ST. AUGUSTINES EPISCOPAL CHURCH, KAPAAU			
Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund - St Augustine's Church	420.45221	37,921.30	31,264.48
Building Fund	1,386.59472	125,059.35	122,454.59
General Fund	1,289.08844	116,265.09	118,095.63
Richard & Helen Hagemeyer Fund	962.20395	86,782.82	88,040.45
St Augustine's Church Yard Fund	228.62439	20,620.02	16,250.73
The Clergy Support Fund	1,006.90601	90,814.57	90,145.65
Carson and Rosemary Rasmussen Clergy Endowment Fd	7,208.04141	650,105.57	649,065.60
	12,501.91113	1,127,568.72	1,115,317.13
SAINT ANDREW'S CATHEDRAL			
Candle Fund	104.69959	9,443.04	3,472.09
Capital Reserve Fund	1,328.70128	119,837.84	117,752.43
Cathedral Unrestricted Endowment	14,923.03223	1,345,933.78	1,311,867.76
Augustine Powers	1,026.52854	92,584.36	92,040.08
Living Endow, Clergy, Etc.	420.39428	37,916.08	37,704.65
The Deanery	280.82879	25,328.43	19,524.82
Choir	63.96721	5,769.31	5,735.24
Organist	66.62684	6,009.19	5,973.79
W Armitage Carlisle	278.40309	25,109.65	24,811.56
Guild & Aux	1,083.71577	97,742.18	38,724.20
Young Memorial	1,123.40169	101,321.52	48,738.13
Anderson Memorial	179.90940	16,226.34	8,371.16
Devonish	14.05112	1,267.29	981.81
Tenney	105.55883	9,520.53	3,057.50
Palmer	405.40533	36,564.20	25,719.95
Maintenance & Renovation	1,315.03677	118,605.41	62,359.75
Memorial Buildings	1,055.45416	95,193.21	31,152.89
Outreach	405.32030	36,556.53	26,709.86
Nellie Alice Russell	312.81302	28,213.14	26,465.42
Abbe Green	51.88502	4,679.60	2,917.52
Soper	51.88516	4,679.61	2,914.66
R. Hicks Memorial	291.87166	26,324.40	23,988.24
Orvis Music Fund	1,999.93929	180,377.94	173,406.43
	26,889.42937	2,425,203.58	2,094,389.94

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
TRUST ENDOWMENTS			
ST. ANDREW'S CATHEDRAL FOUNDATION			
Anne J Benner Fund	1,973.01982	177,950.03	179,727.64
Chillingworth Fund	10,523.11591	949,097.81	952,962.48
Dennison Memorial Fund	343.81047	31,008.85	31,163.32
Eileen Waterman Fund	403.29953	36,374.27	36,583.00
Hallan Trust	4,949.98562	446,447.66	447,740.52
HN Conley	509.66140	45,967.23	46,387.35
John Dominis Holt Fund	1,261.51833	113,778.49	114,200.10
Joseph Lovell Fund	874.57359	78,879.29	79,171.55
Kenneth & Ruth Perkins Endowment Fund	1,974.99819	178,128.46	169,838.65
Margaret Peggy Kai Fund	1,625.08342	146,569.05	147,989.32
MN Gilbert Fund	503.72214	45,431.56	45,600.04
Norman Ault Music Fund	191.23810	17,248.09	17,311.96
Perkins Trust	3,114.45410	280,897.94	282,549.81
Virginia Koch Fund	861.94713	77,740.48	78,186.10
Von Holt Fund	238.25369	21,488.51	21,569.19
William & Mary Ault	1,924.64447	173,586.97	174,232.90
Young Family Fund	1,499.40445	135,233.85	135,927.63
	32,772.73036	2,955,828.54	2,961,141.56
SAINT ANDREW'S SCHOOLS			
Alumnae Association Scholarship Fund	475.04004	42,844.67	26,134.70
British Benevolent Society Scholarship	267.91425	24,163.64	11,166.54
Class of 1966 Endowed Fund for Hawaiian Culture	501.13005	45,197.78	44,793.61
E E Ford Foundation	294.15547	26,530.38	15,099.79
Frederick Mitchell Endowment	199.01485	17,949.49	18,080.74
Fred H. & Ruth K. Shintaku Scholarship Fund	874.60163	78,881.82	71,927.05
Bishop Harry S Kennedy Schl Fund	314.09633	28,328.88	16,916.07
Sister Evelyn Scholarship Fund	211.08737	19,038.33	8,010.52
Betty V Von Holt Scholarship Fund	139.41511	12,574.09	5,318.59
Eleanor Wilcox Carney Financial Aid Fund	250.62635	22,604.42	22,186.32
Ellen K. Brazauski Scholarship Fund	199.28460	17,973.82	16,987.87
Class of 1951 Scholarship Fund	113.09412	10,200.15	10,033.64
Yoshie Isoshima Fund	505.64767	45,605.23	44,429.76
Sarah Horswill Kauka Scholarship Fund	240.84836	21,722.53	20,807.38
Class of 1958 Faculty Advancement Fund	882.09146	79,557.34	78,341.62
Solien Science and Math Endowment Fund	778.75734	70,237.46	68,739.00
	6,246.80500	563,410.03	478,973.20
ST. CHRISTOPHER'S CHURCH - KAILUA			
Rector's Hsg. Endow Fund	1,809.34823	163,188.21	155,893.16
General Endowment	2,041.65616	184,140.46	177,008.20
Outreach Endow Fund	948.05363	85,506.58	56,834.28
	4,799.05802	432,835.25	389,735.64

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
TRUST ENDOWMENTS			
ST. CLEMENT'S PARISH, HONOLULU			
Brodhead Fund for Social / Adult Education	608.52562	54,883.97	47,684.06
Brodhead Memorial Fund for Prayer Books & Hymnals	29.76825	2,684.85	2,119.92
Chapel of Peace Maintenance Fund	1,167.99079	105,343.09	96,163.65
Cooke Organ Fund	29.57515	2,667.43	2,746.17
General Fund	291.54388	26,294.84	23,525.65
	2,127.40369	191,874.18	172,239.45
ST. ELIZABETH'S CHURCH, HONOLULU			
Joseph Ho Foundation	3,613.17964	325,878.85	372,455.72
Hon Endowment Fund	71.09239	6,411.94	2,884.50
Val and Abbie Peroff Trust	122.78585	11,074.27	10,425.77
Scholarship Trust	501.59907	45,240.08	52,177.01
	4,308.65695	388,605.14	437,943.00
SAINT JAMES' EPISCOPAL CHURCH			
St. James Unrestricted Fund	15,808.22017	1,425,770.39	1,485,696.49
	15,808.22017	1,425,770.39	1,485,696.49
ST. JOHN'S, KULA, MAUI			
Shim-Mark-Littell Endowment	1,282.89544	115,706.53	116,232.78
Facility Repair, Replacement and Improvement Fund	485.63752	43,800.48	43,970.87
Grounds and Cemetery Improvement Fund	895.44662	80,761.86	82,442.23
Holy Spirit Super Fund	1,011.13150	91,195.68	90,031.64
St. John's Endowment Fund	1,583.90480	142,855.08	142,006.18
	5,259.01588	474,319.63	474,683.70
ST. JOHN'S BY-THE-SEA, KANEOHE			
General Endowment Fund	596.65794	53,813.60	55,500.31
Lot Lau Endowment Fund	273.37635	24,656.28	23,624.37
	870.03429	78,469.88	79,124.68
ST. JOHN THE BAPTIST EPISCOPAL CHURCH			
Richard & Helen Hagemeyer Endowment Fund	1,154.04257	104,085.07	99,739.08
	1,154.04257	104,085.07	99,739.08
ST. JUDE'S EPISCOPAL MISSION			
Unrestricted Fund	1,220.09545	110,042.49	113,356.15
	1,220.09545	110,042.49	113,356.15
ST. MARK'S EPISCOPAL CHURCH			
Father Aiona Theological Education Fund	52.72302	4,755.18	4,826.56
The Florence and Ted Richardson Memorial Fund	695.85628	62,760.47	59,781.47
Endowment Fund	606.91116	54,738.35	52,825.05
Elsie Okada Restricted Fund	185.67090	16,745.98	16,759.64
Princess Abigail Kawanakoa Fund	79.30984	7,153.09	6,771.16
	1,620.47120	146,153.07	140,963.88
SAINT MARY'S EPISCOPAL CHURCH			
St. Mary's Building Portfolio	740.65241	66,800.71	69,784.36
	740.65241	66,800.71	69,784.36

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
TRUST ENDOWMENTS			
ST. MICHAEL'S, LIHUE, KAUAI			
Edie Wilcox	1,007.23448	90,844.20	86,516.49
The Ike Kampmann III Education Fund	355.49612	32,062.80	32,344.14
Malcolm and Imogene Miner Memorial Lecture Fund	353.11642	31,848.17	32,597.94
Eddie Ruby Scott Trust	470.13938	42,402.67	42,226.92
Nancy & Holbrook Goodale Fund	4,666.55596	420,884.66	414,900.29
Scheduled Maintenance Fund	24.66745	2,224.80	2,252.08
Legacy Endowment Fund	2,805.12318	252,998.85	241,390.08
Wilcox Rectory Endowment	1,289.20013	116,275.16	111,523.49
	10,971.53312	989,541.31	963,751.43
HALAU WA'A EPISCOPAL CHURCH			
Jensen-Malvin Memorial Fund	212.59979	19,174.74	16,671.71
Beverly Booth Memorial Fund	54.52400	4,917.61	4,616.12
	267.12379	24,092.35	21,287.83
ST. PAUL'S-HONOLULU			
Building Fund	6,051.30633	545,777.66	488,404.99
Bryon a Devonish Candle Fund	83.26143	7,509.49	6,482.54
Youth Group Fund	118.65314	10,701.53	11,868.00
	6,253.22090	563,988.68	506,755.53
ST. PETER'S-HONOLULU			
Capital Improvements Endowment	190.57551	17,188.33	17,886.11
Reserve Fund	5,580.07584	503,276.58	507,279.56
Columbarium Perpetual Care Fund	309.98512	27,958.09	29,093.66
Franklin Pang Endowment	324.47779	29,265.21	32,838.76
General Endowment Fund	3,779.63448	340,891.69	371,984.76
Katherine Kong Endowment Fund	291.85440	26,322.85	27,300.50
Katherine Hanely Wery Outreach & Counseling Fund	2,158.51685	194,680.32	188,193.30
Lydia Y.F. Moo	59.71792	5,386.06	5,548.95
Mission Endowment Fund	2,048.97944	184,800.96	202,640.36
Organ Fund	421.85515	38,047.84	42,394.99
Raymond Kong Endowment Fund	500.56912	45,147.18	46,972.63
Albert C. Kong Endowment Fund	600.35520	54,147.06	53,536.86
Restricted Endowment Fund	489.75489	44,171.83	48,195.34
Stained Glass Fund	425.90339	38,412.95	42,801.81
	17,182.25510	1,549,696.95	1,616,667.59
ST. STEPHEN'S CHURCH, WAHIAWA			
Frank E Ahrendt Memorial Fund	183.73975	16,571.80	13,678.91
Combined Memorial Fund	65.95616	5,948.70	4,935.50
Mary Tree Hatlelid Music Fund	64.45447	5,813.26	5,844.54
The Solomon P. McCurdy Memorial Fund	139.95596	12,622.87	12,137.22
The France Memorial Fund	36.03075	3,249.67	2,730.48
Gerda Rutherford Fund	107.91071	9,732.65	8,706.14
	598.04780	53,938.95	48,032.79

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2023

	Total Shares	Market Value @ 90.191709	(Cost) Balance End of quarter
TRUST ENDOWMENTS			
ST. TIMOTHY'S, AIEA, OAHU			
Garduque Memorial Fund	54.67335	4,931.08	4,914.10
St. Timothy's Aiea Family Center	435.02265	39,235.44	39,426.48
STCC-Marion P. Tappe Scholarship Fund	31.55402	2,845.91	2,947.66
St. Timothy's Children's Center (STCC)	23.02680	2,076.83	2,059.18
St. Timothy's Fund	2,027.85990	182,896.15	181,579.29
Takafuji Memorial Fund	291.35749	26,278.03	26,187.54
	2,863.49421	258,263.44	257,114.25
TRINITY EPISCOPAL CHURCH BY-THE-SEA, KIHEI			
The Carol Law Memorial Columbarium Fund	85.90638	7,748.04	7,561.28
Trinity Investment Fund	850.13909	76,675.50	74,944.66
	936.04547	84,423.54	82,505.94
MISCELLANEOUS			
ACCW Van Replacement Fund	498.34863	44,946.91	45,120.41
ACCW Board Restricted General Fund	306.21096	27,617.69	30,137.72
Daughters of the King	38.80930	3,500.28	3,622.01
Episcopal Church in Micronesia	1,532.14257	138,186.56	136,191.73
Episcopal Church Women of Hawaii	774.01629	69,809.85	69,595.25
Iolani Guild Scholarship Fund	1,290.41256	116,384.51	118,575.01
Queen Emma Chapel Missions Fund	928.35259	83,729.71	80,339.30
Henry Digby Sloggett Memorial Fund	18,516.08342	1,669,997.21	1,550,362.66
Eliza K Spencer Native Hawaiian Ministry Endowment	220.53507	19,890.43	17,066.33
Morimasa & Myrtle Kaneshiro Restricted (Jan 2023)	199.38223	17,982.62	17,807.09
St. John's Episcopal School Bldg Replacement (Guam)	181.11708	16,335.26	14,204.72
Tom and Hatsune Sekimura Fund (qtrly distributions to Good Samaritan 1/1/15-12/31/29, transfer to TECH 1/1/2030)	268.13940	24,183.95	23,441.51
West Kauai Endowment Fund	328.21245	29,602.05	27,625.99
TOTAL	483,583.39187	43,615,212.53	40,082,855.76

Attachment 10: Report of the Standing Committee

CONTACT: John Decker

The Standing Committee serves as the Bishop's Council of Advice, as the Ecclesiastical Authority when there is no bishop, and performs duties specified by General and Diocesan Conventions and the Constitution and Canons of the Episcopal Church and the Diocese of Hawaii. Primarily, it must concur in the alienation of any diocesan property, in the ordination of persons to the diaconate and the priesthood in the diocese, and in the election of bishops in the broader Episcopal Church. It meets on the third Saturday morning of each month and, occasionally, on call. It has no budget and makes no expenditures.

The 2022-2023 membership was:

- Mr. Douglass Adams (Holy Apostles', Hilo)
- The Rev. Elizabeth "Libby" Berman (Holy Nativity, Oahu)
- Mr. William Bonnet (St. John's, Maui)
- Dr. John Decker (Good Shepherd, Maui), **President**
- The Rev. Giovan King (St. Christopher's, Oahu)
- Ms. Frances Kramer (St. Luke's, Oahu)
- The Rev. Andrew McMullen (St. Michael's, Kauai), **Secretary**
- The Rev. John Hau'oli Tomoso (Trinity by the Sea, Maui)

In 2022-2023 the Standing Committee took the following actions:

We consented to the election of

- The Rev. Matthew Foster Heyd as Bishop Coadjutor of New York,
- Bishop Melissa Skelton as Bishop Provisional of Olympia and her reception as a bishop in the Episcopal Church,
- The Rev. Canon Dr. Justin Holcomb as Bishop of Central Florida,
- The Rev. Sally French as Bishop of New Jersey,
- The Rev. David G. Read as Bishop Coadjutor of West Texas,
- The Rev. Ann Ritonia as Bishop Suffragan of the Armed Forces and Federal Ministries, and
- The Rev. Carrie Schofield-Broadbent as Bishop Coadjutor of Maryland.

We did NOT consent to the election of The Rev. Charlie Holt as Bishop Coadjutor of Florida. He did **not** receive consent from a majority of standing committees of the Episcopal Church nor from a majority of bishops with jurisdiction, and **the election failed.**

We consented to the ordination of Frank Condello II as a Priest of the diocese.

We interviewed

- Kalani Holokai for ordination as a Vocational Deacon, and
- Mary Margaret Smith for ordination as a Vocational Deacon.

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

CONTACT: Charles Browning; fathercharlesbrowning@gmail.com

MEMBERS:

The Rev. Charles Browning - 2024 (St. Mary's, Honolulu) Chair
Ms. Lisa DeLong - 2025 (Emmanuel, Kailua)
The Rev. Alberta Buller - 2026 (Holy Apostles, Hilo)
The Rev. Nahoia Lucas - 2023 (St. John's-by-the-Sea, Kaneohe)
Ms. Shari Lyn - 2024 (Grace Episcopal, Molokai)
The Rev. Katlin McCallister – 2025 (Holy Apostles, Hilo)
Mr. Lindy Marzo - 2023 (Holy Apostles, Hilo)
Ms. Terry-Ann Moses - 2026 (All Saints, Kaua'i)

People in the Ordination Process:

Postulants

- Suzanne Kobayashi
- Erin Severin
- Michael Crandall
- William Heran

Recommended for Ordination to the Vocational Diaconate

- Mary-Margaret Smith

Recommended for Ordination to the Priesthood

- Suzanne Kobayashi
- Catherine McPherson-Tampos

Continuing Education Grants:

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 \$2,000 per year.

The Commission approved 10 grants in 2023

Other business and activities:

- Working with Waiolahui'ia Center for Ministry, the Commission developed a process for the formation of licensed lay ministries in the areas of Preaching, Worship Leading, Pastoral Care, and Catechism. This summer, the first cohort of this group (11 individuals) received certifications of completion for their program, in a ceremony held at Holy Apostles in Hilo.
- Current work involves revisioning the processes toward ordination, the financial health of Waiolahui'ia Center for Ministry.

Attachment 12: Report of the Commission on Finance

CONTACT: Tim Bostock, Chair; timbostock808@gmail.com

COMMISSION MEMBERS: Ioana Agasa (Holy Apostles, Hilo), Richert Au Hoy (St. Peters, Honolulu), Tim Bostock, Diocesan Council (St. James, Kamuela), John Decker, Standing Committee (Good Shepherd, Maui), Jan Hashizumi (All Saints, Kapa‘a), Ryan Kusumoto, Diocesan Treasurer, Nancy Rowe, Secretary, Diocesan Council (St Peter’s, Oahu), Cindy Sakai (St. Augustine, Kohala),

Diocesan Support Center (DSC) Staff: Sam Okita, Controller; Rae Costa, Operations Manager.

MEETINGS: This year Commission meetings were held virtually via Zoom, every 3rd Tuesday before the Diocesan Council meetings.

ACTIONS:

1. The commission reviewed the Diocesan budget on a monthly basis with the Controller, being sure to detail significant variances. Additionally, the Diocesan financial reports were reviewed and discussed at regular meetings.
2. The commission recommended the Diocesan external auditor, James Hasselman CPA, should be engaged again for the 2023 audit.
3. The commission reviewed and provided input to the DSC and Diocesan Council on the budget for 2024 that will be presented to the annual meeting for adoption.
4. The commission provided input to the DSC staff on the format of financial statements and suggestions on improving the transparency and clarity to non-accountants.
5. The commission reviewed loan and emergency grant requests and subsequently made recommendations to full Council (in fact the Commission wasn’t always sent the grant requests in advance of the Council meetings, this is a work in progress).
6. The commission reviews Camp Mokuleia grant and loan requests and made recommendations to Council.
7. The commission reviewed plans for feasibility studies for the Hālau Wa‘a capital project.

Attachment 13: Report of the Commission on Investments

CONTACT: Preston Lentz: lentznp@gmail.com

COMMISSION MEMBERS: Cheryl Corbiell, Rev. Preston Lentz, Trip Lynch, Will Stack, Jaime Yamane, Bishop Fitzpatrick (ex officio), Diocesan Treasurer Ryan Kusumoto; Diocesan Controller Sam Okita. Consultant: Peter Backus, Graystone Consulting

Report: The Commission on Investments met with Mr. Backus and one of the Registered Investment Advisors managing the Diocese's Pooled Investment Fund every other month over the year. The meetings were hybrid (in-person and via ZOOM) as appropriate for each member.

Investment Portfolio: As of July 31, 2023, the portfolio's value was \$43,545,432. For the calendar year-to-date, trailing one, three, and five years, and since inception (6/30/1992) returns were 6.81%, 3.06%, 3.92%, 4.71%, and 6.84%. Over the course of the year, the portfolio asset allocation was approximately 52.4% in Equities, 40.6% in Fixed Income, and 7% in Treasury-Bills and money market funds.

2022 proved to be one of the most "interesting" years in decades for several reasons. It was the first year that both stock markets and fixed income (bonds) markets were substantially negative at the same time. Although Inflation began to decline, the Federal Reserve continued its determined effort to rein in Inflation by continuing to raise interest rates. Equity markets responded to the Fed's actions by an across-the-board decline. The on-going Russian-Ukrainian war plus increasing tensions with China required a defensive allocation for the Pooled Investment Fund. Since the beginning of 2023, there have been signs of a more stable economic environment as well as the fascination with AI. However, for the time being, "patience is a virtue" remains the guiding factor.

The COI reported, as required by action taken at the 2021 Diocesan Convention, that investments in the Pooled Investment Fund meet the Environmental, Social, and Governance standards as created and employed by ECUSA.

Attachment 14: Report of the Commission on Property (COP)

CONTACT: Chris Bridges, Chair, prieststephany@gmail.com

COMMISSION MEMBERS: Joseph Kindrich, Louisa Le Roux and David Callies
Support Center Staff: Ms. Rae Costa.

BACKGROUND: COP has responsibility for review and approval/recommend approval to Diocesan Council for contract, lease, license and real estate actions. For most of this year COP meetings were held virtually via Zoom.

POLICIES AND PROCEDURES:

- To act on the diocesan council's behalf to oversee and establish policy/procedures for diocesan property and insurance.

Key Tasks

- Make recommendations to council in regards to property grants
- In coordination with standing committee and the bishop to make disposition recommendations of property to council.
- Advise parish and missions on property/insurance issues
- Education of parishes and missions on property stewardship
- Bring forward to the council a cost estimate for the demolition of Cluett apartments

ACTIONS:

1. COP 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 COP recommendations.
2. The demolition of Cluett Apartments has been completed.
3. Continue to review plans for the establishment of the Diocesan archives

Attachment 15: Report of the Compensation Review Committee (CCRC)

CONTACT: David Kawika Jackson, Chair 808-822-4267

COMMISSION MEMBERS: The Rev. David “Kawika” Jackson, Chair (All Saints’, Kapa‘a); Mr. William Bonnet (St. John’s, Kula); The Rev. Kerry Holder Joffrion (West Kaua‘i); Ms. Viv Woo (St. Luke’s, Honolulu)

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 minimum clergy compensation is not adjusted accordingly, we effectively reduce the purchasing power of current clergy compensation.

For year 2024, the Clergy Compensation Review Committee (CCRC) recommends raising the minimum compensation for clergy by 4.0%. The CCRC examined trends in the consumer price index for Honolulu. Accordingly, we note that as of the end of June 2023, the increase in the federal Consumer Price Index (CPI-W – Urban Wage Earners and Clerical) was 3.8%, both nationally and for Honolulu. Therefore, the CRCC proposes a 4.0% increase of the minimal clergy compensation to keep pace with inflation.

The CCRC 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.

The CCRC met a few times this year via Zoom and did not incur any expenses.

Attachment 16: Report from the Archivist

CONTACT: Stuart W. H. Ching, email: archives@episcopalhawaii.org

REVIEW OF ACTIVITIES

Acquisition Highlights:

- St. Matthew's Church – 4 sacramental registers, 1950-2002; and 4 registers of church services, 1949-2005.
- Calvary Church – Meeting minutes from the Kaneohe mission, 1951-1956.
- St. George's Church – 1 sacramental register of baptisms, 1957-1989; and 1 register of church services, 1977-1990.
- St. Clement's Church – Historic structures report, *History of the Land and Buildings of St. Clement's Church 1840-1973*, by Wendy Tolleson.
- Various Publications - *Divine Aloha: Stories from St. Jude's Episcopal Church; Reflections in Stone and Bronze* by Cheryl D. Soon, Ph.D.; and *St. Paul's 63rd anniversary* booklet.

Sacramental Registers: Inactive sacramental registers were inspected for mold and pest infestation; a detailed inventory compiled; and volumes rehoused in acid-free archival boxes. Sacramental registers currently occupy approximately 27 linear feet in the archives storage vault.

Rare Book Exhibit: The archivist created a small case display of rare books from the Diocesan archives for the ChurchBiz conference on July 29, 2023. Items featured Books of Common Prayer and Bibles belonging to Isaac Davis, Chiefess Liliha, Prince Alexander Liholiho, Mildred Staley, King Kamehameha V, Queen Emma, and Queen Lili'uokalani.

REVIEW OF EXPENDITURES

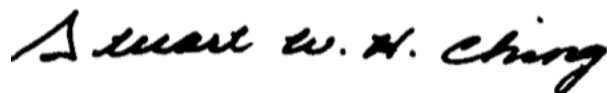
Other than general expenses for utilities, the diocesan archives had no declared expenditures

REVIEW OF GOALS ACHIEVED

A careful review of register listings reveals that baptisms, confirmations, and marriages did not always occur in the churches in which they were recorded. The revision of register inventories, to include recording anomalies, will aid the archivist in locating records in other registers.

The rare book exhibit provided an opportunity to showcase some of the hidden treasures found within the Diocesan archives. It also impressed upon viewers the important ministry of the Diocesan archives in caring for and preserving our Diocesan heritage.

Respectfully Submitted,



Stuart W. H. Ching
Archivist

Attachment 17: Report from the Canon to the Bishop

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

We've gone from the great dividing line in experience being pre- and post-quarantine/pandemic to now being pre- and post-fire. Our "return to normal" may never come to pass, but the generosity and mālama palpable throughout the diocese (and the islands) in the face of such tragedy has been jaw-droppingly inspirational. Thank you. Mahalo for your part in showing what "love of neighbor" can really mean.

Even before the fire, we have had a very busy season (mostly in a good way) throughout the diocese. More and more offerings, including extensive online trainings and both a Clergy Retreat and Clergy Conference (financed through restricted funds which hadn't been tapped recently) kept us connected - if you haven't come to any of our offerings, please be sure to take advantage of them in the future! At the ChurchBiz Conference, there were two highlights beyond the already great offerings of our varied presenters: we showcased our newly graduated Licensed Lay Worship Leaders, who planned and led our worship that morning, and our Archivist, Stuart Ching, brought out "Treasures from the Archives," including the small prayer book Queen Lili'uokalani referenced as giving her solace during her imprisonment. See a video of the "treasures" here: https://youtu.be/RQdv66Wlv_E?si=6OmzfsWyV_uNiizk

Last year, I missed my first Convention in perhaps 25 years. Although this was planned because I was to be away on the first Sabbatical of my ordained life, that time away was entirely used instead first at my father's hospital bedside and eventually with my mother at his death, and then with my mother as she adjusted to what life would be next (plus dealing with a full basement, a full garage, and three storage units). Mahalo to all of you for the outpouring of love to me and my family during this time.

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:

- Calvary (Kāne'ōhe), Emmanuel (Kailua) and St. Matthew's (Waimānalo) have joined together in ministry led by Vicar Annalise Pasalo
- Christ Memorial, Kīlauea – in transition (announcement of a new Vicar is expected between the writing of this report and the meeting of convention)
- St. Clement, Makiki – in transition
- St. Timothy, 'Aiea – in transition
- St. Elizabeth, Palama - beginning transition (David Gierlach retiring October)
- St. Luke, Nu'uānu - beginning transition (Ray Woo retiring January)
- Holy Innocents - adjusting to new reality, likely (for the time being) becoming a Preaching Station (Bruce DeGooyer also retiring October, announced before the fire)

Diocesan Formation Events:

- Church Pension Group “Planning for Wellness” offering for both lay and clerical employees across the diocese (November 2022).
- Clergy Retreat (January 2023, Camp Mokulē‘ia).
- “Spring Training” (March 2023).
- The Episcopal Network for Stewardship (TENS) Diocesan Webinar (May 2023, online).
- I had the privilege of teaching and mentoring with Waiolaihui‘ia Center for Ministry (WCM).
- ChurchBiz (Business of the Church, July 2023).
- Clergy Conference (August 2023).
- ‘Ōlelo Hawai‘i lessons – one second year, one first year class, ongoing.

Diocesan Formation Support:

- New Sunday School curriculum, StoryMakers, purchased for our congregations with special Hawai‘i-specific Zoom training support.
- Funding support for Education for Ministry/EfM is ongoing.
- Funding support for Godly Play is ongoing.
- *Revive*, a small-group transformational program, has been purchased and is available for all Churches and other institutions across the diocese to use free of charge, and is easily converted for online use.

Conferences attended:

- Forma 2023 Conference (January 2023, Alexandria, VA).
- Province VIII Transition Ministers gathering (February 2023, San Diego, CA).
- Episcopal Parish Network (March 2023, Jacksonville, FL).
- It’s All About Love (Bishop Curry Conference, July 2023, Baltimore, MD).
- Gathering of Leaders (August 2023, San Francisco, CA).

Attachment 18: Report from Waiolaihui‘ia Center for Ministry (WCM)

CONTACT: The Rev. Haaheo Guanson, Dean guanson@me.com

The educational and formational center of leadership ministry for all people in the Episcopal Church in Hawai‘i. WCM believes spiritual formation is for all God’s people.

Year 1: Instructor: The Rev. Kawika Jackson Mentor: The Rev Linda Lundgren
Year 3: Instructor: The Rev. Ray Woo Mentor: The Rev. Diane Martinson

Licensed Lay Ministry: Instructor: The Rev. Katlin McCallister

Resource: The Rev. Canon Alexander “Sandy” Graham

Introduction to Formation Insight Space: Instructor: The Rev. Andrew Arakawa
Assisted by: The Rev. Jenn Latham

ACTIVITIES: ORDINATION TRACK.

Three students: Mary Margaret Smith (Diaconate), Catherine MacPherson Tampos (Priesthood), Suzanne Kobayashi (Priesthood) completed academic studies for ordained ministry in August. This is the fourth cohort group to complete academic studies with Iona Collaborative.

Academic Focus in Year 1: Scripture **Year 2:** Church History **Year 3:** Theology & Ethics.
Many Priests and Deacons from the Diocese of Hawaii serve as mentors for Friday Formation and community building. Also serving as mentors for the Practicum classes.

Fieldwork: Three students completed the two years of fieldwork – Mary Margaret Smith at St. Michael and All Angels, Catherine MacPherson Tampos at St. James, and Suzanne Kobayashi at All Saints.

First year students Jeanne Cooper and Robert Bly Vroman completed their academic studies.

The Introduction to Formation Insight Space class met once a month on zoom to explore the meaning of lay ministry and ordained ministry to help them discern if one of the two paths is what they are called to. Five students participated in this class which met from November 2022 to March 2023. After completing the class, participants may apply to classes for deacons and priests. This introduction to formation class is necessary for all who are planning on going into an ordained ministry. Alumni continued to support the program by participating in class discussions and theological reflections with the new students.

ACTIVITIES: LICENSED LAY MINISTRY

In September 2022, the Lay Licensed Ministry Program was started. This is the new opportunity for lay leaders to contribute to the development of the Diocese. In June, eleven people completed the ten month program for lay ministry. They come from different churches on Maui, O‘ahu, and Hawai‘i Island. There are three areas of lay ministry: preaching, catechism teacher, and worship leader.

The 2023 Lay Ministry Class

Mary Carpenter St. Clement's – O'ahu Worship Leader	Mary Ann Lentz St. Christopher's – O'ahu Worship Leader	Carlton Pang St Mary's – O'ahu Preacher	Katy Shroder Holy Innocents – Maui Worship Leader
Lisa DeLong St. Christopher's – O'ahu Catechist	Soane Lino St. Clement's – O'ahu Preacher	Frankie Pang St James – Hawai'i Island Worship Leader	Evette Tampos Holy Apostles – Hawai'i Island Catechist
Maria Jampolsky Holy Apostles- Hawai'i Island Worship Leader	Joy Martinez St. Andrew – O'ahu Preacher	Roth Puahala St. Andrew – O'ahu Worship Leader	

Iona Collaborative: WCM is a member of the Iona Collaborative at the Seminary of the Southwest. Iona Collaborative includes 34 U.S. dioceses and global partners in Latin America. Iona Collaborative is a learning community of educators committed to support the vocations of locally formed priests, deacons, and lay ministers through high-quality video curricula and zoom based continuing education. As Dean, Haaheo attends monthly virtual deans' meetings and annual meeting. WCM as partners with Iona Collaborative are preparing to lead a changing Church into a changing World.

Expenditures:

Funds were expended for Instructors and Mentors. In addition, travel for one in-person class meeting plus food, and graduation ceremony.

To keep expenses down, Zoom technology has allowed savings in travel by letting us stay in place. But at the cost of decreasing the informal in-person interactions and formation.

Attachment 19: Report from the Executive Assistant

CONTACT: Mrs. Nani Carroll; (808) 536-7776 ext. 302; ncarroll@episcopalhawaii.org

This position exists to provide the necessary support and assistance to the Bishop and Canon to the Bishop to enable them to perform their jobs 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.
- Prepare meeting document binders for the boards on which the Bishop serves.
- Order and handle the signing and distribution of annual Advent & Easter cards.
- Help coordinate and organize the Planned Giving files.

Support to the Canon to the Bishop:

- Schedule and make travel arrangements for the Canon's neighbor island trips including Mutual Ministry Reviews and meetings with Congregational Search Committees.
- Schedule meetings by sending out Doodle polls to Diocesan Task groups such as the Congregational Vigor and Vitality Task Group and the East Honolulu Church group.
- Track, maintain and report the Canon's expenses.

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.
- Provide support to Diocesan Task Groups when needed.

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 and keep track of and send roster changes to DSC staff.
- Serve as Diocesan 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.
- In charge of monitoring the Eucharistic Minister, Eucharistic Visitor, Worship Leader and Catechist status of Diocesan church members.

Annual Convention Responsibilities

- Create and run slide deck for the Annual Convention.
- Update Bishop's Statistics and Official Clergy List for Annual Convention Workbook.
- Responsible for collecting and submitting Annual Meeting Annual Reports from groups, commissions, task groups, subsidiaries, and staff of the DSC for the Convention workbook.
- Provide support to Bishop during the Annual Convention.

Other Responsibilities & Projects:

- In charge of running the Visiting Clergy Program including initiating background checks and making sure all required documents are provided.
- Help congregations run background checks on new employees.
- Create events and invites in Constant Contact for Governance Meetings.
- Provide support by setting up meetings with church clergy and lay leadership and the Diocesan Council Listening Team.

Attachment 20: Report from the Operations Manager

Contact: Ms. Rae Costa, Diocesan Support Center; 808-536-7776, ext. 326:
rcosta@episcopalhawaii.org

Report:

- Continued with job tasks such as
 - Coordination of IT projects and purchases
 - Purchasing of office supplies
 - Staff calendaring
 - Human Resources issues (new hires, health insurance enrollment, pension, compliance, etc)
- Researched (with Sonny's and Brett's help) the various funds we have in the Pooled portfolio and in other accounts and suggested using monies from the appropriate funds for budget line items
- Planning of various events throughout the year
- Supervised Agreed Upon Procedure reviews for Missions – thank you to Spencer who did all the ground work and made my job easier!
- Staff liaison for Commission on Property and Insurance, Prison Ministry, Communications Design Team II, Archives, Kapolei Property Development Task Group, and the Square facilities meetings
- Various tasks associated with property (contracts, licenses, insurance, etc)
- Provided support to Clergy Compensation Review Committee
- Conducted Red Cross First Aid/CPR/AED certification classes
- Coordination of the 55th Annual Meeting including
 - Collaboration with St. Andrew's Schools for necrology display
- Working towards purchasing more eco-friendly items and soliciting business owned by native Hawaiians and locals
- Trying to find ways to work more efficiently as churches are asking for more assistance with administrative tasks
- Worked (and still working) with the whole DSC staff to provide as much support as possible to those affected by the fires on Maui
 - Discussions with Church Insurance, Episcopal Relief and Development, and other organizations
 - Learning how to process hundreds of donations vs a handful that we usually get and developing a system to track and acknowledge the donations
 - Daily communications with the leaders of Holy Innocents
- Worked with Norma (volunteer) to digitize and e-file historical documents such as church registers – huge Mahalo to Norma for taking on this task!
- Thank you to Sonny who has been instrumental in finding historical documents and stories and saving them electronically and printing hard copies or archives
- Thank you to Brett for helping to keep our office on task and organized with the many projects on our plates
- Thank you to Spencer Lum, who has taken on the Agreed Upon Procedures reviews with compassion and expertise

- Thank you to Sharon Billingsley for handling the many interisland air travel requests
- Thank you to Joe Kindrich who oversaw and coordinated the demolition of the Cluett apartments

This has been an interesting and a challenging year. As we slowly started to come out of pandemic protocols, we had to relearn how we did things before the pandemic and experienced a few bumps in the road, but we are almost back! We had our first ChurchBiz conference in July in response to many who requested practical, business-type education. And just as we started working on Annual Meeting things, our whole office had to shift our focus and attention to supporting those devastated by the fires on Maui, especially Lahaina. There is still a deep sadness in our whole office for the loss of the buildings and historical items of Holy Innocents, but hope in the outpouring of support from around the world. We do not know what the future will look like, but we know that God does and trust in Him to see us through!

Attachment 21: Report from the Controller

CONTACT: Sam Okita; (808) 536-7776 Ext. 306; sokita@episcopalhawaii.org

Position Overview:

The position of Controller was created as part of the transition to a new structure within the Diocesan Support Center (DSC) due to the retirement of Diocesan Treasurer Peter Pereira at the end of 2021. The Controller oversees the financial operations of the DSC and provides financial management support to congregations when needed. Controller provides monthly financial reports and updates to the Diocesan Council, Commission on Finance and Budget, and the Commission on Investments.

Transition:

2023 has been a significant year of transition at the DSC with Danny Casey's departure this past May to Oregon. During this transition all aspects of the financial management daily activities and procedures are being evaluated to improve operations for the future.

Commissions:

The Controller serves as the staff liaison for the Commission on Finance and Budget (COMFAB) and the Commission on Investment (COI). In 2023, the COMFAB also serve as the Diocesan's Audit Committee.

Financial Management Staffing:

In May of 2022, Fatima Houchens joined the DSC team as the Financial Support Administrator and has continued in this role in 2023. She has taken on the bulk of the bookkeeping responsibilities for the DSC.

During the summer of 2022, Spencer Lum joined the DSC team as a contract employee responsible for conducting the Agreed Upon Procedures (AUP) reviews for the missions in the Diocese. In 2023, Spencer became a part-time employee of the DSC as he continues his task of conducting AUP reviews.

CPA Audit:

James Hasselman, CPA continues to serve as the financial auditor for the Diocese. The 2023 audit review has been undertaken by Danny Casey and Sam Okita during this transition of the accounting responsibilities of the DSC. The target completion date is October of this year.

Special Accomplishments:

In addition to working with COMFAB to develop a Systems of Control Policy, we were able to develop modifications to the Diocese's financial reporting and budget planning. These changes have been developed to bring better clarity and transparency to the financial management of the Diocese. Assisted several churches in obtaining various grant funding via the Hawaii Community Foundation.

Future Objectives:

With the knowledge gained in this first year of transition, the goal is to continue to automate accounting processes and to continue to bring greater clarity and transparency to our financial management. We hope to update our existing Chart of Accounts so that we're able to issue both operational financial statements and GAAP required statements produced for the annual audit. Will evaluate our current Sage accounting software and research/identify new upgrades of software to improve daily accounting operations. Will assist in the future recovery of Holy Innocents in terms of monthly accounting operations due to the Maui wildfires.

Attachment 22: Other Diocesan Reports

Native Hawaiian Ministry Committee

CONTACT: Jazzy Bostock, Chair; revjazzybostock@gmail.com

MEMBERS: Jazzy Bostock, chair, Lani Bowman, Steve Costa, Keleawe Hee, Leilani Kahoano, Paul Nahoia Lucas, M'Liss Moore, Roth Puahala, Hau'oli Tomoso.

Over the last year, the committee has met once monthly over zoom, to pray and discuss the issues important to our Native Hawaiian community. We have discussed a retreat, hosting a Lili'uokalani Symposium, and land acknowledgements, among other issues.

The work on the Book of Common Prayer Translation continues, with our team of translators. At this point, the Eucharistic Prayers have been completed, approved for Diocesan use, and distributed to the clergy. The next section nearing completion is the collects.

Keep a lookout for our teachings around land acknowledgements that we plan to put in the Chronicle! As always, if you have an interest in supporting our work, even if you are not kānaka maoli, please be in touch – our liberation is bound up in one another.

In this and all of our work, we stand on the shoulders of our ancestors.

Prison Ministry

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

2023 was a very busy and moving year with the pandemic impacts and restrictions subsiding. In February our Diocesan Prison Ministries team and partners organized a dynamic daily morning Lenten Prayer Vigil and Good Friday Service, very picturesque, on the Hillside (Halawa Valley Street) above Halawa Correctional Facility.

The Lenten Vigil and Easter organizing was well attended by clergy, lay, and community partners, and created much awareness to the ongoing difficulties of Halawa Correctional, and after the first week of prayers for both the prison and chapel programs, many prayers were answered, locked doors opened, and new relationships and collaborations began. Stalwart community partners gave great leadership and support, during this time, the Pacific Justice and Reconciliation Center, Ke Ola Mamao Hawaiian Health, and United Self-Help, ACLU, and others.

During the Lent and Easter seasons, prayers were offered every morning and reentry bac pacs were given to men being released almost daily on the Hillside at Halawa. Soon a new program was formed called the Community Reentry Support Group - He Alo A He Alo (Face to Face). About 25-40 men exit Halawa, the largest Hawaii prison (overcrowded) connected to a privatized overflow prison in Saguaro, Arizona.

The daily prayers on the Hillside inspired an increase in back packs from 50-100 in pre-pandemic times, to a new commitment to provide reentry service, back packs, and reentry clothing to an estimated 350+ men and women released in 2023.

It's been very busy daily work with the Community Reentry Support Group on the Hillside at Halawa, involving a community meet and greet, assessment and consultation, bac pac and clothing, Holo Bus Passes, rent assistance, and cell phones; the chapel programs have been very active. Bac pacs and other reentry support are provided upon request for releases and reentry from the Federal Detention Center, O'ahu Community Correctional Center (OCCC), Waiawa, and Women's.

All in all the post pandemic prison ministries project is now looking at a tripling of mass incarceration, and reentry releases, requiring new capacities and programs. Thank you for all your support in 2023. Please pray for the Prison Ministries in 2024.

2023 MAHALO TO ALL THE PRISON MINISTRIES SUPPORT

Kapa Komo Reentry Clothes Project - Estimated 250 men and women

Holy Nativity Thrift Shop, St. Peters, St. Andrews, St. Stephen's, Central Union Church Thrift Shop, Kāne'ohe Congregational Church, Kaumakapili Church, Wellspring Covenant Church, Pacific Justice and Reconciliation Center

'Eke Kua Reentry Bac Pac Project - Estimated 350 - 400 men and women

St. Stephen's, St. Clement's, St. Peter's, St. Andrew's, Hālau Wa'a Episcopal, Epiphany First United Methodist Church, Trinity United Methodist Church, Wellspring Covenant Church, Pacific Justice and Reconciliation Center

NT Hawaiian English Hawaiian Bibles - Estimated 20 ea. facility

Waiawa, Halawa, Women's, OCCC, Saguaro, Pacific Justice and Reconciliation Center

2023 to Date (9.13.23) Expense Accounting:

Year to date Prison Ministry expenses is \$3,946.09 (storage) and \$519.35 (program: bac pacs, & bus passes) for a total of \$4,465.44 spent in 2023. Budgeted amount was \$6,300.00, leaving \$1,834.56 available (9.13.23).

Creation Care and Environmental Justice Task Force

CONTACT: Jenn Latham, Co-Leader; Revjenn.hnc@gmail.com

ACTIVE MEMBERS: Carol Arney, Lani Bowman, Christopher Golding, Jennifer Latham (co-leader), Lot Lau, Brianna Lloyd (co-leader); **INTERESTED MEMBERS** (sharing info with): John Webster, Tim Morehouse, Rick Stambaugh, Tim Yuen, Willis Moore, Susan D'Elia

The Creation Care and Environmental Justice Task Force meets monthly to discuss current projects and plan future activities. The group coordinates communication with congregational Green Teams and Environmental Coordinators and shares information with TECH through the diocesan newsletter in the Creation Care Corner. The column in the newsletter shares information about events or other programs and tips for sustainable living. Our new website is has been completed and is updated regularly with new information.

Last year at Education Day before annual meeting our task force hosted an informational workshop about installing solar systems. For Spring Training, our task force invited young people from 'Iolani to present about the school's Citizens' Climate Lobby Club which does advocacy work.

Most recently, our team requested emergency funds from the diocese to set up a Carbon Reduction Assistance Grant, which is meant to help churches complete small projects to reduce their carbon footprint. Two grants have been made and one other is pending as of the writing of this report. Our task force is grateful for the support of the diocese in this initiative. One church requested funds to replace all its light bulbs with LEDs and another used the funds to purchase a more efficient freezer for their feeding ministry.

Our priorities continue to be:

- To share a faith-based hope of a healed and whole creation and work toward that vision.
- To identify activities and events happening that are related to our mission and share this through appropriate communication channels (i.e. newsletter, distribution email lists, social media, website)
- To plan and promote educational programs and days of action for the diocese
- To represent TECH in interfaith and other community efforts for Creation Care and Environmental Justice (i.e. Hawai'i Interfaith Power and Light [HIPL], Faith Action for Community Equity [FACE], Hawai'i Climate Coalition [HCC], etc.)
- To collaborate and assist (as needed) individual churches and Green Teams who wish to reduce their carbon footprint (i.e. collaborate on carbon reduction or sequestration efforts and renewable energy installations)
- To share information to help individuals reduce their carbon footprint and live more lightly on the land.
- To advocate for state and federal legislation and policy that promotes climate justice and creation care work at the local and national level.

Reconciliation Task Force

CONTACT: Andrew Arakawa, Convener; aarakawa@iolani.org

MEMBERS: Andrew Arakawa, Joseph Eppink, Mary Carpenter, Bea Fitzpatrick, Mary Sueoka, Bob Steele, Laura La Gassa, Konstantinos Karampakakis.

Our statement of why we exist as a working group -

We seek to help the people of our Diocese to live more fully into our two Great Commands to love the Lord our God with all our hearts, our souls, and our minds - and secondly to love our neighbors as ourselves. In the Hawaiian tradition of ho'oponopono, we believe in truth-telling about our history; creating space for all voices in our circle; and seeking to make amends as we live into right relationship with all living beings.

Here are some highlights from the Reconciliation Task Force from the past year -

- The task force offered the plenary session for the Annual Meeting's Education Day on October 21, 2022.
- Under the leadership of subcommittee chair Joseph Eppink, the task force has carried on with the work of creating the supplemental curriculum to go along with the Archbishop of Canterbury's *Difference Course*. The Archbishop's course is anchored in the notion that reconciliation is the primary work of the Church – reconciliation with oneself, with one's neighbors, all of creation, and with God.
 - Members of the task force met in-person monthly to work on the curriculum.
 - The task force created five additional Hawai'i based sessions (Hō'imi Pono) for the *Difference Course*. Hō'imi Pono can be done alongside *Difference*, or it can stand alone.
 - On August 5, 2023, Hō'imi Pono was piloted with members of the Diocesan General Convention Deputation Team to help the team meet its requirement for each member to receive racial reconciliation training prior to the 81st General Convention.
 - The curriculum pilot went very well.
- On March 4, 2023, the task force offered a presentation, at the Spring Training, by the Rev. Dcn. Robert Steele on the Western hegemonic portrayal of the Gospel story through art and its counter-narrative of art by those from the margins.
- The Racial Reconciliation Task Force spent \$1749.51 in the past year –
 - \$30.31 for a copy of *Realizing Beloved: Report from the House of Bishops Theology Committee* – for new task force member
 - \$630.86 for copies of *Dancing with History: A Life of Peace and Justice* –for diocesan clergy – in a joint project with Creation Care Task Force – session with the author, George Lakey.
 - \$759.14 for task force meals for in-person meetings.
 - \$329.20 for GC Deputation Team airfare for training (curriculum pilot).

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

CONTACT: Jule Kamakana (Bishop’s Warden), 808-553-5725;
juleann616@gmail.com
John S. Lunn (Vicar), Grace; 808-567-6420; revlunn@gmail.com
James P. Loughren (Priest Associate, Thrift Shop Manager), Grace,
808-658-9997; frjimloughren@gmail.com

Bishop’s Committee Members: Jule Kamakana, Senior Warden; Cheryl Corbel, Secretary;
Michael Grinnell, Treasurer (Voting Member); Richard Davis, Glenn Kondo; Shari Lynn, Steve
Walker

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 Christmas Eve Service (congregation and visitors)
 - Thrift Shop open to community 2 days a week with many local families served with low-cost clothing and household items
 - Food Bank with 60+ families regularly supplied with monthly assistance and special foods for Thanksgiving, Christmas and Easter
- Review of expenditures
 - The Diocesan funding allows Grace to be able to support a ½ time Priest and compensate a retired priest for additional ministry needs.
 - 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 (Local Drug Treatment Program, Cancer Society, Special Olympics, Women’s Shelter, Hospice, Little League, etc.)
 - Christmas offering of 2 farms for a developing country families
- Review of goals achieved by activities
 - God’s people served regularly, by resident priests – allowing for regular eucharist and proclamation of the Gospel along with pastoral care and various involvements in the community
 - Children and families assisted with affordable clothing, household items, furniture along with nutritional support, assistance for emergencies
 - Host a local market for vendors selling baked goods, farm products and handicraft items made locally. (Every Saturday)
 - Providing much needed free WiFi Internet in and around the Church
- Challenges
 - Adequate volunteer support for the Thrift Shop (Fr. Jim is currently the Manager)
 - Finding Volunteers for various activities – we have aging membership
 - Slowly declining membership – due to death and relocation

Hālau Wa‘a Episcopal Hono‘uli‘uli (HWEH)

Rev. Mark KekaiLeonui Haworth, Vicar

REPORT TO THE ANNUAL MEETING OF THE CONVENTION

September 13, 2023

Bishop’s Committee, Elected 1/22/23: Tonya Lowery St. John (Sr. Warden), Sarah Roselli (Jr. Warden), Douglas Brown (Treasurer); and SueAnn “Mele” Kauanui (Secretary); Kamuela Abe, Shauna Jones, Aileen Maertens, and Melissa Shimomura.

MISSION: HWEH is a hui of wa‘a empowering individual spiritual journeys. Each wa‘a is focused on creating disciples of Jesus, to meet/respond to human need through loving service, to transform unjust structures of society, and to sustain and renew the life of our island home. HWEH worships outdoors with liturgy and music steeped in Episcopal traditions and grounded in Hawaiian spiritual concepts. To realize the Diocese’s vision of planting a self-sustaining Episcopal community in Hono‘uli‘uli, HWEH’s three (3) pathways reflect our current congregation at the time of reporting, as follows:

W‘AA <u>(Small Group Ministries)</u>	OUTDOOR WORSHIP* <u>(Sundays, 10 a.m.)</u>	BUILD/DESIGN ** <u>(Community Center Imagining)</u>
Wa‘a Mele O Ke Kai	Kapolei Diocesan Land	Working with:
Wa‘a Puamana – Lit. Hula	Nimitz Cove Pavilions	Dioc. Kapolei Prop. Dev. Task Grp.
Wa‘a Na Ho‘okele Paipala	Camp Mokule‘ia	Kupuna/Keiki Care
Wa‘a Nakaikamahine - DOK		Villages of Kapolei
Wa‘a Opio - Youth Group	*Worship also on Fbook Live	Hono‘uli‘uli-area Schools
Wa‘a Pule Knitting Circle		Funding Groups
Wa‘a Brotherhood & Brunch		Real Estate Expert
Wa‘a Compline–Advent /Lent		Hawaiian Civic Groups
Wa‘a Walking Pule	<u>Wa‘a in Discernment:</u>	Trinity Wall Street – MRED
Wa‘a Kumuhonua Food Drive	Wa‘a E Komo Mai- Greeters	Council for Native Haw’n Adv.
Wa‘a Service/Social Justice	Wa‘a Youth/Cultural Ike	

Who we are ... and growing!!

Average Weekly Engagement (AWE)			<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
1/11/2020	7 ministry participants & worshipers	Baptisms	2	1	2	3
9/15/2021	59 ministry participants & worshipers	Confirmations	9	0	1	4
9/15/2022	101 ministry participants & worshipers	Weddings	0	2	1	3
9/13/2023	104 ministry participants & worshipers	Funerals	1	1	3	4

Average Weekly Attendance (AWA)

Sept‘21–Aug‘22 1,158 worshipers, *23.1 AWA in-person*; 3,456 FBlive reach; *70.5 AWA on-line*
 Sept‘22–Aug‘23 1,631 worshipers, *32.5 AWA in-person*; 4,924 FBlive reach; *102.6 AWA on-line*

Use of Funds: Church plant discernment costs; Missioner salary/benefits; Bookkeeping service; Bi-monthly coaching; Wa‘a & worship costs; Costs for confirmation programs; Godly Play training, and materials; Church admin/ printing costs; Upkeep of Diocesan property; Marketing; Van and trailer costs.

** **Build/Design Status:** 2023 Recipient of Trinity Wall Street MRED Grant to complete financial real estate feasibility studies and architectural conceptual plans/drawings for proposed community center.

Attachment 23: 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)

After joyfully celebrating our 75th Anniversary with you at Kapuakukui in 2022, Camp Mokulē‘ia has hit the ground running for the next 75 years of ministry in Hawai‘i!

We currently have a very dedicated team who love Camp Mokulē‘ia and work extremely hard to support our ministry. My team and I would like to thank Bishop Fitzpatrick, the Board of Directors, the people of the Episcopal Diocese in Hawai‘i, and all our faithful supporters for their continuous support. We would like to thank the Rev. Mark Haworth, the Rev. Jenn Latham, the Rev. Charles Browning, and the Rev. David Gierlach for serving as our 2023 Summer Camp Chaplains. Our ministry would not be possible without their support.

Programmed events at Camp Mokulē‘ia continue to grow numerically and qualitatively. In 2022 we served 189 residential and day camp campers. This past summer we served 245, which represents a 30% increase in participants in just one year. This summer we also sponsored our first Adventure Camp opportunity which we hope to expand next summer. In addition to our Summer Camp program, our Ohana Stay-Cay Weekends and our Outdoor Education programs continue to grow and expand. In April, we were excited to host the first annual Diocesan Youth Ministry Retreat. We added a fourth Site Staff member to our team due to this increase in programming.

We are continuing our efforts to upgrade our property and grounds and have made two big additions this year. We started a new “salad bar” garden where we grow our own tomatoes, carrots, cucumbers, lettuce, and more to serve to our campers and guests who eat in the Dining Hall. We also built a new Shower House to serve our tent campers. The garden-fresh produce and the four hot water showers on our tent field were very well received by our campers.

One of the most exciting things happening at Camp Mokulē‘ia right now is cabin renovation planning. If you have not seen our cabins lately, they are in dire need of repair. After years of talking and planning, we have finally submitted renovation plans to the Department of Planning and Permitting and applied for a building permit. While we wait for our application to move through the permitting process, we are refining our vision and exploring ways to fund these much-needed renovations.

Camp Mokulē‘ia is committed to finding ways our camp can become more sustainable in all areas of operations. We look forward to sharing more about that with each new project.

Thanks to the generosity of the Diocese and to a record number of groups visiting camp and families/individuals participating in our programs, we are on track to finish the year in a strong financial position. The goal of our 2023 Annual Fund campaign (beginning October 1) is to rebuild the Scholarship Fund that was depleted by providing \$13,850.00 in scholarships to 38

campers this summer! It is our hope that we will not have to turn away a single camper next summer. We will continue to seek out and apply for grants to support our programs and to fund improvements to our property and grounds.

Thank you for your support and hope to see you at camp in the near future! Let Camp Mokulē‘ia be a place of rest, recreational, and renewal for you.

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

Gracious God, Source of all Wisdom, direct us on your path with open minds and hearts, ready to accept your guidance. Inspire us that we may strive together to cultivate an environment where all children are given the opportunity to learn, grow, and lead with their hearts, minds, and spirits to make their communities more humane and just.

-The Rev. Canon Heather Patton-Graham

Educational Excellence

From our preschool program to our high school curriculum, St. Andrew’s Schools nurtures academic advancement, leadership growth, and character development. With our personalized educational program, inspiring teachers, and dynamic learning environment we are sure to witness tremendous growth in each of your children, all while we work to instill in them a love for learning and a desire to *Kūlia i Kanu ‘u*, or *Strive for the Highest*, in all that they do. Please [view](#) our most recent video to learn more about our school.

During the 2022-23 School Year many accolades were bestowed upon our school community:

- Senior Janice Cheng earned the prestigious Horatio Alger’s National Scholarship and was one of 25 students in the Nation to earn the National Honor Society Scholarship that recognizes students demonstrating the four pillars of NHS membership: scholarship, service, leadership, and character.
- Senior Elena Hollenbeak won the English-Speaking Union National Shakespeare Competition on April 24, 2023. She was one of 41 students from around the country who competed at Lincoln Center in New York after winning the state competition.
- Teacher and Alumnae Misha Matsumoto Yee ’09, was named the 2022 National History Teacher of the Year by The Gilder Lehrman Institute of American History. The only teacher from Hawai‘i to ever win the National Award.
- Olivia Stoetzer, a 2019 Alumnae was named a Thomas J. Watson Fellow and is on a worldwide quest to learn more about urban climate resilience. The Fellowship provides \$40,000 to fund a year of unparalleled international discovery for graduating college seniors in any discipline
- Five students placed in the Hawai‘i State Science and Engineering Fair, with two eighth

- grade girls earning first place in the Microbiology and Behavioral Sciences divisions.
- Our Priory 5th graders earned second place in the American Savings Bank KeikiCo Contest.

Philanthropy

We continue to see strong philanthropic giving to the school through grants and gifts. Our Annual Queen Emma Ball once again netted more than \$420,000 to provide scholarships and tuition assistance for students whose families demonstrate financial need, with overall giving exceeding \$2.2 million.

Campus Improvements

Queen Emma Preschool now has a new roof and a fresh coat of exterior paint, interior renovations will be completed by January 2024. And, a state-of-the-art multimedia communications room was added to the Queen Emma Square campus.

* * * * *

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

2023 Annual Meeting of the Convention

Board of Directors: Cathy Paxton-Haines, President; Deb Lynch, Vice President; the Rev. Linda Decker, Recording Secretary; Jean Fiddes, Treasurer; Dr. John Decker, Advisor; Chuck Spence, Digital Information and Newsletter Editor; the Rev. George Wong, Chaplain Advisor; Kit Hart, Phone Manager; George Brown, Director; and Marilynn Hirashimia, Director

Supply Team: Marilynn Hirashimia, Manager; Susie Davis, Assistant Manager; Alan Hodara, Buyer; Helpers: Judy Thomson, Peggy Medeiros, Donna Ponce, Kathy MacDonald, Joan Padgett, Monika Jost, Anne Miura, Renelle Etsy, Cindy Walter, Laura Faherty, Joan Vila, Mary LeDou

Run Leaders: John Hirashimia, George Brown, Al Andrews, Deb Lynch, Cathy Paxton-Haines, Tim Garcia, Alan Hodara, Joseph Cascio

Riders: Amy Shim, Ruth Eisen, Mika Eisen, Kit Hart, Joan Barnes, Carol Allen, Albert Medeiros, Peggy Medeiros, Bertie Hodara, Erin O’Kief, Cindy Walter, Trip Lynch, the Rev. Moki Hino, Dixie Kaetsu, the Rev. John Tomoso, the Rev. Heather Mueller, the Rev. George Wong, the Rev. Canon Sandy Graham

Also important: Toni Paul; Deposits: Lea Voss, Bookkeeper; Kahului and Wailuku Hongwanji and St. John’s Episcopal Church volunteers: peanut butter and jelly sandwiches

A Cup of Cold Water (ACCW) is an all-volunteer outreach ministry of the Episcopal Churches of Maui and friends delivering basic needs: water, food, hygiene, first aid, clothing, towels, blankets, and compassion to the unsheltered on Maui via a van that goes to their locations. Volunteers come from the four Maui Episcopal churches and one Kaaui

church as well as Roman Catholic, Buddhist, Fundamental, and non-faith walks. ACCW accepts no government money, and since ACCW is 100% volunteer, all funds go 100% towards purchasing the needed items and ordinary van maintenance.

2023 started with one regular run a week to Central Maui then added a weekly run to South Maui and is adding a weekly run to West Maui. A monthly medical run with an emergency room physician has been added. As of September 2023, ACCW has served over 2,500 desperate souls struggling to survive on the streets. Since Maui has no emergency shelter for the unsheltered, ACCW's ministry is desperately needed.

The day after the fires in Lahaina, Maui County asked ACCW to deliver supplies for 100 to Napili. On the runs to Central and South Maui many of the people served were from Lahaina. Two months later everyone on Maui is affected by the wildfires directly or by loss of jobs from the dramatic drop in tourism.

I am honored to serve in this mission.



Cathy Paxton-Haines
An Outreach Ministry of the Episcopal Churches of Maui and Friends
acupofcoldwatermaui@gmail.com
EIN# 46-3174599

Attachment 24: Clergy (in attendance) Delegate List

Albano, Randy	Johnson, Gregory
Arakawa, Andrew	Keator, Marnie
Arney, Carol	Kennedy, David
Bostock, Jazzy	Latham, Jenn
Bridges, Christopher M.	Lillie, Paul
Brown, Dwight	Loughren, James
Browning, Charles	Lucas, Paul Naho
Buller, Alberta	Lundgren, Linda
Chun, Frank	Martinson, Diane
Condello II, Frank	Masada, Jennifer
Costa, Steve	McCallister, Katlin
Crowe, Amy	McMullen, Andrew
Cullinane, Kate	Morehouse, Tim
Decker, Linda	Mueller, Heather
Dingley, Alison	Padasdao, Imelda
Egmalis-Maliaman, Irene	Pasalo, Annalise
Fitzpatrick, Bob	Pasalo, Jar
Gierlach, David	Patterson, Kaleo
Glaser, David	Patton-Graham, Heather
Golding, Christopher	Shields, Richard
Graham, Sandy	Smith, Mary Margaret
Guanson, Haaheo	Swanson, Karen
Haworth, Mark	Tomoso+, John A Hau'oli
Hee, Keleawe	Wong, George
Hino, Moki	Wu, Peter
Holder Joffrion, Kerry	
Jackson, Kawika	

Attachment 25: Lay (in attendance) Delegate List

All Saints

Hannawald, Michael
Morinishi, Ron
Moses, Terry-Ann
Richardson, Max

Calvary

Parker, Cheryl

Christ Church

Costa, Dennis
Sears, Karl
Stambaugh, Richard

Christ Memorial

Akana, David
Wall, Craig

Emmanuel

Emerson, Mike
Hoffman, Jessie
Walter, Ken

Epiphany

Kusumoto, Ryan
Sueoka, Mary

Good Samaritan

Ichida, Faith
Kaneshiro, Myrtle
Nishihira, Deb

Good Shepherd

Aloy, Louise
Decker, John
Lee, Kenneth Peter
Paul, Toni
Riebling, Shelley

Grace

Heise, Karen
Kamakana, Jule
Walker, Steven

Hālau Wa'a

Abe, Kamuela
Brown, Doug
Moyle, Philip

Holy Apostles

Jampolsky, Maria
Long, Betty
Sheldon-Witter, Vernon
Ziegler, Laurie

Holy Innocents

Shroder, Katy

Holy Nativity

Kittle, Alison
Livingston, Nicholas
Otani, Kathy

St. Andrew, Cathedral

Chang, Cheryl
Conklin, Elizabeth
Puahala, Roth
Sakaguchi, Andrew
Service, Barbara

St. Augustine's

Fernandez, Pi'ilani
Gomes, Maurine
Lambrecht, Kim

St. Christopher

Beh, Walter
Bruckner, Hank
Bruckner, Linda

St. Clement

Carpenter, Mary
Lino, Soane
Lino, Tau'eva
Palmore, Susan

St. Elizabeth's

Chock, Jamie
Langi, Mosese
Larocky, Ofa
Magbual, Edna
Pasion, Merlita

St. James'

Acacio, Susan
Cariaga-Alfonso, Sharon
Dupaya, Sherry
L'Orange, Hans
Rohfeld, Allison

St. John the Baptist

Natividad, Mary Elizabeth

St. John's (Kula)

Cascio, Joseph
Hernandez, Jenni
Lynch, Trip
Schumacher, Cindy
Schumacher, Paul

St. John's BTS

Roggia, Sally
Smiley, Sandra

St. Jude's

Burt, Cordelia
Simpson, Shannon
White, Thoms

St. Luke's

Adams, Wanda
Kramer, Frances
Moore, Willis H A

St. Mark's

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

St. Mary's

Horimoto, Isaiah
Lee, Laurie
Yoshioka, Ruth

St. Matthew's

Gomes, Chantel
Keen, Stason

St. Michael

Megonnell, Deann
Null, Amy
Stanphill, Marj

St. Paul's

Acopan, Marcelo
De Jesus, Fay
Dela Cruz, Lanie
Duldulao, Maribel
Dureg, Julie
Miller, Phyllis
Palaroan, Solah

St. Peter's

Bochentin, Cheryl
Ching, Dan
Hein, Muffin
Nakoa, Chucky
Webster, Keisha

St. Stephen's

Sonoda-Pale, Healani

St. Timothy's

Eschbach, Kurt
Mahuka, Joanne
Murakami, Jane

Trinity BTS

Krieger, Amy
Serwatowski, Marty
Sokei-Vila, Joan
Wood, Bill

West Kaua'i

Gabler, Margaret
Kawane, Irene
Rivera, Salvador
Rustick, Mary

Attachment 26: Necrology List

September 1, 2022 – August 31, 2023

All Saints



Charlotte Newman



June Masunaga



Garrett Itsuo Sokei



Richard Arthur Schmidt



Joan Brown



Seth Cotton



'Ululani Duncan

Oren Anderson

James Edward Scobell
Estella Tudela
Catherine Gott

Roberta Carruthers
Mike Smith
John Punua

Christ Church



Anthony Britton Craven



Maile Melrose



Janet (Jan) Luehrs

Susan Pamela Kidder

Sara Elizabeth Wolfers Hodgins

Emmanuel



Cynthia Swain



Elaine Katsuyoshi

Epiphany



Alexander Cheong Ke Yee



Allen M. Yamada



Henry Wun Hu Lau

Kale Edward Turner

Good Shepherd



Alexander Crisolo Caoile, Jr.

Blandina Andres Vinoray

Josefina Sagayaga

Grace



Agnes Mitsue Nakamoto



Karen Elizabeth Crisp



Nancy Shizuko Yamagata
Unemori



Robert Goro Uemura

Hālau Wa‘a



Hermilo Navarro



Shirley "Kala" Holden



Janet Lorraine Haworth



Thomas Gatti



Las Masaichi Takeuchi



Thomas Kaleikini



Melvin Kaleialoha Chang

Holy Apostles



Wataru Kohashi



Jose Renato Agbayani



Edwin Sorenson

Holy Innocents



Clyde Wakida

St. Andrew



Dwain Hansen



Margie Lowe



John Hays



Myles Kekoa Nagashima



Nancy Miller



Robert J. Moore, Jr.

Geraldine Meyer

Monika Ho

St. Christopher

Michaela Keoililani Mei Ling Bailey

Mary Ann Knerr

St. James



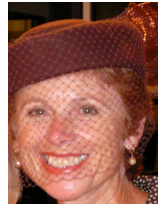
Alex Ka'aua



Edith Bertlemann



Altah Kiker



Coe Atherton



Mary Hanano



Merry Barton



Rosalina Gaspar



Dianne Pastorino

Oliver Hutaff Jr.
Mary Hugh Scott

Rick West
Bruce Fisher

St. Jude's

Samuel L. Quenon

St. Mark's



Arlene P. Siegel



William Y.S. Lee



Florence Sasaki



Sharon Oswald Schamber

Bette Chow

Helen Boreliz

St. Michael

St. Paul's



Andres S. Baniaga



Carmelo N. Navaro, Jr.



Editha P. Gudoy



Grace A. Giron



Hilaria A. Valiente



Josie S. Cuaresmo



JunJun Villanueva



Liwliwa Macadamia

St. Paul's (cont.)



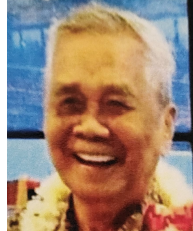
Lucy T. Tabieros



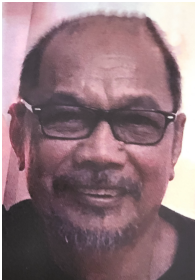
Luisa R. Bayang



Reynaldo Aganos, Sr.



Ricarte Ballesteros



Rogelio C. Baysa



Romeo S.G. Duran



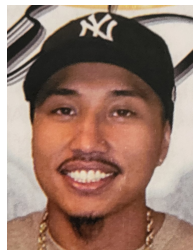
Rubert M. Barit



Rufino A. Peralta



Ruperto B. Agonoy



Shawn Langaman



Virginia B. Asis

St. Peter's



Carol Mae Kum Choi Klappert



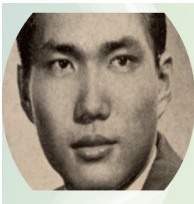
Lloyd Young Son Kim



Darryl Gee Fai Lum



David Vunti Ing



Koon Yoy Ching



Jeling Chung



Jon Yuen-Yau Wong

Charles Conloy Ching

Eleanor Kam Hee Fong Dang

St. Timothy's



Donald Dismuke



Tadayoshi Iwami



Jean Ishihara

Larry Amaki

Trinity By-the-Sea



Dean Bamford



Emily Cobb-Adams
Brandl



Mary Ann Izon



Robbi Overvold

Diocese of Hawai'i



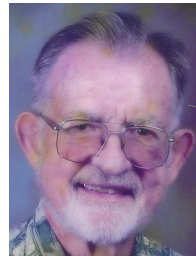
Leonard Howard



Vincent O'Neill



Alejandro Geston



John Baade Connell



Frances Kay Carter Johnson

Attachment 27: Courtesy Resolutions

RESOLVED, that this the 55th 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, and offer its prayers for his continued healing and good health;

RESOLVED, that this the 55th 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 55th 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, Second Bishop of Hawai'i and Twenty-fourth Presiding Bishop of the Episcopal Church;

RESOLVED, that this the 55th 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 55th 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 David Nagler, 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 55th 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 55th 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 55th 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 Joel Ocop Porlares, and to the Right Reverend Gerry Engman, 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 55th 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 Jennifer Masada as Chair of Dispatch of Business; all those assisting with credentials and registration; all those involved with elections; and all the volunteers who have made this Annual Meeting possible;

RESOLVED, that this the 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to the staff of 'Iolani School for their assistance with the Annual Meeting;

RESOLVED, that this the 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its deepest thanks to Ms. Sharon Billingsley, Ms. Norma Chun, and Ms. Sandy Souza who have faithfully volunteered in the Diocesan Support Center;

RESOLVED, that this the 55th 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 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to the Dean of Waiolaihui'ia Center for Ministry, the Reverend Haaheo Guanson, and celebrate this important ministry in our Diocese;

RESOLVED, that this the 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to the Archivist of the Diocese, Mr. Stuart Ching;

RESOLVED, that this the 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to the Reverend Bruce DeGooyer as the head Chaplain to retired clergy, and the Reverend Canon Frank Chun and Mrs. Norma Chun, the Reverend Heather Mueller, and the Reverend Carol Arney for serving on the Chaplain team for our retired clergy;

RESOLVED, that this the 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its deep appreciation to the members of the Diocesan Support Center: Ms. Nani Carroll, Ms. Rae Costa, the Reverend Canon Alexander Graham, Ms. Fatima Houchens, Mr. Brett Johnson, Mr. Sonny Liu, Mr. Spencer Lum, Ms. Sybil Nishioka, and Mr. Sam Okita for their openness and availability to all of us in this Diocese 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 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its warm aloha and deep appreciation to the Treasurer of this Convention and of the Diocese, Mr. Ryan Kusumoto, and gives thanks to God for his diligent and faithful service to this Diocese and The Episcopal Church;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 55th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i.

Attachment 28: Teller's Report

First Ballot

Ballot A-1: Diocesan Council – Clergy Hawai'i at-large 1 seat open. 50 ballots received. 84 votes necessary for election. No nominees were received.

Ballot B-1: Diocesan Council – Lay Kaua'i 1 seat open for a Three-year term. 153 ballots received. 84 votes necessary for election. Maggie Lea received 153 votes. Maggie Lea was elected.

Ballot C-1: Diocesan Council – Lay Maui County 1 seat open for a Three-year term. 155 ballots received. 84 votes necessary for election. Trip Lynch received 155 votes. Trip Lynch was elected.

Ballot D-1: Diocesan Council – Lay At-Large 1 seat open for a Three-Year Term. 153 ballots received. 84 votes necessary for election. Nancy Rowe received 153 votes. Nancy Rowe was elected.

Ballot E-1: Standing Committee Clergy At-Large – 1 seat for a Four-Year Term. 155 ballots received. 84 votes necessary for election. Keleawe Hee received 85 votes. Alison Dingley received 53 votes. Giovan King received 17 votes. Keleawe Hee was elected.

Ballot F-1: Standing Committee – Lay At-Large 1 seat for a Four-Year Term. 154 ballots received. 84 votes necessary for election. Chuck Spence received 154 votes. Chuck Spence was elected.

Ballot G-1: Cathedral Chapter – Clergy 1 seat for a Two-Year term. 155 ballots received. 84 votes necessary for election. Karen Swanson received 155 votes. Karen Swanson was elected.

Ballot H-1: Cathedral Chapter – Lay 1 seat for a Two-Year term. 155 ballots received. 84 votes necessary for election. Phyllis Miller received 155 votes. Phyllis Miller was elected.

Ballot I-1: Secretary to Convention – Clergy or Lay 1 seat for a One-Year term. 155 ballots received. 84 votes necessary for election. Annalise Pasalo received 155 votes. Annalise Pasalo was elected.

Ballot J-1. Confirmation of Bishop's Appointments
157 ballots received. 84 votes necessary for appointment.

- Wayne Yoshigai, Chancellor: 149 votes.
- Kevin Herring, Vice Chancellor: 151 votes.
- Rae Costa, Registrar: 157 votes.
- Heather Patton-Graham, Commission on Ministry – Clergy (4 years): 152 votes.
- Richard Shields, Disciplinary Board – Clergy (3 years): 153 votes.
- Faye Hee, Disciplinary Board – Lay (3 years): 151 votes.

- Paul Lillie, Disciplinary Board – Clergy (3 years): 152 votes.
- Lindbergh Marzo, Commission on Ministry – Lay (4 years): 151 votes

Resolutions

Consideration of Resolution #1: *2024 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i*

Resolution #1 was adopted as amended.

Consideration of Resolution #2: *To Establish a Tripartite Relationship Between The Episcopal Diocese of Hawai‘i, The Diocese of Batac in the Iglesia Filipina Independiente, & The Diocese of Northern Luzon in the Episcopal Church in the Philippines*

The resolution was adopted as submitted.

Consideration of Resolution #3: *Protection of water (Ola i ka Wai - Water is Life) and urge the Office of Government affairs to advocate on protection of indigenous water and other natural resource rights*

The substitute Resolution #3 was adopted as amended.

Consideration of Resolution #4: *Resolution to Admit the Episcopal Church in Micronesia to the Diocese of Hawai‘i*

The substitute resolution was adopted.

Consideration of Resolution #5: *Resolution for Ceasefire in Gaza*

The resolution was adopted as amended.