

**JOURNAL
OF
THE 35th ANNUAL MEETING
OF THE CONVENTION**

DIOCESE OF HAWAII



St. Andrew's Cathedral
Honolulu, Hawai`i
October 24-25, 2003

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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 Reverend Frank T. Griswold
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 Right Reverend Richard Shimpfky

DIRECTORY OF THE EPISCOPAL DIOCESE OF HAWAII

Bishop	The Right Reverend Richard S.O. Chang
Canon to the Ordinary	The Rev. Canon Robert L. Fitzpatrick
Treasurer	Mr. Peter C. Pereira
Program Officer	Ms. Lucille S. Caldwell
Communications and Development Officer:	Ms. Sarah T. Moore
Youth and Young Adult Coordinator	Ms. Celeste A. McVeigh
Chancellor	John A. Lockwood, Esq.
Vice Chancellor	Walter Beh II, Esq.
Deputy Vice Chancellors	Ray Kamikawa, Esq. Reid Nakamura, Esq. Wayne S. Yoshigai, Esq.
Hawaiian Church Chronicle	Ms. Sarah T. Moore, Editor Ms. Elizabeth House, Layout
Episcopal Church Women	Ms. Joyce Kim
Head of School, St. Andrew's Priory	Ms. Caroline Ward Oda

ORGANIZATION OF THE EPISCOPAL CHURCH
THE EPISCOPAL CHURCH IN HAWAII

Office of the Bishop: 229 Queen Emma Square, Honolulu, HI 96813-2304
Telephone: (808) 536-7776
Fax: (808) 538-7194
Diocesan Website: www.episcopalhawaii.org

STANDING COMMITTEE

(Expiration of Term)

The Rev. Hollis E. Wright, President
Ms. Linda Sproat, Secretary

The Rev. Hollis E. Wright	2003	Mr. Wallace "Bud" Doty	2003
The Rev. B. Cass Bailey	2004	Ms. Linda Sproat	2004
The Rev. Darrow L.K. Aiona	2005	Ms. Cynnne Salley	2005
The Rev. David K. Kennedy	2006	Ms. Mary Schulz	2006

Newly Elected

The Rev. Elizabeth Zivanov	2007	Mr. John Decker	2007
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DIOCESAN COUNCIL

(Expiration of Term)

The Right Reverend Richard S.O. Chang, President
Mr. Joel L. Merchant, Vice President
Mr. Peter C. Pereira, Treasurer
Ms. Nancy Rowe, Secretary
Dr. John A. Decker, Jr., Assistant Treasurer
Ms. Pamela McCoy, Assistant Secretary

Formation Department

The Rev. Morley E. Frech, Jr., Chair	2003
Ms. Carol Connell	2005
(1) Ms. Susan Duffy	2004
Ms. Weilyn Ho	2005
Mr. K. Peter Lee	2004
Ms. Nancy Rowe	2003
Ms. Sylvia Rowland	2004
(2) The Rev. Lynette Schaefer	2004
The Rev. Walter A. Stevens, III	2004
(3) Ms. Carol Trewhman	2005

Mission Department

The Rev. Carol Arney, Chair	2003
Mr. Frank Embree	2005
Mr. Rogelio Evangelista	2004
(1) Ms. Carol Knutzen	2005
Mr Rogelio G. Evangelista	2004
(2) Ms. Marilyn Kunitake	2003
Ms. Sandra Leialoha	2003
Ms. Pamela McCoy	2003
Mr. Willis Moore	2003
Ms. Lynne Reynolds	2005
Ms. Nancy Tourk	2005

Support Department

The Rev. Alison Dingley, Chair	2005
Mr. Keane Akao	2004
(1) Mr. James Bedingfield	2005
Dr. John Decker	2003
(2) Mr. Ernest W. Knutzen	2004
(3) Mr. Joel Merchant	2004
(4) The Rev. Ajuko Ueda	2005

Footnotes

Formation Department

- (1) S. Duffy – Resigned June 2003
- (2) L. Schaefer – Resigned September 2003
- (3) C. Trewman – Resigned November 2003

Mission Department

- (1) C. Knutzen – Resigned October 2003
- (2) M. Kunitake – Resigned July 2003

Support Department

- (1) J. Bedingfield – Resigned October 2003
- (2) E. Knutzen – Resigned September 2003

- (3) J. Merchant – Resigned October 2003
- (4) A. Ueda – Resigned March 2003

Newly Elected Diocesan Council Members and Regional Representatives

The Rev. Randolph Albano	2006	The Rev. Anthony Litwinski	2005
The Rev. Teresa Bowden	2006	Ms. Relda Loomis	2004
Mr. Wallace Doty	2005	Mr. William Lucas	2006
Mr. Richard Gerage	2006	Mr. Willis Moore	2006
Ms. Rhoda Hackler	2006	Ms. Nancy Rowe	2006
Ms. Leslie Isaki	2006	Mr. Richard Schulz	2004
Mr. Duane Leach	2006	The Rev. Hollis Wright	2006
		Ms. Darlene Zarker	2004

COMMISSION ON MINISTRY

(Expiration of Term)

Mr. John Hawkins, Chair	2003
Ms. Beverly Amjadi	2005
The Rev. Elizabeth Beasley	2006
The Rev. Franklin Chun	2005
The Rev. Robert DeWolfe	2004
The Rev. Polly Hilsabeck	2003
Mr. Arthur Kusumoto	2006
Mr. Robert Verrey	2004

Newly Elected

The Rev. Ricky Melchor	2007
Ms. Kala Holden	2007

SECTION II

Journal of Proceedings

JOURNAL OF PROCEEDINGS

Friday, October 24, 2003

OPENING SERVICE: The 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i opened with the Holy Eucharist at 1:00 PM at St. Andrew's Cathedral in Honolulu. The United Thank Offering was presented by an ECW representative from each church of the Diocese.

Prior to the Eucharist, the Episcopal Church Women (ECW) held its annual meeting in Tenney Theater followed by a luncheon in Davies Hall on the grounds of St. Andrew's Cathedral.

Registration began at 12:00 noon the grassy area, near the birdbath and Parke Chapel.

MEETINGS OF REGIONAL CAUCUSES: The Regional caucuses met at 2:30 PM for the purpose of making their nominations to the Diocesan Council. Windward Oahu met in Davies Hall. Central Oahu met in the Cathedral. West Oahu met in Parke Chapel. Kauai met in the Von Holt Room.

WELCOME AND CALL TO ORDER: The annual meeting was called to order at 2:38 PM in Tenney Theater. Bishop Chang welcomed the clergy, delegates, and guests.

QUORUM REPORT FROM THE CREDENTIALS COMMITTEE: Bishop Chang called on Mr. Dan Nelson, the Chair of the Credentials Committee, for a quorum report. Mr. Nelson reported that 1/3 of clergy or 27 of the 80 canonically resident and domiciled clergy would constitute a quorum in the clerical order, and that, under Article III, Section 2, the majority or 84 of the 166 delegates would constitute a quorum in the lay order. There being 52 clergy and 144 lay delegates registered, a quorum was established and present for the transaction of business.

Bishop Chang declared the 35th annual meeting of the Convention duly constituted and therefore open and ready for business.

Mr. Nelson reported that Christ Memorial Church had not paid their assessments in full by January 15, 2003, and still have not done so. Mr. Nelson presented the following motion, on behalf of the Committee, and moved its adoption:

BE IT RESOLVED, as recommended by the Diocesan Council, that the members of the lay delegation from Christ Memorial be admitted to seats and votes in this Annual Meeting of the Convention.

There was no discussion. Motion, requiring no second, was carried by voice vote.

Mr. Nelson reported that, with the addition of the delegates from Christ Memorial, now duly seated, the revised lay quorum, under Article III, Section 2, is 86 of the 171 lay delegates, with 148 lay delegates present.

A complete list of clergy and lay delegates registered for the Annual Meeting is included as Attachment A.

INTRODUCTIONS: Tiare Ono, the Bishop's assistant, presented a lei to all those who were introduced.

Clergy New to the Diocese:

The Rev. Anthony Litwinski, from the Diocese of California, rector of St. James' Church on the Big Island of Hawai'i, and his wife, Jana Johnsen

The Rev. Mary Lindquist, from the Diocese of Delaware, will be in Hawai'i later this year to be vicar of the Episcopal Church on West Kauai.

ELCA Clergy:

The Rev. John Moody, the executive director of a health ministry and the liaison of the Lutheran Bishop to the Diocese of Hawai'i

Retired Clergy:

The Rev. Gerhard Laun from St. Elizabeth's Church.

New Diocesan Staff:

Mrs. Sarah Moore, the Communications and Development Officer (not present to receive a lei)

The Convention also recognized the Bishop and Mrs. Dee Chang. Bishop Chang presented a lei to his mother, Mrs. Flora Chang. Mr. John A. Lockwood, Chancellor of the Diocese of Hawaii, and Mrs. Sandy Souza, Convention Secretary, were introduced and presented with a lei.

REPORT OF THE CREDENTIALS COMMITTEE: Mr. Nelson presented a motion granting seat and voice to the following:

Licensed Clergy

The Rev. Alberto Alarcon

The Rev. G. LaRue Downing

The Rev. Jodene Hawkins

The Rev. Kennis Snyder

The Rev. Alfred Stefanik

Lay Members of the Diocesan Council Who Are Not Delegates

Keane Akao

Carol Connell

John A. Decker, Jr.

Frank Embree

Roger Evangelista

K. Peter Lee

Joel Merchant

Willis Moore

Nancy Tourk

Lay Members of the Standing Committee Who Are Not Delegates

Wallace "Bud" Doty

Diocesan Program Officer

Lucille Caldwell

Communications and Development Officer

Sarah Moore

Chairs of Reporting Committees/Commissions

Lee Carson

David Caldwell

The motion made by committee, requiring no second, carried by voice vote.

REPORT OF THE COMMITTEE ON THE DISPATCH OF BUSINESS: The President called on the Rev. Cass Bailey, Chair of the Committee on the Dispatch of Business to move the adoption of the agenda as circulated. The motion, requiring no second, carried by voice vote. Refer to Attachment C.

REPORT OF THE NOMINATIONS COMMITTEE: The President called on Ms. Linda Burnz, Chair of the Nominations Committee. Delegates will be voting for several open positions for the Diocesan Council: 5 lay and 2 clergy to be elected for a 3-year term, 1 lay and 1 clergy to be elected for a 2-year term, 2 lay and 1 clergy to be elected for a 1-year term. The highest number of votes will be for the 3-year term, the next highest will be for the 2-year term, and the least will be for the 1-year term.

Bishop Chang asked all nominees to come forward to the front of the theater, as they were introduced. Ms. Burnz reported the following nominees:

Diocesan Council, Lay Order At-Large

Mr. Wallace "Bud" Doty, Holy Apostles

Mrs. Rhoda E. A. Hackler, St. Clement's

Mrs. Leslie S. Isaki, St. Clement's

Mr. William B. Lucas, Christ Church

Mr. Willis A. H. Moore, St. Paul's

Mrs. Relda L. Loomis, Holy Nativity

Mr. Richard Gerage, St. Andrew's Cathedral, was nominated from the floor.

Diocesan Council, Clerical Order At-Large

The Rev. Randolph V. N. Albano, St. Paul's

The Rev. Hollis Wright, St. Nicholas

The Rev. Anthony Litwinski, St. James

The Rev. Teresa T. Bowden, St. Timothy's

There being no further nominations, the nominations for Diocesan Council, Clerical Order, were closed.

Diocesan Council, Regional (one to be elected from each Region)

The Rev. Tom Van Culin reported the nomination of Nancy Rowe, Emmanuel, from Windward Oahu Region.

The Rev. Bob Fitzpatrick reported the nomination of Duane Leach, St. Andrew's Cathedral, from the Central Oahu Region.

The Rev. Vince O'Neill reported the nomination of Darlene Zarker, St. George's, from the West Oahu Region

The Rev. Donor MacNiece reported the nomination of Richard Schulz, Kauai, from the Kauai Region.

Standing Committee, Lay Order (one to elected for a four-year term)

Mr. John A. Decker, Jr., Good Shepherd

Mrs. Shauna J. Jones, St. Nicholas

Mr. Amado Yoro, St. Paul's

There being no further nominations, the nominations for Standing Committee, Lay Order, were closed.

Standing Committee, Clerical Order (one to be elected for a four-year term)

The Rev. Morley E. Frech, Jr., Trinity-by-the-Sea

The Rev. Elizabeth Zivanov, St. Clement's

There being no further nominations, the nominations for the Standing Committee, Clerical Order, were closed.

Cathedral Chapter, Lay Order (one to be elected for a two-year term)

There were no nominations for Cathedral Chapter, Lay Order from the floor.

Cathedral Chapter, Clerical Order (one to be elected for a two-year term)

The Rev. David Kennedy, retired clergy

There being no further nomination, the nominations for Cathedral Chapter, Clerical Order were closed.

Ecclesiastical Trial Court (one lay to be elected for a five-year term)

There were no nominations for Ecclesiastical Trial Court from the floor.

Secretary of the Convention (one to be elected for a one-year term)

Sandy Souza nominated Nancy Rowe, Emmanuel.

There being no further nominations, the nominations for Secretary of the Convention were closed.

All nominees present were introduced to the members of the Convention.

INTRODUCTION OF THE ECCLESIASTICAL AUTHORITY APPOINTEES: Bishop Chang announced the following appointees for confirmation by the majority vote of the Convention:

Chancellor:	John A. Lockwood, Esq., St. Andrew's Cathedral
Vice-Chancellor:	Walter Beh, II, Esq., St. Christopher's
Historiographer:	Stuart Ching, St. Elizabeth's
Registrar:	Janice Horimoto, St. Mary's
Commission on Ministry:	Kala Holden, St. Nicholas (Lay-- four-year term) The Rev. Ricky Melchor, Good Shepherd (Clergy--four-year term)
Commission on Episcopal Schools:	Sukhdev (Su) Contee, St. Timothy's (Lay--two-year term) The Rev. Peter Champion, Emmanuel (Lay--two-year term)
Diocesan Compensation Review Committee:	Kathy Bommersbach, St. Timothy's (Lay--three-year term) The Rev. Paul Kennedy, retired (Clergy--three-year term)

FIRST BALLOT FOR ELECTIVE POSITIONS AND CONFIRMATION OF BISHOP'S APPOINTMENTS: The President called on the Mr. Derrick Shimabukuro, Chair of the Committee on Election, who described the procedures for voting. Members were to write in the nominations from the floor for the elective positions. The confirmation of the Bishop's appointments has a 'yes' and 'no' ballot. Each voting member needs to confirm the appointment for each candidate with an 'x' in the appropriate box. Derrick introduced the floor tellers and counters, by name.

Floor Tellers:

Martha Bell	Holy Apostles
Gloria Cajigal	Good Shepherd
Caitilin Embree	Emmanuel
Dale Hathaway	St. Mary's
Wilfred Kimura	All Saints
Richard Kua`ana	St. Andrew's Cathedral
Richard Schulz	All Saints
Janice Ubando	Calvary

Ballot Counters:

Nancy Minuth (head)	Office of the Bishop
Kymbra Apple	Calvary
Kua Apple	Calvary
Janice Horimoto	St. Mary's
Edean Iwanaga	Epiphany
Gretchen Jong	St. Clement's
Alice Kawato	St. Mary's
Elva Mori	Good Samaritan
Rosella Newell	St. Andrew's Cathedral
Ernesto Pasalo, Jr.	Good Shepherd
Ervin Pasalo	Good Shepherd
Juliet Shimabukuro	Good Samaritan
Bernice Tawarahara	St. Mary's

The President instructed the members to vote. After the ballots were collected, the President announced that the polls were closed.

ADOPTION OF SPECIAL ORDERS OF BUSINESS: The President called on the Rev. Cass Bailey who, on behalf of the Committee on the Dispatch of Business, presented a motion to adopt the Special Orders of Business as follows:

1. Young Adult Commission's Report - Friday at 4:45 PM for 15 minutes
2. Response to the Bishop's Address Committee - Saturday at 9:40 AM for 10 minutes
3. Continuing Education Committee's Report - Saturday at 10:35 AM for 10 minutes
4. Camp Mokule'ia's Report - Saturday at 11:30 AM for 10 minutes
5. General Convention Report and Discussion Groups - Saturday after the consideration of all of the resolutions for 1 hour

REPORT OF THE SECRETARY OF CONVENION: Sandy Souza gave two announcements for meetings to be held during the reception break. She also announced that it was Carol Connell's birthday, and the gathering sang "Happy Birthday."

Bishop Chang read portions of a letter he received from Bishop Donald Hart. The Rev. Donor MacNeice proposed a letter of reconciliation of Bishop Hart. Bishop Chang is in communication with Bishop Hart to do just that.

RESOLUTIONS RECEIVED FOR REFERRAL: The President called on the Rev. Patton Boyle, Chair of the Resolutions Committee. Fr. Patton stated that Resolution #2 was received after the deadline; therefore, members of the Convention must decide whether to consider it. The Resolutions committee recommends not considering this resolution. If the members of the Convention vote this resolution to be considered, it will, then, go to the Standing Committee for consideration and recommendation. The motion was made that Resolution #2 will be brought forth for consideration at this convention. There was no discussion. The motion was defeated. (Attachment M)

Mr. Boyd Ready, the originator of Resolution #2, presented Resolution #4 from the floor. Copies of this resolution were passed out to all members of the convention. After much discussion, a motion was made for consideration of Resolution #4 in the agenda of this convention. A vote by division of the house was taken. Number of votes for the motion was 76. Number of votes against the motion was 112. The motion failed.

The Rev. Patton Boyle announced referral of resolutions to the following committee and department for recommendations:

#01 Incorporating Hawaiian Christian Concepts into the Episcopal Church in Hawai'i--referred to the Commission on Christian Formation (Attachment L)

#03 Compensation Schedules for 2003--referred to Support Department (Attachment N)

CLARIFICATION OF RESOLUTION PROCESS: The Bishop clarified the process for considering each resolution. Departments to which resolutions were referred were asked to recommend one of the following actions:

1. Adoption as presented
2. Adoption with amendment or by the substitute resolution (attached)
3. Discharge from further consideration
4. Rejection

The report of the resolution is the motion; there is no need for second.

Bishop Chang explained the “codes” on the nametags. The alphabet with a place name indicated where to go for the small group discussion following the report of the Strategic Planning Task Force. The numeral indicated what table to go to for Saturday’s small group discussion on the General Convention. The orange dot indicated that Saturday’s lunch was paid.

Recess for 10 minutes. Reconvened at 4:18 PM

SPECIAL ORDER OF BUSINESS #1 - YOUNG ADULT COMMISSION

Ryan Kusumoto, the chair of this commission, was called to the podium. Ryan introduced the members of this commission and presented power point report of the Young Adults. He announced, “Don’t Miss the Boat,” a gathering of all young adults in March 2004. Ryan invited all Young Adults in attendance to receive a shirt that has the Episcopal shield and “Young Adults” embroidered on the shirt.

TREASURER’S REPORT: The President called the Rev. Cass Bailey, who on behalf of the Dispatch of Business Committee, moved for the adoption of the Treasurer’s report by Title, Attachment D. The motion, requiring no second, was carried by voice vote.

BISHOP’S ADDRESS: Bishop Chang addressed the members of the Convention, using a power point presentation to emphasize points. Refer to Attachment F. After his address, Bishop Chang announced an amended agenda:

- The meeting would recess for a reception on the Cathedral grounds immediately following these announcements. There would be two food areas, one outside Parke Chapel, the other outside Davies Hall.
- The members of the Convention will return at 6:30 PM for the report and presentation of the Strategic Planning Task Force. Facilitators for the Saturday small group discussion will meet in Parke Chapel at 6:15 PM
- The Standing Committee meeting has been cancelled, due to the defeat of the consideration of Resolution #2 and #4.
- Early Registration on Saturday will begin at 8:30 AM, rather than 7:30 AM. The meeting will reconvene at 9:00 AM, rather than 8:00 AM.

RECESS: The President declared the Annual Meeting in recess at 5:55 p.m. Everyone enjoyed a hosted reception on the grounds of St. Andrew’s Cathedral.

RECONVENE: All members of the Convention returned to Tenney Theater at 6:30 PM

STRATEGIC PLANNING TASK FORCE: Chair Bill Watkins introduced all members of the Strategic Planning Task Force. He presented a Power Point report of the Task Force. After the presentation, small groups gathered at the appointed place, according to the nametag. Each group had a facilitator and a recorder. A report will be prepared from all notes taken.

RECESS: Bishop Chang declared that after the small group discussions were over, the Annual Meeting would be in recess until 9:00 AM Saturday morning at the Hyatt Regency Waikiki Hotel.

Saturday, October 25, 2003

Late registration began at 8:30 AM in the foyer of the Regency Ballroom at the Hyatt Regency Waikiki Hotel. Nine organizations/activities had exhibits in the foyer.

They were: Christian Formation
"Da Jesus Book"
Diocesan Altar Guild
Diversity Commission
Episcopal Relief and Development Fund (ERDF)
Integrity-Hawai'i
Special Angels Ministry
Stewardship
The Labyrinth – A Sacred Walk

MORNING PRAYER: Bishop Chang conducted Morning Prayer at 9:00 AM.

RECONVENE: The President reconvened the Annual Meeting of the Convention at 9:30 AM.

INTRODUCTION OF GUEST NOT PRESENT ON FRIDAY: The President introduced Mrs. Sarah Moore, who was presented with a lei.

REPORT ON THE FIRST BALLOT: The President called on the Derrick Shimabukuro, chair of the Elections Committee, who thanked all tellers and counters for their work, and reported the results of the first ballot. There will be a second ballot for Lay Standing Committee.

All of the Ecclesiastical Authority appointees were confirmed:

Chancellor--John A. Lockwood	186 votes
Vice-Chancellor--Walter Beh II	185 votes
Historiographer--Stuart Ching	193 votes
Registrar--Janice Horimoto	191 votes

Commission on Ministry:

Lay--Kala Holden	188 votes
Clergy--The Rev. Ricky Melchor	188 votes

Commission on Episcopal Schools:

Lay--Sukhdev (Su) Contee	189 votes
Clergy--The Rev. Peter Champion	188 votes

Diocesan Compensation Review:

Lay--Kathy Bommersbach	185 votes
Clergy--The Rev. Paul Kennedy	191 votes

Diocesan Council, lay at-large:

Wallace "Bud" Doty	170 votes	for 2 years
Richard Gerage	176 votes	for 3 years
Rhoda E. A. Hackler	185 votes	for 3 years
Leslie S. Isaki	173 votes	for 3 years
Relda L. Loomis	166 votes	for 1 year
William B. Lucas	180 votes	for 3 years
Willis H. A. Moore	177 votes	for 3 years

Diocesan Council, clergy:

Randolph V. N. Albano	194 votes	for 3 years
Teresa Bowden	175 votes	for 1 year
Anthony Litwinski	178 votes	for 2 years
Hollis Wright	180 votes	for 3 years

Diocesan Council, regional (three-year term)

Windward Oahu--Nancy Rowe	196 votes
Central Oahu--Duane Leach	190 votes
West Oahu--Darlene Zarker	192 votes
Kauai--Richard Schulz	191 votes

Standing Committee, lay (four-year term) **Second Ballot needed**

John A. Decker, Jr.	92 votes
Shauna J. Jones	27 votes
Amado Yoro	69 votes

Standing Committee, clergy (four-year term)

The Rev. Elizabeth Zivanov	111 votes
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Clergy not elected:

Morley E. Frech, Jr.	87 votes
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Cathedral Chapter, lay (two-year term)

None elected

Cathedral Chapter, clergy (two-year term)

The Rev. David Kennedy	199 votes
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Ecclesiastical Trial Court, lay (five-year term)

None elected

Secretary of Convention, lay (one-year term)

Nancy Rowe	184 votes
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The question "Why were ballots voided?" was raised. Derrick Shimabukuro answered that ballots were voided when irrelevant comments were written or if ballots were blank.

One person commented that the members of the Convention should have been told that the highest number of votes would receive the longest term and so on for the Diocesan Council. The President replied that this procedure is written in the Canons and that he duly noted the comment.

The Bishop instructed all members of the Convention to vote for the Lay position on the Standing Committee. The Floor Tellers collected ballots. Polls were closed.

Nancy Rowe nominated The Rev. Morley Frech to serve as Assistant Secretary of the Convention. Appointment was confirmed by voice vote.

Mr. Willis Moore announced that the Rev. Alison Dingley was celebrating the 25th anniversary of her ordination.

RESOLUTION #03--ADOPTION OF MINIMUM ANNUAL COMPENSATION

SCHEDULE: The President called on The Rev. Alison Dingley, chair of the Support Committee, to present the 2004 compensation schedule. She moved to adopt resolutions as presented. Lee Carson, chair of the Compensation Committee reported that her committee considered the Hawaii's cost of living, cost of schools, and other factors before recommending the 3.5% increase. Lee reported that the vote in favor was unanimous. Floor was opened for discussion. Motion carried to adopt the Budget as presented by voice vote. Refer to Attachment N.

PRESENTATION OF 2004 DIOCESAN BUDGET: The President called on The Rev. Alison Dingley, chair of the Support Committee, to present the 2004 budget. She reported that members from various committees worked on the budget. Additional resource persons for the discussion of the budget were:

Lee Carson	Compensation review
Peter Pereira	Treasurer
Lucille Caldwell	Diocesan Program Officer
The Rev. Bob Fitzpatrick	Canon to the Ordinary
The Rev. Morley Frech	Formation Department
The Rev. Carol Arney	Mission Department

Floor was opened for discussion. Motion carried by voice vote.

SPECIAL ORDER OF BUSINESS #2 - Response to the Bishop's Address: Christy Alarcon, chair of this committee, presented the response. Refer to Attachment G.

Recess was called by the President for 15 minutes.

RECONVENE: Meeting was called back to order at 10:45 AM. The President called on Derrick Shimabukuro to report on the result of the second ballot:

John A. Decker, Jr.	109 votes
Shauna J. Jones	12 votes
Amado Yoro	75 votes

The Lay member of the Standing Committee is John A. Decker, Jr. The President announced that the Standing Committee would meet during lunch for its organization.

SPECIAL ORDER OF BUSINESS #3 - Continuing Education Committee: Barbara Street, chair of this committee, reviewed the continuing education program as policy of the Diocese. Clergy and lay professionals must have 24 hours of continuing education per year. Barbara asked all persons completing their requirement to stand and be recognized as their names were called.

RESOLUTION #01 - Incorporating Hawaiian Christian Concepts into the Episcopal Church in Hawai'i--referred to the Commission on Christian Formation: David Caldwell, chair of the Christian Formation Committee, reported that his committee recommended adoption of the resolution. The President asked the members of the Convention to grant voice to Ms. Pua Hopkins, an expert in the Hawaiian language, to speak on this resolution. Motion carried by voice vote.

Pua explained the history and meaning of the words *mana*, *mālama*, and *pono*. These words have an impact on all of us, living in Hawaii. She showed how these words should be and can be incorporated into our Christian way of life.

After much discussion, The Rev. Tom Van Culin moved that an amendment be made to substitute the word "of" to "such as." After some discussion, the call of the question to adopt the amendment was made. Motion failed by voice vote.

Discussion continued on the original resolution. The Rev. Frank Chun called for the question to end the debate. Motion carried by voice vote.

Motion carried to adopt Resolution #1 as presented by Ms. Mahi Biemes, originator of the resolution.

NOONDAY PRAYERS: The President called on The Rev. Lance Horne to conduct Noon Day Prayers, while a representative from each congregation read the Necrology. Bishop Chang said grace before he recessed the Annual Meeting for lunch. Refer to Attachment G.

EPISCOPAL MINISTRY ON AGING (EMOA): The President called on The Rev. Gerhard Laun to introduce the honorees and read each honoree's accomplishments. Bishop Chang presented the awards on behalf of the Diocese to members of the Church who are 65 years or older and have given outstanding service in their congregation and community. Refer to Attachment J for the names of the recipients.

RECONVENE: The President called the Annual Meeting back to order at 1:15 PM. The President announced that The Rev. David Kennedy is the new president of the Standing Committee. Their first meeting will be on Friday, November 14, 2003 at 10:30 AM in the Library of St. Andrew's Cathedral. The President also reminded the Diocesan Council will have an overnight retreat at Camp Mokule'ia on Friday and Saturday, November 14 and 15, 2003. It will start with dinner on Friday, a program, and end at 4:00 PM on Saturday.

SPECIAL ORDER OF BUSINESS #4--Camp Mokule'ia: Mr. Bill Lucas, chair, introduced the members of this commission. He presented a report of Camp Mokule'ia showing pictures of the camp in a power point presentation.

SPECIAL ORDER OF BUSINESS #5--General Convention Report and Small Group

Discussions: The Bishop called on The Rev. Bob Fitzpatrick, who was the co-chair of the deputation of Hawaii to give his report of the General Convention. Although many resolutions and decisions were made at this Convention, one “elephant” received much attention from the media and deputies. This “elephant” was the confirmation of Bishop elect from New Hampshire, The Rev. Gene Robinson, an openly gay man. Fr. Fitzpatrick reported that there was no abstention in the House of Deputies, and the vote was unanimous for the confirmation by the Hawai'i deputies.

Fr. Fitzpatrick also reported that there were five priorities at this Convention. One deputy, either lay or clergy will report on each. The five priorities were:

1. Young Adult and Youth--The Rev. Joe Carr reported
2. Reconciliation and Evangelism--The Rev. Morley Frech reported
3. Congregational Formation--The Rev. Alison Dingley reported
4. Justice an Peace--Betty Jo Harris reported
5. Partnerships--The Rev. Bob Fitzpatrick reported

After all the reports were given, the President announced that all members of the Convention would break up into small discussion groups in the lunchroom. The nametag showed what table number each delegate and clergy were to go. Each participant received a **Covenant for Conversation**, a starting point for discussion. Everyone would return in one hour (2:20-3:20 PM).

RECONVENE: Meeting called back to order 3:25 PM.

SET DATE AND LOCATION OF THE 2004 ANNUAL MEEETING OF THE

CONVENTION: The President called on Sandy Souza, Secretary of the Convention. Mrs. Souza moved that the 36th Annual Meeting of the Convention be held on October 29-30, 2004 on the island of Oahu. She announced that October 29th will be on the Cathedral grounds, and the convention will reconvene at the Sheraton Waikiki Hotel on October 30th. She also noted that the dates have been changed since the 2002 Annual Meeting of the Convention. The motion was seconded and carried by voice vote. It was also noted that the 37th Annual Meeting of the Convention would be October 21-22, 2005, on the island of Maui.

COURTESY RESOLUTIONS: The President called on the Rev. Darrow Aiona to present the Courtesy Resolutions. Courtesy resolutions were adopted by voice vote. Refer to Attachment O. The Rev. Peter Champion moved that condolences should be sent to Kathleen Norris on the death of her husband, David. Motion carried by voice vote.

ANNOUNCEMENTS: The President called on Sandy Souza, Secretary of the Convention. She asked all members to leave their nametags and to send in an evaluation and comments of this Convention via e-mail sent to Sarah Moore at stmoore@episcopalhawaii.org by November 10th. The Bishop announced that The Rt. Rev. Tani, Bishop of Okinawa, was chosen as the interim primate of Japan. Bishop Chang also announced that the Sisters of the Transfiguration had made Anglican rosaries for the House of Bishops.

ADJOURNMENT: At 3:40 PM, the President adjourned the 35th Annual Meeting of the Convention, after the motion to adjourn. Motion carried by voice vote.

SECTION III

**Attachments to the
Journal of Proceedings**

Attachments to the Journal of Proceedings

- A Registered Clergy and Lay Delegates
- B Committees of the Convention
- C Agenda of the 35th Annual Meeting of the Convention
- D Annual Report of the Treasurer
- E 2004 Diocesan Budget (*adopted as presented*)
- F Convention Address by The Rt. Rev. Richard S.O. Chang
- G Response to the Bishop's Address
- H Necrology
- I Baptisms
- J Makule E Akamai Award Recipients - 2003

Resolutions

- K Resolution #1 – Incorporating Hawaiian Christian Concepts into the Episcopal Church in Hawai'i – (*adopted as presented*)
- L Resolution #2 – Report on the Confirmation of the Bishop of New Hampshire (*failed to consider*)
- M Resolution #3 – Compensation Schedules for 2004– (*adopted as presented*)
- N Courtesy Resolutions - (*adopted as presented*)

Attachment A - Registered Clergy and Lay Delegates

REGISTERED CLERGY

The Rev. Darrow Aiona
The Rev. Eleanore Akina
The Rev. Randolph V.N. Albano
The Rev. Carol Arney
The Rev. B. Cass Bailey
The Rev. Elizabeth Beasley
The Rev. Honey Becker
The Rev. Teresa Bowden
The Rev. Patton Boyle
The Rev. Joseph J. Carr
The Rev. Peter Champion
The Rev. Susan Champion
The Rt. Rev. Richard S.O. Chang
The Rev. Canon Franklin S.H. Chun
The Rev. Barbara Coan
The Rev. Nancy Conley
The Rev. John Connell
The Rev. Robert DeWolfe
The Rev. Alison Dingley
The Rev. Peter Fan
The Rev. Canon Robert L. Fitzpatrick
The Rev. Marvin L. Foltz
The Rev. Morley Frech
The Rev. Gerald Gifford
The Rev. Walter Harris
The Rev. Dale Hathaway
The Rev. John Holmes
The Rev. Lance Horne
The Rev. Leonard Howard
The Rev. Gregory Johnson
The Rev. David K. Kennedy

The Rev. Gerhard Laun
The Rev. George Lee
The Rev. A. Patricia Leo
The Rev. Anthony Litwinski
The Rev. John Longo
The Rev. Donor Macneice
The Rev. J. Hollis Maxson
The Very Rev. Ann McElligott
The Rev. Ricky Melchor
The Rev. John Millen
The Rev. Malcolm Miner
The Rev. David Moore
The Rev. Heather Mueller-Fitch
The Rev. Vincent O'Neill
The Rev. Imelda Padasdao
The Rev. Timoteo Quintero
The Rev. Jan Rudinoff
The Rev. Lynette Schaefer
The Rev. Walter A. Stevens, III
The Rev. John Turner
The Rev. Thomas Van Culin
The Rev. Hollis Wright
The Rev. Elizabeth Zivanov

Licensed:

The Rev. Alberto Alarcon
The Rev. G. LaRue Downing
The Rev. Jodene Hawkins
The Rev. Alfred Stefanik
The Rev. Kenneth Snyder

LAY DELEGATES

ALL SAINTS

Wilfred Kimura
Dick Schulz
Mary Schulz
Mary Wilson

CALVARY

Bruce Fink
Laura Fink
Charlene Pinao
Julice Ubando
Teresa Ubando

CHRIST CHURCH

James Bedingfield
Betty Hodgins
Susan Lee
William Lucas

CHRIST MEMORIAL

Constance Bishop
Helen Mitsui
Sunny Gail Mitsui
Linda Sproat

EMMANUEL

Caitilin Embree
Nancy Janczyk
Chandler Rowe
Nancy Rowe

EPIPHANY

Debra Lee
Wilma Namumnart
Don Owens
Marcus Pottenger

GOOD SAMARITAN

Myrtle Kaneshiro
Milton Napuunoa
Hatsune Sekimura
Derrick Shimabukuro

GOOD SHEPHERD

Louise Aloy
Ferdinand Cajigal
Gloria Cajigal
Linda Decker
Mark Sitts

GRACE

Russell Kallstrom
Baron Okimoto
Stephanie Okimoto
Scarlett Ritte

HOLY APOSTLES

Martha Bell
Charlotte Holmes
Priscilla Hope
Dora Kraul

HOLY CROSS

Pat Callaway
Lynette Chellemi
Boyd Ready

HOLY INNOCENTS

Weilyn "Lynn" Ho
William Kleven
Claire Stefanik

HOLY NATIVITY

Regina Atkins
Jane Field
Helen Hagemeyer
Relda Loomis
Elaine Lucas
Austin Nakoa
Mike Sen

PARISH OF ST. CLEMENT

Alvin Adams
Beverly Amjadi
Anna Blackwell
Annette Jim
Pamela McCoy
Eric Minuth

RESURRECTION

Maria Domingo
Fredista Manuel
Leslie Quebral (10/24)
Raquel Vea (10/25)

CATHEDRAL CHURCH OF ST. ANDREW

Lowell Barnhart
John Hays
Richard Kuaana
Hartwell Lee Loy
Gina Maves
Joy Tanno
Theone Vredenburg

ST. AUGUSTINE

Jaylene Kaku
John Kometani
Tanya Villanueva
Jacqueline Wong

ST. CHRISTOPHER

Nancy Frey
Ray Gandy, Jr.
Bettye Jo Harris
Margot Johnson
Ana Maring
Marilyn Smith
William Watkins

ST. COLUMBA

Vicky Tagaca
Kathleen Tagaca
Cheryl Tagaca

ST. ELIZABETH

Rowena Blaisdell
Jack Gardiner
Laura Iwami
Sylvia Rowland
Frank Yap, Jr.

ST. GEORGE

Elizabeth McCorkle
Suzi Rowe
Darlene Zarker

ST. JAMES

Harold Craig
Irene Kubo
Jonathan Guilbert

ST. JOHN – KULA

Evey Culbert
Arthur Kusumoto
Lorna Lubawski
Janet Makua
Julie Peterson
Pete Peterson
Sarah Shim

ST. JOHN BY-THE-SEA

Phyllis Mahi Beimes
David Gierlach
Richard Halverson
Lysandra Padeken

ST. JUDE

Sandra McDaniel
Virginia Harris
Constance Santana

ST. LUKE

Mi Sun Hong
Darl Ok Kim
John Y.H.Lee

ST. MARK

William Foltz
Nanette Judd
Sandra Leialoha
Wayne Yoshigai

ST. MARY

Pablo Cortez, III
Charlene Date (10/24)
Justin Lee
John Okutani
Jackie Mok (10/25)

ST. MATTHEW

Nani Yee Hoy
Mary Miller
Kahala Morse

**ST. MICHAEL AND
ALL ANGELS**

Linda Burnz
Robert "Bob" Burnz
Ed Coan
Ann Leighton
Imogene Miner
David Smith

ST. NICHOLAS

Briana Anderson
Kala Holden
Michael Orrick

ST. PAUL

Marcelo C. Acopan, Jr.
Fe S. Agullana
Lolita A. Peralta
Rose C. Galanto
Marilyn Kunitake
Rolando Piso
Norma M. Alejandro
Menelio Balmilero

ST. PETER

Dewey Allen
Daniel Ching, Sr.
Ruth Merz
Alice Scheuer
Willis Yap, Jr.

ST. PHILIP

May Holokai
Eva Kum
Jackie Masterson
Loretta Mokiao

ST. STEPHEN

Judy Kaupp
Molly Mayher
Martha Peterson

ST. THOMAS

Lorraine Fukuda
Mary Lou O'Brien
Judy Wakumoto

ST. TIMOTHY

Christy Alarcon
Roxanne Birch
Molly Fearn
David Millard
Dan Nelson
Mark Tucker

TRINITY BY-THE-SEA

Leslie Bettendorf
Dorothy Crouse
Susie Davis
Karen Sowers

WEST KAUAI

Bob Burnz
Ruth Okihara
Joyce Sato
Gregory Williams

Attachment B - Committees of the Convention

Secretary of Convention

*Ms. Sandy Souza St. Clement

Assistant Secretary

*Ms. Rae Oshiro St. Timothy

Approval of Minutes

*Mrs. Annette Jim St. Clement
Mrs. Margot Johnson St. Christopher
Mr. John Lee St. Luke
Ms. Martha Peterson St. Stephen

Constitution and Canons

*The Rev. Alison Dingley St. Stephen
Mr. David Gierlach St. John By-The-Sea
Ms. Elaine Lucas Holy Nativity
Mr. David Millard St. Timothy

Credentials

*Mr. Dan Nelson St. Timothy
Mr. Bruce Fink Calvary
Ms. Rose Galanto St. Paul
Ms. Irene Kubo St. James
Mr. Baron Okimoto Grace
Mr. John Okutani St. Mary

Dispatch of Business

*The Rev. Cass Bailey St. Christopher
Ms. May Holokai St. Philip
Mr. Chandler Rowe Emmanuel
Mr. Wayne Yoshigai St. Mark

Elections

*Mr. Derrick Shimabukuro Good Samaritan
Ms. Martha Bell Holy Apostles
Mrs. Gloria Cajigal Good Shepherd
Ms. Caitilin Embree Emmanuel
The Rev. Dale Hathaway St. Mary
Mr. Wildred Kimura All Saints
Mr. Richard Kua`ana Cathedral Church of St. Andrew
Mr. Richard Schulz All Saints
Ms. Julice Ubando Calvary

Necrology

*The Rev. Lance Horne St. George
Mr. Ferdinand Cajigal Good Shepherd
Mrs. Charlotte Holmes Holy Apostles
Ms. Mary Wilson All Saints

Nominations

*Ms. Linda Burnz	St. Michael and All Angels
The Rev. Marvin Foltz	Good Shepherd
The Rev. Teresa Bowden	St. Timothy
The Rev. Walter Stevens	St. Augustine
Ms. Joy Tanno	Cathedral Church of St. Andrew
Ms. Lysandra Padeken	St. John's By-The-Sea

Resolutions

*The Rev. Patton Boyle	St. John's By-The-Sea
Dr. William Foltz	St. Mark
Ms. Ann Leighton	St. Michael and All Angels
Ms. Julie Peterson	St. John

The Bishop's Address

*Ms. Christy Alarcon	St. Timothy
The Rev. Elizabeth Beasley	All Saints
The Rev. Morley Frech	Trinity By-The-Sea
Ms. Charlene Pinao	Calvary
Ms. Cynn timer Salley	St. Jude

***Convention Plans**

Ms. Sandy Souza
Ms. Rae Oshiro
Ms. Annette Jim
The Rev. Alison Dingley
Mr. Dan Nelson
The Rev. Cass Bailey
Mr. Derrick Shimabukuro
The Rev. Lance Horne
Ms. Linda Burnz
The Rev. Patton Boyle
Ms. Christy Alarcon
Ms. Judy Masuda
Ms. Joyce Kim
Ms. Lucille Caldwell
Mr. John A. Lockwood, Chancellor
The Rt. Rev. Richard S.O. Chang

Attachment C – Agenda of the 35th Annual Meeting of the Convention

FRIDAY, OCTOBER 24: Session 1, ST. ANDREW'S CATHEDRAL

- 12:00 noon PRAYER VIGIL begins - Parke Chapel**
- 12:00 noon REGISTRATION on the grass fronting the Office of the Bishop**
- 1:00 pm Annual Meeting of the Convention
St. Andrew's Cathedral
The Convention Eucharist
UTO Ingathering**
- 2:30 pm Regional Caucuses (for those Regions needing to nominate candidates
for the Diocesan Council)**
- 2:45 pm The Convention is called to Order by the Bishop - Tenney Theater
Quorum Report of the Credentials Committee
Introductions
Report of the Credentials Committee
Announcement of committee appointments (by Title)
(full list in packets)
Adoption of the Agenda as circulated
Report of the Nominations Committee
Introduction of Nominees
First Ballot for elective positions and confirmation of
Bishop's appointments
Adoption of Special Orders of Business
Report of the Secretary of Convention
Resolutions received for referral
(list enclosed in packets)
Treasurer's Report (by Title)
Bishop's Address**
- 5:30 – 7:00 pm Reception on Cathedral Grounds**
- 7:00 pm Strategic Plan Committee Presentation – Tenney Theatre**
- 8:30 pm Recess until 8:00 am Saturday at the Hyatt Regency Waikiki**

SATURDAY, OCTOBER 25: Session 2, HYATT REGENCY WAIKIKI

- 7:30 am** **Registration for late arrivals: Regency Ballroom, Hyatt Regency Waikiki**
- 8:00 am** **Morning Prayer**
- 8:30 am** **Meeting reconvenes**
Report of First Ballot and Second Ballot (if necessary)
Adoption of Minimum Annual Compensation Schedule
Presentation of 2003 Proposed Budget
Consideration of Resolutions
- 10:00 am** **Break**
- 10:15 am** **Report of Second Ballot and Third Ballot (if necessary)**
Consideration of Resolutions
- 11:45 am** **Noon Devotion and Necrology**
Invocation for lunch
- 12:00 noon** **Recess for lunch**
Episcopal Ministry On Aging Awards
- 1:30 pm** **Reconvene**
Continue consideration of Resolutions
Set date and location of 2005 Diocesan Convention
Courtesy Resolutions
Announcements
- 4:30 pm** **Adjournment Sine Die**

Attachment D – Annual Report of the Treasurer

October 10, 2003

TO: DELEGATES TO THE 35th ANNUAL CONVENTION
OF THE EPISCOPAL CHURCH IN HAWAI'I

FROM: PETER PEREIRA, DIOCESAN TREASURER

SUBJECT: ANNUAL REPORT OF THE TREASURER

The Balance sheet of The Episcopal Church in Hawai'i on December 31, 2002 showed assets of \$28,563,382, liabilities of \$13,045,740 and net assets of \$15,517,642. The total operating income of the diocese exceeded operating expenses in 2002 by \$137,194. It should be noted that all parishes and missions have paid their 2002 assigned assessments, except for one parish.

Price Waterhouse Coopers, CPAs, audited our financial statements. If you would like to receive a copy, please call me.

Our audit shows that we have an adequate system of internal control. Appropriate parties must properly authorize all disbursements, and two authorized officers must sign all checks.

2003

1. In your Convention Packet, there will be the current Budget versus Actual Operating Report as of September 30, 2003. The report is summarized to cut printing costs. If you want a detail report, please call me.
-
2. In your Convention Packet, there will also be a report on our Theological Education Offering for 2002. You will note that we contributed \$30,559 that which amounted to 44% of our 1% goal. Now is the time to be checking on the performance of your Parish or Mission this year so that we can meet our 1% goal in 2003.

3. Our Investment performance #'s are as follows: Year to date = 10%; 5 Year trailing = 6% ; 10 Year trailing = 9%
4. During the year the Support Department met with our investment monitor and managers to review the performance of our investment portfolio and also to review our Investment Policy. We have a long-term view towards our portfolio management with the understanding that the stock market will experience fluctuations from time to time. We have a total return investment policy and spending policy. Our policies are implemented to ensure that there will be a steady stream of earnings annually, while at the same time ensuring that the fund assets will be there for the future. Our spending policy is set at a payout rate of 5 percent (5%) of the average market value of the Investment Fund over 3 years. The spending policy (which we will continue to review), together with sound investment performance, ensures that, over time, the fund will retain its ability to produce earnings.
5. The setting up of the Shared Travel Expense Fund for the 2003 diocesan convention has been accomplished.
6. The Support Department and the Diocesan Council continued the budget process we developed in 2001, to encourage discussion about the mission and ministry of the Church.
7. The rate of assessment for 2004 is 22% (2003 was 23%).
8. The Compensation Committee met during the year to review the Clergy Compensation Schedule. Please refer to The 2004 Clergy Compensation Schedule for details.
9. During the year, I worked with treasurers advising them of various matters, namely taxes, accounting and audit, investments, insurance, parochial reports, employment, insurance and property issues. I also worked with them on securing loans from the bank at competitive rates for various renovation projects.

Annual Report of the Treasurer
October 10, 2003
Page 3

10. During the year, I coordinated with the auditors and treasurers of missions to audit their church. In 2004 I will continue to follow up with the Churches on the implementation of the recommendations made by the auditors.

11. In 2003 the Church Medical Trust made significant changes to the retired clergy and spouse Medicare supplement and drug plan. I spent an enormous amount of time working with clergy locally and in the mainland to enroll them in this plan. Another big project that I worked on in 2003 involved the sale of the fee interest on the Sloggett leases in Kauai.
12. We are working with our insurance agent to renew our property and liability insurance renewal for the year 2004. The insurance market has been tight and coverage and limits have been difficult and costly. We will continue to maintain a reserve fund to cover the deductible for our hurricane policy.
13. We held lay pension workshops (upon request from Churches/Schools) to inform and update employees and employer representatives about the plan and the investment vehicles available.
14. We eliminated our internal website lanakila.org and moved to a public website, episcopalhawaii.org. The content for the new web site is under discussion with various audiences. (Please see the October issue of the Hawaiian Church Chronicle for details.)
15. I continue to serve on the Non Profit Committee for the Hawaii Society of Certified Public Accountants. We organized a workshop for non-profits this year and I also attended various continuing education workshops to keep current with laws and regulations.
16. The financial aspects of Camp Mokulei'a have improved and the Support Department and Council continue to monitor it.

Nancy Minuth and I would like to thank the treasurers, wardens and clergy whose work, cooperation and goodwill have helped us in our work. Many thanks also to the members of Diocesan Council, Support Department and all its sub Committees, Diocesan Compensation Review Committee, Chancellor and Vice Chancellors and Office of the Bishop staff. Thank you all for your support and the gifts you share with us.

THE EPISCOPAL CHURCH IN HAWAI'I INCOME STATEMENT FOR THE PERIOD 9/30/03

	Actual 9/30/03	Budget YTD	Variance		Annual Budget
INCOME					
Assessments	1,192,605	1,192,605	0	A	1,590,139
Investments	225,881	241,400	(15,519)	B	430,500
Rentals	100,445	100,725	(280)		134,300
Other	8,055	16,400	(8,345)	C	21,700
TOTAL INCOME	1,526,986	1,551,130	(24,144)		2,176,639
EXPENSE					
MISSION DEPARTMENT					
Congregational Support	246,524	247,356	832		326,300
Specialized Ministries	11,376	12,225	849		16,300
Leadership Development	31,840	37,500	5,660	D	50,000
Church in the Community & World	13,861	24,900	11,039	E	33,200
FORMATION DEPARTMENT					
Congregation-Based Formation	22,586	29,437	6,851	F	39,250
Invitation & Renewal	102,756	85,380	(17,376)	G	113,840
Training & Support	16,733	28,160	11,427	H	34,085
SUPPORT DEPARTMENT					
Communications & Management Info. Services	42,794	50,850	8,056	H	67,800
Nation & World	244,539	244,539	0		320,891
Retirees	22,359	25,451	3,092		33,934
Office of the Bishop-Episcopate	186,833	192,002	5,169	H	258,833
Office of the Bishop-Staff	339,130	358,712	19,582	I	521,200
Diocesan Support Expenses	214,126	228,325	14,199	J	305,200
Debt Reduction	38,481	41,930	3,449		55,806
TOTAL EXPENSES	1,533,938	1,606,767	72,829		2,176,639
SURPLUS/(DEFICIT)	(6,952)				

EXPLANATION OF SIGNIFICANT VARIANCES

- A. **Assessment unpaid @ 9/30/03 = \$119,987. See listing attached.**
- B. **Investment income is down due to smaller distribution received from the Parke Trust.**
- C. **Most of the miscellaneous gifts are received in the 4th quarter.**
- D. **Funds will be used in the 4th quarter for the Small Church Conference and conference for clergy.**
- E. **Most of the funds will not be used.**
- F. **Funds will be used in the 4th quarter.**
- G. **Due to Summer Camp low enrollment.**
- H. **Funds will be used in the 4th quarter.**
- I. **Due to staff resigning and lesser utilization of temporary help.**
- J. **Due to lesser office expenses.**

THE EPISCOPAL CHURCH IN HAWAII

BALANCE SHEET

SEPTEMBER 30, 2003

ASSETS

PETTY CASH	400.00
CASH IN BANK	218,676.37
SHORT TERM INVESTMENTS	380,622.09
ACCOUNTS REC.- CHURCHES/OTHER	310,906.43
OTHER A/C REC. & PREPAID EXP.	50,083.44
CONTRIBUTION REC/REMAINDER TR	84,140.00
INVESTMENTS	11,445,714.00
LOAN REC. -CHURCHES/OTHERS	1,140,518.11
LAND & BUILDINGS	2,918,242.57
ASSETS HELD IN TRUST	<u>75,347.00</u>

TOTAL ASSETS 16,624,650.01

LIABILITIES & NET ASSETS

ACCOUNTS PAYABLE	55,778.99
ACCRUED VACATION	19,234.40
ANNUITY PAYMENT LIAB	46,158.00
DUE TO CHURCHES/OTHER	14,731.58
SECURITY DEPOSITS	11,723.80
POSTRETIREMENT BENEFIT	255,909.00
NOTE PAYABLE- BY CHURCHES	<u>1,140,518.11</u>

TOTAL LIABILITIES 1,544,053.88

NET ASSETS

UNRESTRICTED	
GENERAL FD	468,391.29
PLANT FD	2,918,242.57
INVESTMENT FD	2,158,493.00
TEMPORARILY RESTRICTED	
GENERAL FD	134,919.27
INVESTMENT FD	4,345,595.00
PERMANENTLY RESTRICTED	
INVESTMENT FD	<u>5,054,955.00</u>

TOTAL NET ASSETS 15,080,596.13

TOTAL LIABILITIES AND NET ASSETS 16,624,650.01

2003 ASSESSMENT

	Unpaid at 9/30/03	Subsequent Payments Thru 10/10/03
All Saints	0.00	
Calvary	6,288.66	4,098.71
Christ Church	0.00	
Christ Memorial	13,767.75	
Emmanuel	1,938.91	1,938.91
Epiphany	2,316.83	2,316.83
Good Samaritan	0.00	
Good Shepherd	4,882.91	4,882.91
Grace	0.00	
Hoy Apostles	0.00	
Holy Cross	1,683.96	197.94
Holy Innocents	2,820.50	2,820.50
Holy Nativity	8,538.75	
Kohala Mission	56.40	
Resurrection	0.00	
St. Andrew's Cathedral	0.00	
St. Christopher's	6,681.16	
St. Clement's	0.00	
St. Columba's	0.00	
St. Elizabeth's	25,605.48	
St. George's	1,682.75	
St. James	0.00	
St. John's	0.00	
St. John's By-The-Sea	0.00	
St. Jude's	0.00	
St. Luke's	1,881.00	1,881.00
St. Mark's	2,833.91	2,833.91
St. Mary's	0.00	
St. Matthew's	2,342.73	2,342.73
St. Michael's	24,338.46	
St. Nicholas	1,180.33	1,180.33
St. Paul's	0.00	
St. Peter's	0.00	
St. Philip's	483.66	483.66
St. Stephen's	0.00	
St. Thomas	0.00	
St. Timothy's	3,349.58	3,349.58
Trinity By-The-Sea	7,313.00	3,656.50
West Kauai	0.00	
TOTAL	119,986.73	31,983.51

THE EPISCOPAL CHURCH IN HAWAII
DIOCESAN ASSESSMENT

CHURCH	2001 OPERATING INCOME	2003 DIOCESAN ASSESSMENT @23 %	2002 OPERATING INCOME	2004 DIOCESAN ASSESSMENT @22%	2004 INCREASE/ [DECREASE]
ALL SAINTS	167,681	38,567	170,105	37,423	(1,144)
CALVARY	328,106	75,464	289,749	63,745	(11,719)
CHRIST CHURCH	150,807	34,686	183,111	40,284	5,598
CHRIST MEMORIAL	79,814	18,357	77,183	16,980	(1,377)
EMMANUEL	101,162	23,267	107,765	23,708	441
EPIPHANY	120,877	27,802	163,187	35,901	8,099
GOOD SAMARITAN	124,593	28,656	135,331	29,773	1,117
GOOD SHEPHERD	254,760	58,595	263,971	58,074	(521)
GRACE	47,331	10,886	52,254	11,496	610
HOLY APOSTLES'	112,126	25,789	132,318	29,110	3,321
HOLY CROSS	14,643	3,368	14,994	3,299	(69)
HOLY INNOCENTS'	147,157	33,846	105,240	23,153	(10,693)
HOLY NATIVITY	445,501	102,465	292,316	64,310	(38,155)
RESURRECTION	11,066	2,545	5,411	1,190	(1,355)
ST. ANDREW'S	1,319,157	303,406	948,679	208,709	(94,697)
ST. AUGUSTINE'S	70,399	16,192	68,772	15,130	(1,062)
ST. CHRISTOPHER'S	348,583	80,174	349,463	76,882	(3,292)
ST. CLEMENT'S	335,913	77,260	341,478	75,125	(2,135)
ST. COLUMBA'S	7,892	1,815	7,699	1,694	(121)
ST. ELIZABETH'S	222,656	51,211	241,229	53,070	1,859
ST. GEORGE'S	87,795	20,193	75,940	16,707	(3,486)
ST. JAMES'	150,134	34,531	171,985	37,837	3,306
ST. JOHN'S,KULA	170,995	39,329	185,936	40,906	1,577
ST. JOHN'S BY/SEA	68,125	15,669	73,701	16,214	545
ST. JUDE'S	11,192	2,574	18,343	4,035	1,461
ST. LUKE'S	98,141	22,572	98,199	21,604	(968)
ST. MARK'S	147,857	34,007	168,896	37,157	3,150
ST. MARY'S	203,899	46,897	212,185	46,681	(216)
ST. MATTHEW'S	40,744	9,371	36,907	8,120	(1,251)
ST. MICHAEL'S	211,638	48,677	226,519	49,834	1,157
ST. NICHOLAS	61,582	14,164	101,767	22,389	8,225
ST. PAUL'S	96,809	22,266	118,348	26,037	3,771
ST. PETER'S	597,217	137,360	431,297	94,885	(42,475)
ST. PHILIP'S	25,234	5,804	21,449	4,719	(1,085)
ST. STEPHEN'S	95,244	21,906	92,601	20,372	(1,534)
ST. THOMAS	23,259	5,350	23,945	5,268	(82)
ST. TIMOTHY'S	174,760	40,195	193,996	42,679	2,484
TRINITY BY/SEA	190,775	43,878	190,617	41,936	(1,942)
WEST KAUAI	48,022	11,045	49,718	10,938	(107)
	6,913,646	1,590,139	6,442,603	1,417,374	(172,765)

March 20, 2003

Mrs. Joyce McConnell
964 Winslow Way East, Apt. 403
Bainbridge Island, WA 98110

Dear Joyce:

Attached is our 2002 report on the 1% Theological Education Offering. In 2002, gifts totaled \$30,559, which is about 44% of the Operating Income Target.

Most of our churches give to the Church Divinity School of the Pacific with some money going to the Berkeley Divinity School at Yale, Episcopal Divinity School, Episcopal Theological School at Claremont, General Theological Seminary, Nashotah House, Native Hawaiian Ministry Studies Board, Seabury Western Theological Seminary, Sewanee Theological, Trinity Episcopal School for Ministry, and the Virginia Theological Seminary.

Faithfully yours,

Peter Pereira
Diocesan Treasurer

cc: The Rt. Rev. Richard S.O. Chang, Bishop
St. Andrews Theological Seminary
Berkeley Divinity School at Yale
Bexley Hall Seminary
Church Divinity School of the Pacific
Episcopal Divinity School
Episcopal Theological School at Claremont
General Theological Seminary
Nashotah House
Native Hawaiian Ministry Studies Board
Seabury Western Theological Seminary
Sewanee Theological
Trinity Episcopal School for Ministry
Virginia Theological Seminary
Diocesan Council Members
All Churches

**THE EPISCOPAL CHURCH IN HAWAII
THEOLOGICAL EDUCATION OFFERING**

CHURCH	2001 Operating Income	2002 1% Amount	2002 Amount Given
All Saints'	167,681	1,677	101
Calvary	328,106	3,281	2,869
Christ Church	150,807	1,508	0
Christ Memorial	79,814	798	150
Emmanuel	101,162	1,012	1,012
Epiphany	120,877	1,209	0
Good Samaritan	124,593	1,246	1,000
Good Shepherd	254,760	2,548	0
Grace	47,331	473	473
Holy Apostles'	112,126	1,121	1,120
Holy Cross	14,643	146	0
Holy Innocents'	147,157	1,472	0
Holy Nativity	486,200	4,862	0
Resurrection	11,066	111	111
St. Andrew's	1,319,157	13,192	0
St. Augustine's	70,399	704	704
St. Christopher's	348,583	3,486	0
St. Clement's	335,913	3,359	1,000
St. Columba's	7,892	79	79
St. Elizabeth's	222,656	2,227	1,620
St. George's	87,795	878	70
St. James'	150,134	1,501	1,000
St. John's, Kula	170,995	1,710	1,500
St. John's By-The-Sea	68,125	681	681
St. Jude's	11,192	112	112
St. Luke's	98,141	981	950
St. Mark's	147,857	1,479	1,479
St. Mary's	203,899	2,039	2,039
St. Matthew's	40,744	407	407
St. Michael's	211,638	2,116	131
St. Nicholas	61,582	616	620
St. Paul's	96,809	968	904
St. Peter's	597,217	5,972	6,000
St. Philip's	25,234	252	0
St. Stephen's	95,244	952	952
St. Thomas	23,259	233	375
St. Timothy's	174,760	1,748	1,000
Trinity By-The-Sea	190,775	1,908	1,620
West Kauai	48,022	480	480
TOTAL	6,954,345	69,543	30,559

INVESTMENT FUNDS OF THE EPISCOPAL
CHURCH IN HAWAII
AS OF JUNE 30, 2003

	Total Shares	Market Value @ 78.837342	Cost
TRUST ENDOWMENTS			
<hr/>			
ALL SAINTS' CHURCH, KAPAA			
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Clergy Childrens' Education Fund	121.58016	9,585.06	6,586.02
Albert Horner Organ Maint Fund	74.02201	5,835.70	2,738.79
Eddie Ruby Scott Trust	390.90384	30,817.82	32,484.06
Etta Wilcox Sloggett Memorial Fund	350.57929	27,638.74	6,268.30
Emma Lyman Wilcox Memorial Fund	2,692.42789	212,263.86	48,128.55
Henry Willey Columbarium	190.01725	14,980.45	6,826.48
Ramona R. Walden Altar Fund	79.38247	6,258.30	5,912.12
Willey Memorial Fund	709.25546	55,915.82	26,612.07
	<u>4,608.16837</u>	<u>363,295.75</u>	<u>135,556.39</u>
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CAMP MOKULEIA, OAHU			
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Margaret Root Clarke Memorial Camp Scholarship Fund	85.76947	6,761.84	3,144.58
Margaret Monterio Mem Campership	177.25408	13,974.24	7,105.66
	<u>263.02355</u>	<u>20,736.08</u>	<u>10,250.24</u>
<hr/>			
CHRIST CHURCH, KEALAKEKUA, HI			
<hr/>			
Building Fund	42.27098	3,332.53	2,261.89
Christ Church Property	471.71089	37,188.43	42,178.73
Mission Fund	1,171.51566	92,359.18	56,645.34
E C Greenwell Cemetery Fund	398.46235	31,413.71	22,947.36
The Greenwell Memorial Trust	767.76445	60,528.51	50,253.96
Ellen Hall Fund	652.48151	51,439.91	18,133.61
Parish Designated Trust Fund	449.61099	35,446.14	27,271.11
Dora Greenwell Bryant Pennell Fund	215.70969	17,005.98	8,381.87
David Douglas Wallace Mem Endow Fd	1,065.91295	84,033.74	39,544.80
Restoration/Renovation Fund	437.88846	34,521.96	27,661.62
S.H. Davis Fund	178.25580	14,053.21	15,805.22
	<u>5,851.58373</u>	<u>461,323.30</u>	<u>311,085.51</u>
<hr/>			
CHRIST MEMORIAL CHURCH, KILAUEA			
<hr/>			
Eddie Ruby Scott Trust	390.90384	30,817.82	32,484.06
Special Donors' Fund	111.72967	8,808.47	10,354.98
	<u>502.63351</u>	<u>39,626.29</u>	<u>42,839.04</u>
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Journal of the 35th Annual Meeting of the Convention -- The Episcopal Diocese of Hawai'i

DIOCESAN - BUDGET

Episcopate Endowment Fund	52,388.01590	4,130,131.93	2,389,332.11
E Lani Hanchett Mem Mission Tr Fd	236.47478	18,643.04	8,596.54
Hawaiian Church Chronicle	214.08765	16,878.10	8,019.19
Thomas Dowell Phillips Mem Pen Fd	477.59097	37,652.00	18,454.46
	<u>53,316.16930</u>	<u>4,203,305.07</u>	<u>2,424,402.30</u>

DIOCESAN - OTHERS

Bishop's Discretionary Fund	616.32458	48,589.39	34,761.83
Bishop's Scholarship Fund for Clergy Children	150.93516	11,899.33	11,780.64
Bishop's Special Fund	207.90211	16,390.45	12,166.72
Clergy Continuing Education Fund	5,156.97030	406,561.83	261,783.08
Diocesan General Fund	633.05607	49,908.46	57,702.09
Episcopate Construction Fund	93.86199	7,399.83	5,814.92
Hurricane Deductible & Earthquake Reserve Fund	1,688.23771	133,096.17	130,361.48
Mary Y.C. Ing Restoration Fund	20,054.70135	1,581,059.35	1,554,812.62
Mission Fund	372.50847	29,367.58	28,341.78
Harry & Katherine Kennedy Memorial Fund	3,482.50019	274,551.06	287,542.13
Lambeth Conference Travel Fund	318.32335	25,095.77	19,330.98
Linberg Revolving Fund	5,793.21895	456,721.98	357,125.51
Scholarship Fund	3,961.00533	312,275.13	215,092.37
The Rev. J. Thurlow and Jane Baker Memorial Fund	1,273.61988	100,408.81	95,008.64
Election Process Fund	893.74142	70,460.20	71,889.25
Donald M. McCluskey Fund - Princ	6,015.87916	474,275.92	359,254.28
Donald M. McCluskey Fund - Income	4,213.98140	332,219.09	359,064.28
Victory Fund	733.68963	57,842.14	60,901.26
Von Holt Fund	36,103.29612	2,846,287.90	2,455,379.39
	<u>91,763.75317</u>	<u>7,234,410.39</u>	<u>6,378,113.25</u>

EMMANUEL EPISCOPAL CHURCH, KAILUA

Capital Repairs & Maintenance Fund	332.54569	26,217.02	20,215.86
Emmanuel Church, Special Fund	362.07276	28,544.85	27,143.33
Gratia McConkey Memorial	143.46155	11,310.13	12,042.19
The Leroy, Charlotte & Valarie Green Endowment Fund	119.34820	9,409.09	5,112.62
Joseph J and Anna P Lovell Tr Fund	758.74396	59,817.36	50,793.45
Maggie Nott Fund	187.84711	14,809.37	14,225.61
Rowe Fund	72.29377	5,699.45	5,591.20
Youth Ministry Fund	22.64374	1,785.17	1,751.26
	<u>1,998.95678</u>	<u>157,592.44</u>	<u>136,875.52</u>

EPIPHANY CHURCH, HONOLULU

Candle Fund	51.47885	4,058.46	1,579.90
Wilfred Richardson Mem Flower Fund	16.30966	1,285.81	752.05
Sophia Taylor Mem Altar Guild Fund	36.55553	2,881.94	1,340.79
Georgiana Crutchfield Memorial Fund	25.03692	1,973.84	1,509.12
	<u>129.38096</u>	<u>10,200.05</u>	<u>5,181.86</u>

GOOD SAMARITAN

Church Unrestricted A/C	438.52430	34,572.09	30,414.82
Preschool Unrestricted A/C	588.81712	46,420.78	47,583.74
Church Operational A/C	311.74847	24,577.42	21,728.12
	<u>1,339.08989</u>	<u>105,570.29</u>	<u>99,726.68</u>

GOOD SHEPHERD CHURCH, WAILUKU

Clergy Housing Trust	2,377.95190	187,471.41	191,971.18
Bross Memorial Youth Fund	12.12972	956.27	914.63
Memorial Fund	143.91696	11,346.03	12,304.97
	<u>2,533.99858</u>	<u>199,773.71</u>	<u>205,190.78</u>

CHURCH OF THE HOLY APOSTLES, HILO

Auto Replacement Fund	179.68563	14,165.94	11,298.94
Babe Chillingworth Memorial Fund	45.04860	3,551.51	3,710.05
Vestment Fund	125.69191	9,909.22	6,540.65
Thomas A Cook Memorial Fund	2,251.78784	177,524.97	134,813.25
The Kilauea Fund	6,573.01910	518,199.35	344,804.73
Program/Clergy Fund	934.14496	73,645.51	53,490.33
Martha E Wakefield Mem Vicarage Fd	1,652.21502	130,256.24	88,868.58
Ronald C Yoder Memorial Fund	143.50066	11,313.21	8,430.65
Joseph Clark Young People's Fund	160.31942	12,639.16	9,226.91
Unrestricted Funds	254.69305	20,079.32	17,281.95
Alter Linen Fund	56.82517	4,479.95	3,965.94
Kitagawa Memorial Fund	22.18912	1,749.33	1,500.61
Detor Memorial Fund	12.48677	984.42	909.28
Lofty Cook Memorial	21.07358	1,661.39	1,575.93
Mae Marcallino Memorial	9.89910	780.42	675.91
	<u>12,442.57993</u>	<u>980,939.94</u>	<u>687,093.71</u>

HOLY NATIVITY SCHOOL, HONOLULU

General and Reserve Fund	2,008.16408	158,318.32	169,797.91
Reed Glover Endowment Fund	742.82659	58,562.47	62,883.42
Church Endowment Fund	1,082.44332	85,336.95	91,633.42
Scholarship Endowment Fund	643.27030	50,713.72	54,455.56
Bellows Scholarship Endowment Fund	96.58146	7,614.23	8,176.03
	<u>4,573.28575</u>	<u>360,545.69</u>	<u>386,946.34</u>

KOHALA MISSION, KAPAAU

Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund - St Augustine's Church	510.52062	40,248.09	28,762.16
Building Fund	588.46960	46,393.38	50,883.42
St Augustine's Church Yard Fund	131.54719	10,370.83	6,742.26
	<u>1,230.53741</u>	<u>97,012.30</u>	<u>86,387.84</u>

SAINT ANDREW'S CATHEDRAL

Candle Fund	97.33397	7,673.55	2,097.35
Augustine Powers	1,094.93309	86,321.61	90,984.23
Living Endow, Clergy, Etc.	431.85264	34,046.11	35,885.09
The Deanery	119.30387	9,405.60	4,238.91
Choir	68.41097	5,393.34	5,684.65
Organist	71.14696	5,609.04	5,912.01
W Armitage Carlisle	256.74961	20,241.46	21,298.34
Guild & Aux	1,029.93378	81,197.24	26,307.41
Young Memorial	897.71271	70,773.28	21,984.16
Anderson Memorial	187.28661	14,765.18	7,802.75
Devonish	12.98708	1,023.87	791.22
Tenney	107.31347	8,460.31	2,509.05
Palmer	427.20432	33,679.65	24,870.13
Maintenance & Renovation	1,329.46039	104,811.12	35,092.05
Memorial Buildings	1,087.49125	85,734.92	26,883.38
Outreach	427.30269	33,687.41	25,875.56
Nellie Alice Russell	247.06525	19,477.97	18,768.78
Abbe Green	52.48104	4,137.47	2,626.21
General	13,285.93574	1,047,427.86	677,302.70
Soper	52.48138	4,137.49	2,623.37
R. Hicks Memorial	220.62492	17,393.48	16,025.52
Orvis Music Fund	727.80914	57,378.54	52,865.83
	<u>22,232.82088</u>	<u>1,752,776.50</u>	<u>1,108,428.70</u>

SAINT ANDREW'S PRIORY SCHOOL

Alumnae Association Scholarship Fd	951.84798	75,041.16	49,141.62
British Benevolent Society Schship	1,593.63435	125,637.90	63,476.38
E E Ford Foundation	632.18851	49,840.06	30,510.59
Bishop Harry S Kennedy Schl Fund	693.76626	54,694.69	35,031.82
Caroline Ornellas Memorial Schl Fund	46.88429	3,696.23	2,296.33
Sister Evelyn Scholarship Fund	236.07233	18,611.32	8,660.96
Vance O Smith Trust Fund	1,194.98976	94,209.82	61,102.07
Betty V Von Holt Scholarship Fund	401.80866	31,677.53	14,642.50
Class of '37 Scholarship Fund	378.97322	29,877.24	25,569.58
Muriel M. Thayer Scholarship Fund	139.77800	11,019.73	12,171.73
Withington Foundation Fund	2,973.60021	234,430.74	263,980.48
Nikaido Fund for General Endowment	257.28704	20,283.83	21,551.10
Peter B Ogilby Scholarship Fund	278.48187	21,954.77	17,757.68
Phoebe Furtado Gedge Memorial Fund	0.00003	-	-
Queen Emma General Scholarship Fd	6,921.56497	545,677.78	307,548.95
Eleanor Wilcox Carney Financial Aid Fd	276.69015	21,813.52	22,048.76
Ellen K. Brazauski Scholarship Fund	134.09863	10,571.98	10,101.10
Class of 1951 Scholarship Fund	295.64222	23,307.65	22,617.42
Sarah Horswill Kauka Scholarship Fund	121.56469	9,583.84	9,436.91
Operational Endowment Fund	84.56829	6,667.14	6,177.84
	<u>17,613.44146</u>	<u>1,388,596.93</u>	<u>983,823.82</u>

ST NICHOLAS CHURCH

Jensen-Malvin Memorial Fund	155.38101	12,249.83	8,703.69
Hono'uliuli Mission Fund	7,834.63057	617,661.45	558,852.80
Beverly Booth Memorial Fund	22.88642	1,804.30	1,626.34
	<u>8,012.89800</u>	<u>631,715.58</u>	<u>569,182.83</u>

ST CHRISTOPHER'S CHURCH - KAILUA

Rector's Hsg. Endow Fund	775.76100	61,158.94	54,936.78
Outreach Endow Fund	1,017.27873	80,199.55	56,164.96
	<u>1,793.03973</u>	<u>141,358.49</u>	<u>111,101.74</u>

ST CLEMENT'S PARISH, HONOLULU

Brodhead Fund for Social Adult Educ	4,098.84303	323,141.89	232,208.70
Brodhead Memorial Fund for Prayer			
Books & Hymnals	69.97870	5,516.93	2,751.32
Capital Fund	237.38397	18,714.72	18,514.54
Chapel of Peace Maintenance Fund	875.89713	69,053.40	44,396.22
Cooke Organ Fund	593.15733	46,762.95	44,926.18
General Fund	3,073.17912	242,281.27	111,181.77
The St. Clement's Endowment Fund	2,162.21160	170,463.02	168,557.35
	<u>11,110.65088</u>	<u>875,934.18</u>	<u>622,536.08</u>

ST ELIZABETH'S CHURCH, HONOLULU

Joseph Ho Foundation	4,042.47012	318,697.60	388,523.97
Hon Endowment Fund	689.86029	54,386.75	26,431.29
Val and Abbie Peroff Trust	120.31731	9,485.50	9,524.67
Scholarship Trust	560.96824	44,225.24	53,722.49
	<u>5,413.61596</u>	<u>426,795.09</u>	<u>478,202.42</u>

ST JOHN'S, KULA, MAUI

Janette R. Younts Trust	9.33320	735.80	625.98
Shim-Mark-Littell Endowment	255.75113	20,162.74	22,090.62
Cemetery Fund	259.64695	20,469.88	18,420.59
General Endowment Fund	277.56847	21,882.76	19,692.03
	<u>802.29975</u>	<u>63,251.18</u>	<u>60,829.22</u>

ST MARK'S EPISCOPAL CHURCH

Muriel MacKenzie Thayer Endow Fund	453.95609	35,788.69	41,188.74
Endowment Fund	1,618.81512	127,623.08	115,387.51
Restricted Fund	165.00166	13,008.29	14,027.29
Princess Abigail Kawanakoa Fund	189.31323	14,924.95	13,850.45
	<u>2,427.08610</u>	<u>191,345.01</u>	<u>184,453.99</u>

ST MICHAEL'S, LIHUE, KAUAI

Edie Wilcox	1,829.07540	144,199.44	137,668.78
The Ike Kampmann III Education Fund	310.48961	24,478.18	27,356.10
Music & Sacristy/Liturgy Fund	57.36559	4,522.55	4,902.11
Eddie Ruby Scott Trust	397.70704	31,354.17	32,958.31
Nancy & Holbrook Goodale Fund	2,624.69918	206,924.31	205,744.10
Endowment Fund	1,291.90198	101,850.12	102,309.98
	<u>6,511.23880</u>	<u>513,328.77</u>	<u>510,939.38</u>

ST. PAUL'S-HONOLULU

Building Fund	2,540.03843	200,249.88	156,587.10
Bryon a Devonish Candle Fund	34.94954	2,755.33	1,917.02
Youth Group Fund	125.66828	9,907.35	11,640.00
	<u>2,700.65625</u>	<u>212,912.56</u>	<u>170,144.12</u>

ST. PETER'S-HONOLULU

Capital Improvements Endowment	2,700.11777	212,870.11	250,331.83
Reserve Fund	3,574.50519	281,804.49	310,190.75
Columbarium Perpetual Care Fund	673.68598	53,111.61	62,065.24
General Endowment Fund	3,122.45161	246,165.79	288,176.64
Katherine Kong Endowment Fund	189.25312	14,920.21	17,383.98
Lydia Y.F. Moo	25.06655	1,976.18	2,274.36
Mission Endowment Fund	1,738.11299	137,028.21	161,310.42
Raymond Kong Endowment Fund	327.94270	25,854.13	30,351.56
Restricted Endowment Fund	648.48478	51,124.82	60,018.18
	<u>12,999.62069</u>	<u>1,024,855.55</u>	<u>1,182,102.96</u>

ST STEPHEN'S CHURCH, WAHIAWA

Frank E Ahrendt Memorial Fund	708.61227	55,865.11	43,943.44
Combined Memorial Fund	130.45956	10,285.08	7,750.83
Mary Tree Hatlelid Music Fund	27.05499	2,132.94	2,310.25
The France Memorial Fund	99.09926	7,812.72	5,707.91
Gerda Rutherford Fund	160.43168	12,648.01	11,495.65
	<u>1,125.65776</u>	<u>88,743.86</u>	<u>71,208.08</u>

ST TIMOTHY'S, AIEA, OAHU

St. Timothy's Fund	2,865.45647	225,904.97	165,726.39
	<u>2,865.45647</u>	<u>225,904.97</u>	<u>165,726.39</u>

MISCELLANEOUS

Calvary Reserve Fund	374.77813	29,546.51	26,944.42
Episcopal Church Women of Hawaii	107.53202	8,477.54	7,553.60
ECW - Diocesan Altar Guild	54.97789	4,334.31	4,424.36
Iolani Guild Scholarship Fund	821.00541	64,725.88	71,523.95
Queen Emma Chapel Missions Fund	983.23942	77,515.98	78,555.37
Henry Digby Sloggett Memorial Fund	10,261.88892	809,020.05	591,567.51
Eliza K. Spencer Native Hawaiian Ministry Endowment Fund	92.56904	7,297.90	4,973.43
St George's Pearl Harbor Permanent Endowment Fund	81.55614	6,429.67	4,815.96
St George's Preschool Endowment Fund	7.92577	624.85	578.73
St John's Episcopal School Bldg. Replacement Fund (Guam)	76.02391	5,993.52	4,273.32
St. Mary's Building Portfolio	474.44874	37,404.28	40,484.88
St. Timothy's Children's Center (STCC)	2,142.33376	168,895.90	175,763.10
STCC-Marion P. Tappe Scholarship Fund	184.87320	14,574.91	16,309.94
St. Timothy's Aiea Family Center	3,026.25858	238,582.18	259,694.17
The Waikiki Episcopal Chapel Endow Fund	3,058.77218	241,145.47	239,239.05
Women of Vision	68.27551	5,382.66	5,300.14
West Kauai Endowment Fund	262.78354	20,717.18	18,128.90
	<u>22,079.24216</u>	<u>1,740,668.79</u>	<u>1,550,130.83</u>

TOTAL	<u>298,240.88582</u>	<u>23,512,518.76</u>	<u>18,678,460.04</u>
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Attachment E - 2004 Diocesan Budget

TOTAL INCOME

	2002 ACTUAL	CONV. 2003 BUDGET	REVISED 2003 BUDGET	2004 REQUEST	2004 COUNCIL BUDGET	2005 REQUEST
Income						
Assessments	1,558,214	1,599,500	1,590,139	1,417,374	1,417,374	1,460,000
Investments:						
Portfolio (Restricted)	254,535	261,000	261,000	279,000	279,000	279,000
Portfolio (Unrestricted)	1,904	2,200	2,200	1,900	1,900	1,900
Harry and Katharine Kennedy Memorial Fund	15,676	50,000	50,000	50,000	50,000	50,000
Von Holt Fund (Unrestricted)	71,758	156,000	0	137,500	137,500	143,000
Ing Fund (Unrestricted)	0	0	0	79,000	79,000	82,000
Catton Fund (Restricted)	40,012	41,600	38,000	39,500	39,500	41,000
Parke Trust (Unrestricted)	55,012	57,200	52,300	54,500	54,500	57,000
Prisanlee Fund (Unrestricted)	29,055	31,200	22,000	23,100	23,100	24,000
Valvon Fund (Unrestricted)	4,930	7,300	5,000	5,300	5,300	5,500
Total Investments	472,882	606,500	430,500	669,800	669,800	683,400
Rentals:						
Apartments	66,060	66,000	66,000	66,000	66,000	67,400
Parking	67,418	68,300	68,300	68,900	68,900	69,000
Total Rentals	133,478	134,300	134,300	134,900	134,900	136,400
Interest	6,147	11,200	5,200	6,100	6,100	9,300
Chronicle Donations (Board Designated)	4,793	6,500	6,500	7,000	7,000	7,500
Miscellaneous	13,888	10,000	10,000	10,000	10,000	10,000
Prior Year Surplus	203,781	0	0	0	37,194	0
Total Income	2,393,183	2,368,000	2,176,639	2,245,174	2,282,368	2,306,600

Attachment E - 2004 Diocesan Budget (continued)

TOTAL EXPENDITURES

	2002 ACTUAL	CONV. 2003 BUDGET	REVISED 2003 BUDGET	2004 REQUEST	2004 COUNCIL BUDGET	2005 REQUEST
Expenses						
Mission Department						
Congregational Development	344,299	331,300	326,300	442,900	384,400	370,100
Specialized Ministries	16,243	23,300	16,300	21,813	20,000	26,200
Leadership Development	51,114	60,100	50,000	63,650	54,000	63,700
Church in the Community	9,908	35,200	33,200	33,714	30,000	33,600
Total Mission Department	421,564	449,900	425,800	562,077	488,400	493,600
Formation Department						
Congregation-based Formation	22,053	44,250	39,250	37,840	34,800	42,000
Invitation and Renewal	133,071	130,340	113,840	286,009	138,059	147,435
Training & Support	19,948	50,350	34,085	52,478	26,792	36,632
Total Formation Department	175,072	224,940	187,175	376,327	199,651	226,067
Support Department						
Communications & Management						
Information Services	64,592	82,800	67,800	88,000	83,000	64,100
Nation & World	285,747	320,891	320,891	336,142	334,500	345,900
Retirees	28,761	33,934	33,934	39,500	39,500	41,000
Office of the Bishop-Episcopate	251,909	258,833	258,833	277,303	277,303	277,103
Office of the Bishop-Staff	469,910	560,200	521,200	540,000	470,000	470,000
Diocesan Support Expenses	276,608	300,200	305,200	358,727	342,934	337,800
Debt Reduction	281,826	136,302	55,806	47,080	47,080	127,480
Total Support Department	1,659,353	1,693,160	1,563,664	1,686,752	1,594,317	1,663,383
Total Expenses	2,255,989	2,368,000	2,176,639	2,625,156	2,282,368	2,383,050
Surplus/(Deficit)	137,194	0	0	-379,982	0	-76,450

Attachment F - Convention Address by The Rt. Rev. Richard S.O. Chang

Ephesians 2:19-22

“So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the cornerstone. In him the whole structure is joined together and grows into a holy temple in the Lord; in whom you also are built together spiritually into a dwelling place for God.”

“LOOKING BACK AND AHEAD”

Four years ago in my Convention Address, I invited the Diocese of Hawai'i at our Annual Meeting to use “RESPECTFUL CONVERSATION” in addressing the difficult and controversial issues before us in 1999. The State of Hawai'i was dealing with the issue of same sex marriage. The agenda of our Annual Meeting had resolutions on human sexuality. We were still dealing with some ongoing issues from the Episcopal Homes of Hawai'i and its financial impact on our Diocesan Budget. In my opinion, the discussions and conversations at that annual meeting were among the best we have experienced. We spoke from the heart. We listened to each other. We were heard. We shared their faith, their pain, and their joy. We told our story of being the church in Hawai'i. Mary Adamski of the Honolulu Star Bulletin sat through the entire three-hour Saturday legislative session because she was enthralled by the way we engaged in our deliberations. She had only planned to drop in for a few minutes to “get a feel for the meeting” so that she could write her column for the Sunday edition of her newspaper.

At this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i, we find members of the diocesan ohana once again in different places: some feeling discomfort and others resolution, some filled with joy and others with anger, some sensing tension and others harmony. We again face ambiguity, confusion, challenge, opportunity, and hope together as the Body of Christ. For many members of our Diocese, the events of the 2003 General Convention in Minneapolis, MN, this past August generated strong feelings about the Church and personal faith relationships. The consents given by the House of Deputies and the House of Bishops to election by the Diocese of New Hampshire of the Canon V. Gene Robinson and the adoption of General Convention Resolution on same sex blessings have emerged as primary causes for the strong feelings in this room today. Throughout the wider Episcopal Church and the Anglican Communion, the impact of the General Convention continues to be discussed and not discussed. “Next step” strategies responding to the actions taken in Minneapolis continue to be crafted for implementation. In a variety of ways, Diocesan Conventions have sought to address the proverbial “elephant that has suddenly been recognized in the living room of the Episcopal Church”. The recent Primates Meeting convened by the Archbishop of Canterbury named the “elephant” but stressed the importance of remaining in conversation and in communion for the next year.

Within our own Diocese some discussions have occurred. I have met with the clergy, individually and in groups. I have met with laypersons. I have met with the leaders of one congregation. I promise to continue to make myself available for conversation and discussion regarding all actions of General Convention and my participation as a member of the House of Bishops. Our deputies to General Convention have repeatedly offered the same.

I did vote “yes” on the consent of the election of the Bishop Coadjutor of New Hampshire. Every deputy in our deputation – lay and ordained – also voted “yes.” But we did much more in Minneapolis. I also voted on the resolution revising Title III of the Canons of the Episcopal Church that will radically transform the ministry of each baptized member, clergy and laity, of the Church. I hope you will become more aware of all that happened in Minneapolis.

Let me state clearly that I continue to hold to the classical understanding that Holy Matrimony is a life long union of a man and a woman. I am continuing my policy stated at the beginning of my episcopacy not to authorize any clergy of this diocese to bless same sex unions. Though I voted "yes" on this resolution, I am not sure that our diocese is in the same place as those dioceses where the bishop has authorized such blessings. I have therefore decided to not authorize same sex blessings in any church or by any clergyperson of this diocese at this time. I know that this will come as a deep disappointment to those of you who have urged me to immediately allow such blessings. Some have even suggested such blessings need to go ahead without my permission. I would caution any priest or congregation considering such action. It is my intention to form a task force sometime in 2004 to aid me in my deliberations on this matter. It is, however, my decision alone to make.

I do not believe that we can pretend that the "elephant" does not exist among us. The issue of human sexuality as well as other ministry issues must be addressed with candor, charity, and respectful conversation within our congregations and throughout our Diocese. Delegates from St. Christopher's Church, Kailua, asked me to this Annual Meeting to engage in conversations about the issues arising out of the General Convention without taking legislative action. The two conversations within their own congregation were positive experiences, and included a process that allowed members holding divergent views to listen to each other, and to remain in community. Other models of conversation have assisted congregations and dioceses in addressing difficult issues before the community of the baptized. But the conversations must begin somewhere. And there is no better place and time for us to begin our "respectful conversation" than on Saturday afternoon of this Annual Meeting.

Our General Convention deputies will begin our Special Order with the presentation of their report to this Annual Meeting as prescribed by the canons of the church. They will provide background information about the General Convention as a whole and the diverse issues that came before that meeting. I will offer perspectives from the House of Bishops. The clergy and the members of the annual meeting will then be invited to enter into conversation at randomly assigned table groups. More details will be provided when we begin that special order of business tomorrow afternoon.

Three years ago I shared my **personal "three-fold" vision** for the Diocese of Hawai'i. I said then and as I have repeated frequently I would like to be the Bishop of a Diocese (1) that moves from maintenance to mission; (2) that nurtures and affirms its members in their baptismal covenant; and (3) that enables and supports its members to live their baptismal covenant daily. My vision has not changed. I now share my vision in terms of (1) conversion, (2) affirmation, and (3) action; but my hope for our Diocese remains the same.

Having read the data collected by the Strategic Planning Task Force, I sense that people are anxious as they await their report of the Task Force and the small group discussions this evening. Let me be clear. The Strategic Planning Task Force has my full support and commitment as they help move us forward into the future. For me, the message from their collected data is clear: "We have talked about change long enough. Now is the time for decision and action. We need to stop the whining, complaining, and blaming." We are no longer the Missionary District of Honolulu. We must truly become the Episcopal Diocese of Hawai'i. By God's grace, we are responsible for the many gifts for ministry in our midst. We – you and I – are responsible for the ministry of Christ's Church! Every congregation – every baptized member – must be held responsible to engage God's mission!

In September I met with the Chairs of the Canonical and Program Commissions of our Diocese. The data from that gathering reflected the data collected by the Task Force. The Chairs affirmed that the time to move forward is now. It cannot be business as usual if we are to be the Church in the 21st Century. They offered new and challenging ideas for developing leadership and for strengthening ministry in congregations and in our Diocese.

Is this Annual Meeting ready to accept the challenging invitation of the Strategic Planning Task Force to the entire Diocese to shape a vision and mission for the Diocese of Hawai'i in this 21st Century?

In my address to last year's Annual Meeting, I challenged us to grow our diocesan membership by ten percent and to support a Mission Fund. The only congregation that engaged me in conversation on the challenge to grow the church was St. Columba's Episcopal Church, Paauilo. As result of our conversations, they were willing to take the risk that most of us find discomfoting. They began inviting people to church. As of today, their average attendance has increased by more than fifty percent. I would be remiss if I did not share statistics from **the 2002 Parochial Reports** of our congregations. Here are the totals from figures that you reported.

	2001	2002	% Change
Active Baptized Members	10,787	9,436	-12.5%
Communicants in Good Standing	8,215	7,215	-12.2%

Look at the figures. Note the percentage of change. Will anyone notice when no people go through our doors and we are no longer open for business? Would anyone in your neighborhood notice or care if your church was snatched up today and carried away? Would anyone be affected by the loss of your ministry?

And I want to thank you for your support of our **2003 Mission Fund**. Thirty-eight congregations participated in Mission Fund 2003. We raised a total of \$49,002.34 to support the development of St. Nicholas Episcopal Church. They intend to use these funds to support a part-time, lay staff person for ministry with youth and families.

But that was a ten-year challenge, and we have nine years to go. It is a marathon, not a sprint. We have several thousand Mission Fund Offering boxes ready for distribution during Lent 2004. We have received several recommendations as to how we might strengthen the Mission Fund effort in 2004. I am personally extremely thankful that so many of you took the time to share your concerns.

But what does disturb me was the statement reported to me shortly after Easter Sunday: "supporting St. Nicholas was not mission". Ask the new members of St. Nicholas who were "unchurched" until they were introduced to St. Nicholas this year if supporting St. Nicholas was not mission. Ask any of the membership of St. Nicholas if they believe that they are engaged in mission as they have invited hundreds of people of their community to worship on Sunday. This is precisely the kind of MISSION I expect of every congregation – to welcome the stranger and share the love of Jesus Christ. The form and content will be different from place to place, but it is mission. And we – you and I – are the ones called to carry out that mission! We can all be proud of our mission work begun in Kapolei. Let us each begin such mission work in our own churches and neighborhoods today!

Some church development experts state that it takes five years to change the culture of a congregation. Others say that it takes seven years to change the culture of a diocese. The speaker at the Small Church Conference held at our Conference Center at Mokuleia two weekends ago said that you must tell people nine times in nine different ways before they hear and understand the message. This is the seventh year of my consecration. I intend to stick around with you until my message is heard and understood in our Diocese.

For this 2003 Annual Meeting, I would ask the question, “**Who is missing from this gathering?**” Recall our Convention Eucharist this afternoon, and ask, “Why weren’t there young people participating in the liturgy?” Look around this gathering? “Who is missing?” As long as we maintain the current schedule and format of our Annual Meetings, and as long as we are blind to the ministry needed for and by younger generations, we will be convicted by the absence of youth and young adults, and those whose life styles contradict our schedule, our agenda, and “our way” of doing ministry and being church. What must we do so that “the missing” will be among us? How must we change to allow other voice to be heard?

Our Convention Eucharist was intentionally different this year. The Multi-Cultural Commission helped plan the liturgy. Our lessons and intercessory prayers were read in different languages. Unfamiliar hymn sung in Spanish, though difficult, were included with tunes from other cultures that are part of our Episcopal Church. As we in Hawai'i already know, we are a multi-cultural society. But do we exercise ministry and live the Baptismal Covenant as a multi-cultural church? How is the Good News of God in Christ proclaimed to the Generation X culture, or the campus culture, or the Millennium culture, or the growing Hispanic culture, or the South Pacific Island cultures? How would you answer the Rt. Rev. Jabez Bryce, Bishop of Polynesia, sitting in my office, when asked “why the Diocese of Hawai'i was not ministering to the Anglicans from his diocese coming from Tonga, Samoa and Fiji?” Who is your congregation overlooking in your neighborhood? How do you need to change to truly welcome and completely include them in the life of your church family?

To begin to help us answer the question, “Who is missing?” I am asking all congregations to implement **General Convention Resolution A-074** by June 1, 2004, and to share the results of their self-examination with the Strategic Planning Task Force, the Diocesan Council, and the Commission on Ministry:

Resolved, the House of Bishops concurring, That every congregation of the Episcopal Church engage in annual study and review of its common life, asking the following questions:

- ◆ Who are we? Who are we called to be?
- ◆ Who is our neighbor? Are we meeting and learning about our neighbor?
- ◆ What is our mission in this place? What ought it to be?
- ◆ How are lives and communities being transformed?
- ◆ How are people being equipped for Christ's ministry of reconciliation?
- ◆ How is this community and congregation different from a year ago? 5 years ago? 10 years ago?
- ◆ How is leadership recognized, affirmed, and shared here?

My sisters and brothers, we continue to be a “diocese in transition” that needs to be converted in our hearts and minds, so that we can truly be a church witnessing in word and deed to the Good News of God in Jesus Christ to all people. We must be a “diocese in transition” that is open to the work of the Holy Spirit in us, in our congregations, in our Diocese, and in our communities. We must be a community unified by our faith in Jesus Christ that is committed to struggle with the ministry to which each of us has been called through baptism. Jesus Christ calls us to faithful ministry, not always successful ministry. Unity in Christ Jesus should not eradicate our diversity. Our diversity should incarnate our unity in Jesus.

Transition is a time of great ambiguity and uncertainty that demands risk and commitment. It is a time when each part of the Body of Christ needs each other. Each part must remain committed to be part of the body and supporting the body. I truly believe that no one individual or any single group has all the answers. But together as the community of the baptized in all our diversity, we must seek the truth together. Respectful conversation as we share our pilgrimage of faith must characterize our communication as we respect the dignity of all persons.

There are changes that must be made. I will make those changes accepting my responsibility as your bishop. There are risks. I ask that we share them together. There will be pain. Let us be healers and reconcilers to each other. There will be danger and uncertainty. Let us walk hand in hand in faith. There will be challenges to the unity of our community. There will also be triumphs and laughter, hope rekindled and lives transformed. Let us welcome the presence of the Risen Christ among us to give us the strength for our pilgrimage of faith together into this century, so that no one is missing among us and no voice silenced.

From *The Web of Hope* by Rudolf Bahro, "...when the forms of an old culture are dying, the new culture is created by a few people who are not afraid to be insecure..." As disciples, you and I are called by Jesus to create this new culture, the Kingdom of God, through the church and our ministry.

Attachment G - Response to the Bishop's Address

Good morning.

On behalf of the committee, I am presenting an overview of the regional discussions on the Bishop's address. I would like to begin by acknowledging my fellow committee members: from All Saints' Episcopal, Rev. Elizabeth Beasley; from Trinity By-The-Sea, Rev. Morley Frech; Ms. Charlene Pinao from Kaneohe; and Ms. Cynn timer Salley from St. Jude's. I am Christy Alarcon from St. Timothy's.

Bishop Chang, it is a great privilege to be able to respond to your address. We know that you are addressing us under difficult circumstances and appreciate your honesty on sharing your spiritual journey with us. More importantly, it is reassuring that you will continue to lead us in our mission—"to welcome the stranger and share the love of Jesus Christ." We are hopeful that Respectful Conversation will continue to be practiced at this annual convention and that there will be an opportunity for everyone to share their faith with each other.

The Bishop was forthright about his "vote" at General Convention and yet firm about his position with regard to the blessing of same-sex unions and upholding the classical understanding of Holy Matrimony. To some, this is inconsistent, but for others this will be a traditional stand, which may be seen as an attempt to maintain our unity in this difficult time. His strong statement, "I would caution any priest or congregation considering such action," obviously reflects how strongly he feels about this issue. It would help if there was more clarification to further understand why he feels the way he does.

Addressing these sensitive issues, the Bishop resonates with what a lot of us are dealing with at this present time. Some of us are caught in the struggle between maintaining our traditional convictions and being open and accepting of all people, regardless of race, creed or sexual orientation. Regarding "elephants existing among us in the Episcopal living room," obviously sexuality is one of them. But what other "elephants" might exist? Other ministry issues such as increasing attendance at our congregations would be an important one to consider. The Bishop mentioned both St. Columba's and St. Nicholas inviting people to church, and how unusual this is for us. What is it that keeps us from inviting people? Is it just the stereotype of Episcopalians not wanting to be "pushy" about our faith? Or is there something else that stops us—such as embarrassment about our church or about our faith? It is up to our Diocese as a whole to address these other issues, as the Bishop said, "with candor, charity, and respectful conversation within our congregations and throughout our Diocese."

The Bishop referred to his personal three-fold vision from three years ago: (1) to move from maintenance to mission; (2) to nurture and affirm its members in baptismal covenant; and (3) to enable and support its members in their baptismal covenant daily. We believe that he has made substantial progress in the fruition of this vision and continues to do so. It would be helpful, in this case, to give an example or two of how the Diocese is beginning to live into the Bishops' three-fold vision, if in fact we are. The Bishop now shares his vision in

terms of (1) conversion, (2) affirmation, and (3) action. This is where the Strategic Planning Task Force steps in.

The Bishop calls for now being a time of decision and action. "We have talked about change long enough...we need to stop the whining, complaining, and blaming." This includes all of us. Complaining conveniently provides us with ready-made excuses for accomplishing nothing with regard to mission. More importantly, we risk losing our spirit. Each and everyone one of us as baptized members of Christ's Church must be held responsible to engage God's mission and be proactive in achieving the vision set before us. As the Bishop stated, "it cannot be business" as usual if want to move forward as the Church of the 21st Century. Are we ready to accept the challenging invitation of the Strategic Planning Task Force to shape a vision and mission for the Diocese of Hawaii? It is our hope that we are able to answer this question with a resounding "Yes!"

But the strides and achievements we have made so far within our Diocese will not go unnoticed. For example, with 38 congregations participating in the 2003 Mission Fund and raising over \$49,000 to support the development of St. Nicholas Episcopal Church, it is a testament of our combined efforts, prayers and faith. How much more so could we accomplish if we, together as a Diocese, continue to do such works according to our mission?

For this 2003 Annual Meeting, the Bishop asks, "Who is missing from this gathering?" Maintaining the current schedule and format of our Annual Meetings makes us oblivious to the ministry needed for and by younger generations and those whose life styles contradict our schedule, our agenda, and "our way" of doing ministry and being church. Perhaps together, we would be able to make changes that help us to conduct our meetings in ways that are more open to the Holy Spirit, rather than being wrapped up in the political nature of it. Perhaps we should investigate alternative methods implemented by other dioceses.

Finally, we continue to be a "diocese in transition." We must be "open to the work of the Holy Spirit in us, in our congregations, in our Diocese, and in our communities." But what does that mean exactly? Truly living the Christian life requires that we must never allow ourselves to become complacent. We will always be called to keep stepping out in faith. We can look back at our accomplishments, failures, and struggles in this spiritual journey and learn from them as we look ahead to the future, knowing that there are changes that must be made. Doing so will strengthen our faith in ministry and in the midst of our great diversity, strengthen our unity in Jesus Christ.

We must be committed to struggle with the ministry that unites us through Jesus Christ, and seek the truth together.

Thank you and God Bless.

Attachment H – Necrology

ALL SAINTS

Katherine Hazard
Sakae “Maggie” Watanabe
Robert Lawrence
Kiyoko Matsuda Matsuura
Dorothy Hanako Yamagata
Daphne-Mae Kealaumoe
Mahikoa-Mack

CALVARY

“Ted” Teruo Murata
Nora Okada Hubbard
Mary Josephine Brinkman

CHRIST CHURCH

Dodge Douglas Kaulani
Ackerman
Maude Woods Wodehouse
Glenn Kenneth Mowry

CHRIST MEMORIAL

Julia Akana Holden

EMMANUEL

George Fleming
Randal Reynolds Cobbs
Bonnie Bloxom Swartout
Maude Konia Caires
Beverly Bear
Robert Seelman

EPIPHANY

John Dwight Moore
Lena Loo Chang
Donald Chew Wo Lum
Dorothy Ahina Katsutani
Humphrey Yau Gun Chang
Edith Mizushima Hisaoka
Aida Ellen Vincent
Cherry Yuk Mee Young
Chang
Lilian Quon
Lawrence Yochio Kuniyuki
Richard Ira Moore
Elaine Toyomagoto Nishijo
Irene Bow Lin Tom Hee
Joseph Gum-E Mun
Clara Ung Chun
Kenneth Kam

GOOD SAMARITAN

Daniel Kaohanohano Spencer
James Philip Ing

GOOD SHEPHERD

Naomi Serepta Kealoha Lake
Michael Harukichi Teruya
Rita Rebecca Rodarte
Ellen Chang Ing
Theodore Matthew Morris
Bill D. Rante

GRACE

Severino Soliva Madela
Scott Gregory Clay
Yukimi Mitsui Kawano
Anastacio Magbulos Balbas,
Sr.
La Donna Dunbar
William Dunbar
Charles Eugene Musgrove
Louise Lemieux

HOLY APOSTLES

Charles Kippen, Jr.
Robert Grimmer

HOLY CROSS

Ken Wilson

ST. ALBAN,

IOLANI SCHOOL

Diana Choy Hoong Chong
Eveland
Gayle Naomi Manago
Gerald Leslie Harold
Hannaford
Audrey Luke Sue
Ann Goldenson Kang
Lori Yonamine Tom
Herbert Soy Hong Hu

ST. ANDREW

Theodore Timothy Loy, Jr.
Frances Evelyn Harris Grosh
Gertrude Fitton Bonnar
Gordon Lewis Johnson, Jr.
Henry James Bartels
Arthur Ward
Margaret Morgan

ST. AUGUSTINE

Romualdo Manuel
Fred Wong
Emigido Galen
Alejandro Dorido-Jiminez

ST. CHRISTOPHER

Daniel King Thompson
Harriet Alvord Campbell
Jene Marion Bixler
William Byfield Thompson
Anne (Nancy) Ashford

ST. CLEMENT

Patricia Davis
Marion Lamb Doty
Alice Mildred Rogers
Eileen Nelson Carter
David Dallas Thoma
Edith Elizabeth Dobbel
Sawyer
Everett Purdy
Florence Victoria Warner

ST. COLUMBA

Wesley dela Cruz

ST. ELIZABETH

Miriam Shim Ching
Patricia Ing
Rachel Yuen
Edward Enrique Ramones
Kenneth Tyau
Margaret Suzuki
Wallace Ching
Muriel Zane

ST. JOHN

Dolores Griffiths
Everett Edwin Gaffey
Philip Toshio Sudo
Merton Roscoe Koons
Rena Mae Koons
Dung Kyau Shim Ching

ST. JOHN BY-THE-SEA

John Adcock
Murphy Phillips
Ebenezer Porter
Charlotte Naipo

ST. MARK

Nancy Yoneko Uyeda Kapali
Richard Yoko Kumagai
Bung Wun Young
Matilda Mitsue Lee
John Wong

ST. MARY

Ruth Gaza
Alice Chong

ST. MATTHEW

Henry H. Herrick
Julie C. Herrick
Bertram Takeo Koga
Elenor Helen Limahai
Benjamin Kawai Limahai
Mary Ann Lemon McShane
Peter Albert Roy
Robert Lloyd Stroh
Hideo Tasaka
Thomas Tileston Wells

ST. MICHAEL AND ALL

ANGELS

Susan Sloan
Glen Agosto
Elizabeth Maili
Frosty Yardley
DeSoto Bock

ST. NICHOLAS

Patrick William Hanifin

ST. PAUL

Marion S. Cortez, Sr.
Silverio T. Ramos
Felicidad S. Ordonez
Letty G. Bumanglag
Perfecta A. Diniega
Severo DJ Aguilar
Miguel F. Pascua
Paul Anthony Ver

ST. PETER

Arthur Khai Seong "Sonny"
Ching
Beatrice Shun Yun Kanemori
Henry W.K. Fong
Edith Yip Lee

ST. PHILIP

Robert N. Anderson
Clarence Holokai, Sr.

ST. STEPHEN

Walter Boyco
Solomon Portius McCurdy
Margaret Tsugie Nakano

ST. TIMOTHY

John Eunsuk Kim
Adele Ogianno
Sarah Valente
Wilson Ching

TRINITY BY-THE-SEA

Edna Randolph
Carol Procaccino
Jean Jebb

WEST KAUAI

Mary Elizabeth Morton
Manabu Akagi
Ana Natividad Caday
Ernesto Augustinez
Alice Nobue Almodova
Lorenzo Sagucio

Attachment I - Baptisms

ALL SAINTS

Sybil Sachiko Nishioka
Shaelyn Ann Sachiko Tavares
Casey Kanani Nakamura
Jan Fusae Hashizume
Ally Anna Hisel

CALVARY

Aaron James Nai'a Tope
Mary Josephine Brinkman
Robin Makamae Payton
Jacob Edward Russell
Aaron Michael Lau
Hannah Sue Stein

CHRIST MEMORIAL

Chelsea Nicole Aguinaldo
Julia Donegan
Joshua Wilson Donegan
Charlotte Mae Noelani
Rubino
Heleolanima'ina'ina`oha`ena
Hailee Jo Yokotake
Kekailoa Tadashi Yokotake
Joshweih Aguinaldo

EMMANUEL

Gillian Mika Watts
Andrew Joseph DeClue
Tennille Hikialani Kaaihue
Shawn Ryan O'Connell
Kyle Logan O'Connell
Brenna Rianne O'Connell
Margaret Linden Nicols-Reames
Alan Joseph Reames

EPIPHANY

Kayla Ako
Alia Stone
Trent Higa
Alina Coller
Bailey Wong
Justin Dang
Sydney Dang
Kori-lyn Horio

GOOD SAMARITAN

Aaron Takito Ujimori

GOOD SHEPHERD

Leilani Angel Narciso
Vasquez
Kimberly Diane Basig Taroma
Kaysen Jade Borja Caoile
Jane Nicole Chansrijaraj
Jordan Akana
Kiana Kamalei Casi Antonio
Jaelyn Malia Bala
Sydni Ming-Fa Keaolani
Nicolas
Dylan Iokepa Varela-Dickson
Kayla Cassandra Adzuara

GRACE

Shayland
Anelamakamaemaikalani
Rillon Dudoit

HOLY APOSTLES

Rebecca Danielle Theiss
Catherine Mitsuko Chow

HOLY CROSS

Mark Lawrence Pringle
Laurence Cameron Pringle
Maile Kennedy Pringle

HOLY INNOCENTS

Logan Elizabeth
Kameaho`okoho`ia
Hanohano
Gretchen Olson

ST. ALBAN, IOLANI SCHOOL

Ezri Areya Santos
Carina Isabel Fasi
Christina Malia Fasi
Randall Tsugitoshi Kaya
Joana Akemi Yasui
Richard Ryosuke Matsuura
Kate Emi Matull

ST. ANDREW

Lana-June Tennant
Joel Lamendola
William Davies
Royce Kaleikini
Aidan Sharkey
Kathleen Kang
Chod Hill

ST. ANDREW-Continued

Zachary Nakama
Torae Pua`a
Marisa Bush
Charles Tamashiro
Alana Albinio
Cole Ige
Ella Camp
Rick Kurashima

ST. ANDREW'S PRIORY

Ayesha Hein
Rhianon Hein
Rachel Pang
Andreiana Honda
Alicia Needham
Hannah Lively

ST. AUGUSTINE

Sara Rabura
Lucas Schiebe
Connor Acunion
Isaac Kaku
Kara Fernandez

ST. CHRISTOPHER

Nicole Makanalani Huddleston
David Connell Boyer
Savannah Marie Shirley
Aiden Kells Burdick
Malia Elaine Johnson
Michaela Keoililani Mei Ling
Bailey
Kristen Kaiwalani McCord
Maile Ana McCord

ST. CLEMENT

Ryne Katsumi Yamada
Erik Toshio Yamada
Emma Katherine Kenley
Grace Eleanore La`iokalehua
Bostock
Samantha Sinclair Chapman
Zoe Knudsen Chapman

ST. COLUMBA

Devez Aniol
Chay Tuson

ST. ELIZABETH

Noah Blaisdell

ST. GEORGE

Benjamin Eric Gartner

Maya Palomares Nungaray

Agnew

Katherine Annelise Hanson

ST. JOHN

Amy Rose Russell

Shanti Nishimori Holland

Shiala Nishimori Holland

Alishiya Nishimori Holland

Samadi Nishimori Holland

Samuel Ahling Akoi V

Liloa Eomai Kalani Akoi-

Reber

Hunter Kusumoto Hulsebus

Tristin James Redd

Brenda Sanae Saifuku-Yospe

Nahinalani Neci Nature

Nahokulani Joy Mahelona

Elika Kamea`i`oma Kamae

Mahelona-Gilchrist

Koamana Kelikaela Kauai Ke

Kai

Mahelona-Gilchrist

Branden James Kekoa Crowe

Caitlyn Anuheia Campbell

Katherine Rose MacDonald

Ella Elizabeth Heuio

Leahinamokuokaula

Cosma-White

ST. JOHN'S BY-THE-SEA

Cecelia Kaliehoohie Holland

ST. JUDE

Michael Kekoa Metcalfe

ST. MARK

J. Judson Sasaki

Isaac Manu Alii Mai ka Lani

Ah Nee

Elijah Jabari Gregory Horn

Kaylee Pu`uwaiokalani Hoi

Yun Mok

Chi Un Mark Mok

Thomas Watanabe

Selena Sibayan Ching

ST. MARY

Jordan Kalaikuokalani Ines

Lopes

Kazuo Takekawa

ST. MATTHEW

William Michael Meleokoa

Swartman

Edwin Hailama Swartman

Dani Aulelei Lai`e Ikawai Lee

Haley Kapili Likelike Small

Justyce Kakanui Enrique

Justine

Kapilialohakuuwiliwilioe-

kahomenani Young

Micah Keone

Kamakanihinale`a

Leong

ST. MICHAEL & ALL

ANGELS

Sabryn Laulea Rudinoff

Rebecca Awapuhi Choi Sing

Chow

Timmy Jay Ah Tai Chow, Jr.

Renee Pikake Ahip Chow

Justin Makana Furumoto-

Serquina

Sean Gabriel Maluhia Myatt

Thomas Joseph Blahouse

ST. NICHOLAS

Wendy Kayo Bisol

Keanu Jordan Carino

Sheila Dawn Walsh

Caitlin-Ahza Gyzelle

Toledo-Bala

Casey Jay Lambries

ST. PAUL

Michael A. Pantil, Jr.

Destiny A. Pantil

Jordan R. Agaran

Jayson R. Agaran, Jr.

Jae R`den R. Agaran

Kayle Mae Retotal

Haley M. Bumanglag

Sigrid M. Cabalquinto

Charisma L. Sapaden

Gabriel J. Guieb

Goddhey Jacalne

Zachary Reclusado

ST. PAUL-Continued

Ryan J.L. Pagarigan

Marijane Soriano

Kaylin G. Bersamin

Jaycob J.R. Bumanglag

Chazilyn Mae Cabigon

Kevin Gabay

Ryan P. Agcaoili

Mails Kuulei A. Pascua

Nathan G. Delong

Natasha Mae Bala

Rex-N G. Casido

Chealsy D. Leano

Rachelle Ann Ramelb

Kyley Ceejay Villanueva

Xavier G. Rasquero

Donovan C. Campos

Christian R. Galvadores

Rowan Gene A. Eugenio

Jared Christian Cabanit

Sarah Tess T. Smith

Ashley-Angel Garo

Erika Manuel Silao

Jessica L. Aragon

Roger Jared Ancheta

ST. PETER

Mysha Milagros Kaisala

Mana`olana Tialavea

ST. PHILIP

Taylor Yvonne Kanani

Tolentino

Richard H. Lambert

Taylor Ann Kapuao`ke`milia

Sequin Quidilla

ST. STEPHEN

Keanu Ka`iolanimaiakalani

Fonseca

T.J. Kawika Williams-Garcia

Lauren Keli`iokamalu Akiko

Williams-Garcia

Joseph Kawika Williams-

Garcia

Margaret Tsugie Nakano

Yukio Nakano

Reynard Leano Juan

ST. TIMOTHY

Kellee Ann Yoshiko Niblock

Kylah Gonzales Sagucio

Kiana Charlotte Pueo

Hockenberger-Leong

Emma Frances Woolston

Eunai Yu

Daniel Yu

Nina Yu

Brandon Dela Torro Kong

Ryan Michael Turkaly

Patrick Lane Keoki La'akoa

Harrell

Timothy Ryan Gill, Jr.

Kaci Puahi Kijoko Koizumi

TRINITY BY-THE-SEA

Hannah Nicole Brock

Jaydon Brooks Bartolone

WEST KAUAI

Jonathan Niau

Quinn Curammeng

Charles Tanaka

Attachment J - MAKULE E AKAMAI AWARD RECIPIENTS – 2003

MRS. ANNIE BENITO	ST. TIMOTHY'S
MRS. JOAN BRUCKNER	ST. CHRISTOPHER'S
MR. DANIEL K.F. CHING	ST. PETER'S
MRS. FELISA DAQUIAOG	ST. AUGUSTINE'S
MR. & MRS. KENNETH FLEMING (KENNETH AND DORIS)	EPIPHANY
MR. DEMPSEY HARADA	ST. JAMES'
MR. RAY HEIMBURGER	ST. JUDE'S
MRS. PRISCILLA HO	ST. MATTHEW'S
MRS. NANCY JANCZYK	EMMANUEL
MR. PAUL KUSUNOKI	CALVARY
MRS. MAHOENUI KWOCK	GOOD SHEPHERD
MR. JOHN LEE	ST. LUKE'S
MRS. ELVA MORI	GOOD SAMARITAN
MR. GENE NAIPO	ST. JOHN'S BY THE SEA
MRS. CARLOTA SEGUNDO	ST. PAUL'S
MRS. DOROTHY TANIBE	ST. MARK'S
MRS. BERNICE TAWARAHARA	ST. MARY'S
MISS LILLIAN TYAU	ST. ELIZABETH'S
MRS. PATRICIA WALTER	HOLY INNOCENTS'
MRS. BOBBIE WONDER	ST. STEPHEN'S

Attachment K – Resolution #1

RESOLUTION

Title: Incorporating Hawaiian Christian Concepts into the Episcopal Church in Hawai'i

Sponsor: The Commission on Native Hawaiian Ministry

Contact: Name: Phyllis Mahilani "Mahi" Beimes

Address: 47-166 Lile Place; Kane'ohe, HI 96744

Phone: (Work) 473-8000 Ext 3093 (Pager) 577-0732; (Residence) 239-8093

E-mail: beimespm@phnsy.navy.mil Fax: (please call work phone first)

BE IT RESOLVED,

- 1) that the Episcopal Church in Hawai'i honor its unique heritage from the legacy of its founders, King Kamehameha IV and Queen Emma, by incorporating the Native Hawaiian Christian spiritual concepts of *mana*, *mālama*, and *pono* into the overall life and work of the Church in all areas of ministry in the Diocese; and
- 2) that the Commission on Native Hawaiian Ministry work with other diocesan bodies to prepare a plan of implementation to be presented at Diocesan Convention in 2004.

RATIONALE/EXPLANATION:

The Anglican Church in Hawai'i (later the Episcopal Church) was established as a result of the petition of King Kamehameha IV and Queen Emma to the Bishop of Oxford, requesting its establishment and pledging their wholehearted support to the effort.

The fruits of their ministry include St. Andrew's Cathedral, St. Andrew's Priory, 'Iolani School, and the Queen's Hospital. These institutions were the embodiment of the blending of their Native Hawaiian spiritual values and their Christian faith. The royal couple has been recognized for their work on behalf of the Church by their commemoration in the Calendar of the Church Year, and they are the patron saints of the Diocese, with their Feast Day being celebrated on November 28th.

The major Hawaiian spiritual concepts that informed their Christian faith were *mana*, *mālama*, and *pono*.

Mana, in Christian terms, is the understanding that along with all of God's creation, we are filled with the spiritual energy and gifts and talents that come from being created by God.

Mālama, recognizing and caring for the *mana* in all of creation, is what we as Christians are called to do in all aspects of our lives. The Catechism in the Book of Common Prayer says, "the universe is the work of a single loving God: (it) belongs to its creator and we are called to enjoy it and care for it in accordance with God's purposes...all people are worthy of respect and honor because all are created in the image of God." We are responsible to *mālama* all of God's creation because of the sacredness, the *mana*, that is inseparable from all that God creates.

Pono, righteousness, is achieved when we successfully *mālama* all our relationships within God's creation so that the *mana* in them is undisturbed or even strengthened. As Christians, we are constantly striving to be *pono*, and we are sustained by the gift of God's amazing grace: the life, death and resurrection of his Son Jesus Christ to reconcile us to God when we stray from the path of righteousness and to enable us to try again.

We in the Episcopal Church in Hawaii are all heirs to this rich spiritual legacy from our founders. It is a unique gift that should be incorporated into our life as a Christian community, so that our past can inform our present and shape our future, and we can come to the fullness of who we are in the place where we are planted.

Signature

Phyllis Mahi Beimes

Attachment L – Resolution #2

RESOLUTION

Title: **Report on the Confirmation of the Bishop of New Hampshire**

Sponsor: HOLY CROSS

Contact: Name: BOYD READY, BISHOP'S WARDEN

Address: P. O. BOX 51, KAHUKU HI 96731

Phone: (Daytime) 306-9307 (Residence) 638-8462

E-mail: boydready@hawaii.rr.com Fax: 638-8462

Whereas the recent confirmation of New Hampshire's Bishop was in apparent conflict with the plain sense of many passages in scripture; and

Whereas the confirmation was in manifest conflict with the tradition of the church, namely, that either marriage or chastity, and no other, is the moral state of our physical desires for union with another creature, and that Bishops and other leaders are to be exemplary in this regard; and

Whereas the vote to confirm the particular Bishop has brought genuine distress of conscience upon our congregations, and threatens schism between our small part and the larger worldwide Anglican communion due to its apparent heresy; and

Whereas the reasons so far provided to our congregations are not indisputable, nor based on demonstrably true empirical science;

BE IT RESOLVED,

That this Hawaii Diocese's Bishop recommend a list of 10 willing candidates, 6 lay and 4 clerical, and that Hawaii's Council, by a majority vote at its next meeting, appoint from among the Bishop's recommendations a committee of 3 lay and 2 clerical, whose names shall be made known to all congregations promptly upon their appointment, to

1. **Investigate** the matter, with prayerful and earnest attentiveness;
2. **Confer** with acknowledged scholars on both sides of the question, and with our Hawaii Diocese's Canon Theologian (retired), if he is willing and able, or a successor to be appointed by the Bishop, if he is not;
3. **Hear and read** contributions to their deliberations volunteered to them by willing contributors from among our congregations,
4. **Report** their findings to the duly elected delegates to this Convention 60 days prior to its next annual meeting; and

5. That their report state clearly and succinctly, without cant or obfuscation, and in prose no longer than 2,500 words:

a) Whether there are apparent contradictions with key passages of **SCRIPTURE** on sodomy and on the exemplary behavior expected of a bishop, and if so how these are to be understood; and

b) In what way this is a substantial change, if it is, **and what are the strongest REASONS, for and against**, this action; and

c) What effect as a precedent, to be followed by many other Bishops, this confirmation will have on our church **TRADITION**, in Hawaii and in the United States and for our fellow communicants around the world. And

That this report, having been provided to all delegates 60 days prior to the next annual convention, **may guide the preparation of resolutions for or against** this controversial confirmation, along with any necessary actions or communications to the rest of our convention, in time **to be duly considered at the 2004 Hawaii Episcopal Convention.**

Respectfully Submitted,

Boyd Ready, Delegate

Holy Cross, Malaekahana, Oahu

Attachment M – Resolution #3, Compensation Schedule for 2004

TITLE: COMPENSATION SCHEDULES FOR 2004
SPONSOR: DIOCESAN COMPENSATION REVIEW COMMITTEE
ADDRESS: 229 QUEEN EMMA SQUARE, HONOLUU, HAWAII 96813

BE IT RESOLVED, that the 2004 Clergy Compensation Schedule salary ranges be increased by 3.5%.

RATIONALE/EXPLANATION

The above is the resolution that is required of the Diocesan Compensation Review Committee under Diocesan Canon 38, Sections 1 and 5.

2004 CLERGY COMPENSATION CATEGORIES AND RANGES (Includes Cash Salary and Housing Allowances)

Category	Compensation Minimum	5-Year Point	10-Year Mid-Point	20-Year Point	Compensation Maximum
A	\$62,748	\$70,596	\$78,432	\$84,696	\$94,104
B	57,084	64,164	71,292	76,956	85,500
C	51,888	58,356	64,836	70,088	77,784
D	47,148	53,100	58,992	63,756	70,836
E	42,876	48,240	53,592	57,888	64,308

Application Policies

1. 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. Parishes may exceed the scale, while missions are governed by Application Policy #7. The compensation ranges are based on years of service to provide a guide for compensation increases as years of service increase. Previously the number of years of service used to negotiate compensation were years of service within the Diocese of Hawaii; hereafter, the years of service will be negotiated for those clergy who have served outside of the Diocese of Hawaii. Effective January 1, 1998, with respect to clergy newly called to a congregation, the Vestry/Bishop's Committee is required to notify the Treasurer of the Diocese as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention. Additionally, in 1998, with respect to clergy already serving a congregation, their years of service will be the current position on the compensation schedule, which should be provided to the Diocesan Treasurer. The intent to provide equitable treatment to both existing and newly arrived clergy. In order to maintain accurate records, the Parochial Report should contain, in addition to the clergy compensation, the number of years of service as it increases each year.

2. Clergy must be paid at least the minimum of the applicable category.
3. Clergy must not be paid less than the previous year.
4. Clergy with five or more years of service (as defined in Policy number 1) must be paid at least 90% of the mid-point of the applicable range. (shown as 5-year point)
5. Clergy with ten or more years of service (as defined in Policy number 1) must be paid at least 100% of the mid-point of the applicable range. (shown as the 10-year mid-point)
6. Clergy with twenty or more years of service (as defined in Policy number 1) must be paid at least 90% of the maximum of the applicable range. (shown as 20-year point)
7. Mission clergy may be paid more than the maximum of the applicable range for any category with the consent of the Bishop.
8. For easier administration, all compensation figures will be rounded up into amounts divisible by 12.
- 9a. Each Vestry or Bishop's Committee working in consultation with their clergy shall approve a resolution determining the housing allowances for the following year. This IRS requirement shall be completed by December 31 of the year preceding the commencement of the allowance.
- 9b. For clergy who are paid a cash housing allowance, the amount of the housing allowance shall be determined by mutual negotiation between the clergy and Vestry/Bishop's committee.
- 9c. The 2004 Housing Allowance Guideline is \$15,611 and is included in the compensation amounts stated above. Any congregation that furnishes housing for the Fair Market Value that is less than the \$15,611 is encouraged to pay the difference in cash to clergy. The value of housing that is decided shall be added to the cash salary in order to compute the total compensation for Church Pension Fund purposes.
10. In addition there will be these other compensation or benefit elements:
 - 10a. A car allowance of \$6,041. Clergy are encouraged to consider the use of pre-tax dollars by setting up a reimbursable expense account plan or provide an automobile;
 - 10b. The congregation will pay the mandatory Church Pension Fund Assessment on salary, housing, social security reimbursement and on utilities;
 - 10c. \$50,000 Group Life Insurance as provided by the Church Pension Fund at no cost to the congregation, effective January 1, 1995;
 - 10d. Active clergy serving in a congregation as of December 31, 1994 will continue to receive the same medical coverage from January 1, 1995 with the cost paid by the congregation, as long as that member of the clergy continuously serves in any congregation in this diocese.

10e. Active clergy who are called from outside the Diocese to serve in a congregation after December 31, 1994 will receive medical coverage according to the terms of an HMO plan. The clergy will be responsible for paying any plan whose costs are above a baseline HMO cost, which is defined as the average cost of the basic plan of available HMOs in the state. The baseline HMO cost is as follows:

Single	\$3,500
Two-family	\$7,000
Family	\$10,500

The reference to baseline HMO cost is 100% of the rate for single coverage or family coverage. Clergy are encouraged to consider the use of pre-tax dollars when paying for amounts above the baseline HMO cost.

10f. The congregation will pay the cost of Worker's Compensation coverage for the clergy.

10g. The congregation will pay the cost of income replacement plan coverage for the clergy, as provided by Church Life Insurance Corporation.

11. Congregations with assisting clergy are encouraged to classify the assistant's position into a category appropriate to the scope of the position.

12. Congregations are encouraged to discuss with their clergy how they can help the clergy with their social security costs and to develop a plan on how to reach the 7.65% share that would be paid by congregations.

13. The **minimum** compensation for supply clergy shall be as follows:

One service:	\$125
Two services:	\$175
Each additional service	\$75

CONGREGATIONAL COMPENSATION CATEGORIES

CATEGORY E	10 TO 115
CATEGORY D	116 TO 179
CATEGORY C	180 TO 240
CATEGORY B	241 TO 392
CATEGORY A	393 AND ABOVE

**2004 CONGREGATIONAL COMPENSATION CATEGORY
COMPUTATION WORKSHEET BASED ON
2002 PAROCHIAL REPORT DATA**

I. Number of Pledging Units

Number of Pledging Units _____

Multiplied by .40= _____

II. Average Attendance

Average Sunday Attendance _____

Multiplied by .30= _____

III. Annual Operating Budget

Annual Operating Budget in \$1,000 _____

Multiplied by .30= _____

TOTAL OF WEIGHTED FIGURES _____

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

ADDENDUM TO CLERGY COMPENSATION SCHEDULE

Examples:

1. A Priest with 5 years service out of Hawaii is called to Hawaii to serve in a Category E Parish/Mission. His negotiated compensation package (cash salary plus housing allowance) is \$48,200. The agreed upon years of service place on the compensation schedule is 5.
2. A Priest with 18 years of service out of Hawaii is called to serve in a Category C Parish. Her negotiated compensation package is \$64,800. The agreed upon years of service on the compensation schedule is 10.
3. A Priest with 15 years of service with 4 years in Hawaii, in a Category D Parish, agrees with his Vestry to a compensation package of \$56,600. His position on the compensation schedule is agreed to be year 8.

4. A Priest with 6 years of service with 3 years in Hawaii in a Category E Parish/Mission agrees with her Vestry/Bishop's Committee to a compensation package of \$48,200. Her position on the compensation schedule is agreed to be year 5.
5. A Priest with 10 years of service with 6 years in Hawaii in a Category E Parish/Mission whose position on the compensation schedule is year 8 is called to a Category C Parish in Hawaii. His negotiated compensation package is \$58,400. The agreed upon years of service place on the compensation schedule is 5.

Once the so-called placement year has been established it will advance one year annually.

Attachment N –Courtesy Resolutions

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Primate and Presiding Bishop, the Most Reverend Frank Tracy Griswold, and Mrs. Phoebe Griswold, with deep gratitude and thankfulness for their ministry to the Church;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send greetings and aloha to the Right Reverend Edmond L. Browning, former Presiding Bishop and Second Bishop of Hawai'i, and Mrs. Patti Browning and offer our continued prayers for them in their retirement;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Right Reverend Donald P. Hart, the Third Bishop of Hawai'i, and Mrs. Elizabeth Hart;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its greetings and aloha to the Right Reverend David and Mrs. Toshiko Tani from our Companion Diocese of Okinawa;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to Mrs. Sandy Souza as Secretary of Convention and to the Convention Plans Committee;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Sisters of the Transfiguration, giving thanks to Almighty God for the many years of devoted service at St. Andrew's Priory School for Girls;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its deepest thanks to Mrs. Gina Perkins and Mrs. Patsy Ching who have faithfully volunteered in the Office of the Bishop and to Mrs. Rosella Newell and the Diocesan Altar Guild for their faithful service to the Diocese;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its sincere appreciation to Eva Kum of St. Philip's Church, Maili, for her generous contribution of leis presented at this Convention;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i extend its congratulations to the Church of the Holy Apostles as it celebrates its 100th year of ministry in Hilo;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send sincere thanks to the Cathedral Church of St. Andrew, its parishioners, staff, and clergy for their gracious hospitality during this Convention, and for the use of these facilities for all delegates, guests and friends;

RESOLVED, that this 35th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its deep appreciation to the members of the Bishop's staff: Mrs. Tiare Ono, Mrs. Marie Elesarke, Mrs. Nancy Minuth, Mrs. Lucille Caldwell, Mrs. Sarah Moore, Mr. Peter Pereira and the Rev. Robert Fitzpatrick for their openness and availability to all of us in this Diocese, reflecting their God-given ministry to Christ's Church, and especially at this time of Convention, for their devoted and long hours of faithful service which they have given in preparation for this Annual Convention.

I move the approval of these resolutions.

SECTION IV

2002 Annual Reports of Commissions, Committees, and Departments

2002 Annual Reports of Commissions, Committees, and Departments

Bishop's Statistical Report

Compensation Review Committee

Commission on Episcopal Schools

Commission on Ministry

Standing Committee

Diocesan Strategic Planning Task Force

Formation Department

Mission Department

Support Department

Commission on Camps and Conferences

Campus Ministry Commission

Christian Formation Commission

Companion Diocese Relationship with Okinawa Commission

Commission on Continuing Education

Commission on Diversity

Episcopal Ministry on Aging

Episcopal Relief and Development Fund

Evangelism Commission

Commission on Hawaii Episcopal Youth

Commission on Multi-Cultural Ministries

Commission on Native Hawaiian Ministry

Stewardship Commission

Young Adult Commission

Historiographer

Registrar

The Canon to the Ordinary

Communications and Development Officer

Program Officer

Report Regarding the Resolution Passed at the 34th Annual Meeting of the Convention

BISHOP'S STATISTICAL REPORT FOR 2003

According to Title III, Canon 26, Section 4, the following has occurred in our Diocese from October 27, 2002 to October 01, 2003.

CLERGY:

Bishop 1
Active 47
Nonparochial 19

Military Chaplains 0
Retired 42
Licensed 10
Lost by Death 0

Postulants for Holy Orders: 4
 Craig Dolack
 Dawn Frankfurt
 Robert "Moki" Hino
 Susan Thornett

Candidates for Holy Orders: 2
 Malcolm Chun
 Darl Kim

LAYREADERS: 60

LAY EUCHARISTIC MINISTERS: 64

CLERGY CHANGES:

Letters Dimissory into the Diocese: 2
 10/21/02 – Patton L. Boyle from the Diocese of Colorado
 05/28/03 – Anthony Litwinski from the Diocese of California

Letters Dimissory out of the Diocese: 2
 09/17/02 – Pamela Redding to the Diocese of Michigan
 01/24/03 – Thomas Andrew K. Van Culin to the Diocese of Colorado

Ordinations:
 To the Priesthood: 0
 To the Diaconate: 0

EPISCOPAL ENDOWMENT FUND (As of 6/30/03): \$4,130,132

JUDGMENTS REGARDING PERMISSION TO BE REMARRIED IN THE CHURCH AFTER
DIVORCE: 18

SACRAMENTAL ACTS:

Baptisms:	23
Confirmations:	86
Receptions:	11
Reaffirmations:	77
Burials:	6
Marriages:	2
Celebrations of New Ministry:	3

OTHER:

Consents to the election of bishops:	12
Consents to the resignation of bishops:	10
Consents to the ordination and consecration of bishops:	2

Compensation Review Committee

Lee Carson, Chair

With thanks to and on behalf of the Committee comprised of the Rev. Marvin Foltz, the Rev. Patton Boyle, Joel Merchant, Clark Halloran, Dot Shigemura and the Rev. Alison Dingley (Support Department representative) the following report is submitted:

1. The Compensation Review Committee (CRC) after analysis and discussion is submitting a compensation schedule reflecting a 3.5% increase over the current year. This recommendation considers the 1.1% increase in the consumer price index for Hawaii and 1.6% national increase. The recommendation will provide clergy with a real increase over inflation. At the same time the 3.5% reflects the desire of the CRC to send a positive message to the clergy to support their efforts in growing the membership of the Episcopal Church in Hawaii. The 3.5% increase in the clergy salary range is appropriate given the desire to move from maintenance to mission. In order to attract and recruit motivated, entrepreneurial mission oriented clergy, the Diocese must offer a competitive living wage. Compared to the national scale, Hawaii's compensation is in the 3rd decile and in the 10th decile when adjusted for housing costs. [Regarding the compensation scale adjusted for housing costs, the statistics should be read understanding that the large number of family sized congregations in Hawaii skew the statistic toward the lower end of the scale. Add to that the issue of having no resource sized churches and only 2 program sized congregations. If one looked at the scale for transitional sized congregations, Hawaii ranks very near the top nationally.](#)
2. CRC recommends the automobile allowance remain at \$6,041 since there has been not reported change in the AAA index used to benchmark this item. Housing allowance is similarly recommended for a 3.5% increase.
3. CRC recommends a block of funds of \$14,350 be allocated in the budget for diocesan staff salary increases to be allocated at the discretion of the Bishop.
4. CRC recommends a 3.5% salary increase for the Bishop.
5. CRC recommends a 3.5% increase for the pension to diocesan retirees.
6. The Committee would like to meet with the Commission on Ministry to begin discussions on changing the way clergy are compensated in the Diocese of Hawaii. In order to make the compensation packages fairer and more attractive to local candidates as well those outside of Hawaii, the committee believes that change is necessary.

The Committee extends its sincerest thanks to Mr. Peter Pereira for his continued support, dedication and passion about the needs of the diocese.

Respectfully submitted,
Lee Carson
Chair

2003 CONVENTION REPORT COMMISSION ON EPISCOPAL SCHOOLS

Dr. Patsy Izumo, The Honorable Robert Browning, The Reverend Dr. David. Moore, Linda Oba, Dr. Robert Whiting, Program Officer Lucille S. Caldwell

The Commission on Episcopal Schools began the year reviewing the past year's activities with particular discussion on participant evaluations of the 2002 Conference REACHING 'OHANA-TEACHING 'OHANA. Focus was on suggestions to consider in planning the conference for 2003.

The Mission Statement for the Commission has been discussed and revised to be in consonance with the Formation Department's ministry statement and section statements. The Commission's revised Mission Statement is:

The commission shall seek to enhance cooperation and support among Episcopal Schools; maintain communication with schools in order to nurture, provide training, celebrate successes; ensure successful processing of Bishop's Scholar and other study awards.

The Commission enabled three chaplains new to Hawaii to meet, discuss ideas and network. Reports indicate though it was just one meeting, the time was well spent so that there might be consideration given to have such meetings in the future.

Notification of the Bishop's Scholar and Harry S. Komuro Founding Denomination Scholarship (Hawaii Pacific University) study awards was sent to parishes and schools. There were several applicants for the HPU scholarship and an award was granted. However, despite extension of the deadline and follow-up notices, there were no applicants for the Bishop's Scholar award this year.

The Commission has planned a conference to be held on November 22, 2003. Building on suggestions from participants at last year's conference, the theme of Reaching 'Ohana – Teaching 'Ohana will be extended with students and advisors from several schools sharing service projects, offering inspiration for others to enter into volunteerism and providing service to those in need. The conference will be publicized widely to groups such as students, teachers, counselors, chaplains, clergy, heads of schools, service organizations to encourage attendance.

Looking ahead to 2004, the Commission will continue to publicize, encourage participation in and make recommendations for the Bishop's Scholar and other study award programs. Plans also include thoughts about continuing a conference or some gathering to keep Episcopal Schools and encourage networking. Depending on the topic and feasibility, speakers from out of state might be considered.

Commission On Ministry

John Hawkins, Chair; The Rt. Rev. Bishop Chang; The Revered Polly Hilsabeck; Beverly Amjadi; Robert Verrey; The Reverend Canon Franklin Chun; Art Kusumoto; The Reverend Elizabeth Beasley; The Reverend Robert DeWolfe; The Reverend Canon Robert Fitzpatrick, Staff

The Commission on Ministry focused on the following areas for the past year: (1) supporting congregation discernment committees, (2) monitoring the training and development of licensed lay persons, (3) looking into leadership development among the Diocesan youth, (4) exploring distance learning opportunities through the Center for Anglican Learning and Life (CALL) on-line programs of CDSP, and (5) Resolution #6 of 34th Diocesan Convention.

- **Congregation Discernment Assistance.** This committee of the Commission on Ministry has worked with various congregations in assisting and supporting individuals who are moving through the formation process for holy orders.
- **Examining Chaplains (candidates moving through the formation process).** The Commission on Ministry recommended to the Bishop that a body of examining chaplains be established for the purpose of determining the preparedness of individuals in the diaconal formation process for the Diocese of Hawai'i. The Commission has recognized the need to have some regularized, systematized process for evaluating those in formation and being accountable to one another, to the Canons, and to the Diocese. The Examining Chaplains proposal was developed to address that need.
- **Leadership Development Among Youth and Vocation Day.** In the development of youth leaders in the Diocese, it is important to have a coordinated and collaborative effort among commissions, church and school programs. The commission is suggesting that each congregation consider both traditional and contemporary models in the development of youth leadership. The traditional model may include such activities as involving the youth as ushers, acolytes, readers, intercessors, and homilists and even as altar guild members. The contemporary models may involve such activities as "youth culture worship", intergenerational service projects, and mentoring/shadowing programs. The intent is to identify and nurture those youth in the diocese that may become lay as well as ordained leaders. In consultation with the Bishop, November 1, 2003 has been designated as Vocation Day for interested youth of the Diocese. It will be held from 8 a.m. to 3:00 p.m. with the Bishop presiding over activities for the day.
- **Center for Anglican Learning and Life (CALL) Program.** This committee of the Commission was asked to evaluate how well on-line education offerings, particularly those of the CALL Program at the Church Divinity School of the Pacific, would fit into the needs of the Diocese of Hawaii. "How might the CALL Program be utilized for clergy continuing education and for the theological formation of candidates for ordination?" On-line education appears to be an attractive alternative to fulfill some of the educational requirements for continuing education and for the vocational diaconate. The combination of quality control, diversity of courses offered, and flexibility in meeting perceived education needs makes the CALL program desirable for consideration at this time.

Respectfully submitted,

John Hawkins, Chairperson

Standing Committee, Diocese of Hawaii

The Rev. Hollis E. Wright, President; Mrs Linda Sproat, Secretary; additional members as follows: The Rev. Darrow Aiona; The Rev. B. Cass Bailey; Mr. Bud Doty; The Rev. David Kennedy; Mrs. Cynnie Salley; Mrs. Mary Shulz.

The Standing Committee met twelve times during this term.

The Diocesan Conflict of Interest Policy was adopted.

Consent was given for the election of The Rev. James Joseph Shand, Diocese of Easton, Maryland. Consents were also given for holding of the following elections: Suffragan Bishop for the Diocese of Texas; Bishop for the Diocese of Iowa; Bishop Coadjutor for the Diocese of Arizona, Bishop Coadjutor for the Diocese of West Texas.

Ms. Adrienne King was appointed to the position of Church Advocate. Members Wright, Kennedy, Salley and Bailey were appointed to meet with Christ Memorial's Rector and Vestry regarding financial concerns; at this writing this issue is not yet resolved.

Alienation of property was approved for Holy Innocents with respect to the columbarium, and for All Saints with respect to 1/8 interest in the Henry D. Slogett Memorial. Pending as of this writing is the request from Christ Church regarding alienation of property in Waipio Valley.

Notification was received from Bishop Chang of the voluntary renunciation of Holy Order by Paul Kath.

Respectfully submitted,
The Rev. Hollis E. Wright, President

DIOCESAN STRATEGIC PLANNING TASK FORCE

Convener: William Watkins (St. Christopher's, Windward Oahu); Other Members: The Rev. Joseph Carr (Calvary, Windward Oahu); John Condrey (St. Andrew's, Central Oahu); Patti Cook (St. James', Big Island); Alfredo Evangelista (St. Timothy's, West Oahu); Betty Hirozawa (St. Mary's, East Oahu); Barbara Lei Kalipi (Grace, Moloka'i); Brent Mizutani (All Saints', Kauai); The Rev. Elizabeth Zivanov (St. Clement's, Central Oahu).

The Task Force was created by Resolution 4S that was adopted at the 2002 Diocesan Convention. By that resolution, the Task Force was charged with "develop[ing] a minimum five-year strategic plan for the Diocese of Hawai'i, in accordance with the Baptismal Covenant, that identifies essential priorities and initiatives and mechanisms for evaluation and accountability in the Diocese."

In the time since the 2002 Convention, the Task Force has organized itself and worked to discern The Vision for the Diocese as a prerequisite to developing the strategic plan. We determined early in our work that there was just not enough time to develop and present a good, final plan to regional meetings throughout the Diocese in August of this year and to this year's Diocesan Convention as was requested in Resolution 4S.

To discern The Vision for the Diocese, the Task Force has met with Bishop Chang. We have also conducted five meetings to interview nearly all active clergy in the Diocese. And we have conducted eight meetings with lay members on all islands: Kailua-Kona; Moloka'i; Windward Oahu; Kauai; Maui; East & Central Oahu; Hilo; and West Oahu.

The participants in those meetings identified four foundations as critical for successfully living out The Great Commission: (1) youth, young adult, and family ministries; (2) communications within the Church at all levels; (3) equipping clergy and lay members through training and other resources to do God's work; and (4) new ways of doing our ministries and presenting God's word so that we can reach the people of today.

Many of the participants in those meetings were also candid in acknowledging that we as a Church must improve our responses to the challenges of living out The Great Commission in today's world. The trends over the past five years in the major statistics that measure our church lives in our Diocese also show the same thing—we must improve.

A majority of Task Force members will attend the November "Clear Vision" conference, sponsored annually in recent years by the Diocese of Texas, to learn how other dioceses in the Episcopal Church have responded to the challenges of living out The Great Commission. In developing the strategic plan, we want to learn what others have found to be successful strategies and techniques for taking God's word to the un-churched and at the same time spiritually nurturing our members.

We will then recommend adapting, where necessary, the relevant successful strategies and techniques of others to Hawai'i. The Task force tentatively plans to present the strategic plan to the Bishop and Diocesan Council in the early spring 2004, to regional meetings of the Church throughout Hawai'i in the spring 2004 and, with any changes that come out of that process, to the Diocesan Convention in 2004 for final adoption.

FORMATION DEPARTMENT - Diocesan Council

The Rev. Morley E. Frech, Jr. - Chair; Carol Connell, Lyn Ho, Peter Lee, Nancy Rowe, Sylvia Rowland, The Rev. Walter Stevens, Carol Trewman, and Lucille Caldwell - Staff

At our annual Council Retreat at Mokuleia in November, 2002, the Formation Department established four goals for its work in 2002-2003. These goals will form the context of this report:

+ To meet with all commission chairs which fall within the scope of this Department to encourage and empower them in meeting the needs of the Diocese and help them evaluate their effectiveness in relation to Diocesan priorities.

The Department met on three occasions with the chairs of the various commissions. Data gathered from these meetings helped frame the Formation "Block Grant" in the 2004 Diocesan Budget, establish a new policy statement on Commission Fund Raising, as well as encourage networking among commissions and the use of web pages for individual diocesan commissions that will eventually be linked to the diocesan site.

+ To nurture respectful conversations within the Diocese to bring about a renewed focus on the Baptismal Covenant as our call to mission in the 21st Century.

These conversations were probably less obvious but definitely present, as commissions, Council members, the Church Leaders Conference, and at various conference and seminar levels throughout the year, the Department continually reminded folks of our basic Covenant and attempted to show how it weaves its way through all we do.

+ To be responsible for bringing the programmatic and financial needs of these various programs and commissions before the Diocesan Council and Diocese in a timely and supportive manner.

Through regular reviews of the work of the commissions, strategizing for the 2004 Diocesan Budget, reworking the Resource Request Form and letter, the Department was able to fairly present the programmatic needs of its commissions to the Diocesan Council and to the area budget hearings.

+ To create a "two-way street" atmosphere among Diocesan, regional, congregational and Lutheran resources.

This is an area still very much a "work in progress." As the vision of the Diocese becomes more clear this goal will fall into place. The groundwork is being established through improved communication with all commissions via the new positions of Department Liaisons with member commissions.

Mission Department
Diocesan Council, Diocese Of Hawaii
Annual Report, September 17, 2003

Current Membership: Rev. Carol M. Arney, Chair, Frank Embree, Rogelio Evangelista, Sandy Leialoha, Pam McCoy, Lyn Reynolds, Nancy Tourk, Willis Moore, and staff member the Canon to the Ordinary Rev. Robert Fitzpatrick.

Mission Department Mission Statement: The Ministries of the Diocese that seek to empower congregations to actively spread the Gospel and serve those outside the Church.

The work of the Mission department centers on building healthy and vital congregations. Through the Commissions of the Department, such as Stewardship, Evangelism, Multicultural, and Native Hawaiian and through conferences and training, we support the mission of all the congregations in the Diocese. Through the resource allocations and other grants to congregations we support the needs of those congregations who are not yet self-sufficient (Missions and Aided Parishes.) We began the year by asking how we would respond to Bishop Chang's charge to grow the Diocese by 10% in 2003.

In the early months of the year, we worked a great deal on the goals and strategies of the Mission Department. A member of the department was appointed to be a liaison to each of the Department's Commissions. We invited the Commission Chairs to visit a Department meeting and share their goals and objectives for the year. We received visits and reports from Evangelism, Stewardship and Native Hawaiian Ministries.

In April the department created a new Commission on Congregational Development which was passed by the Diocesan Council as follows: *Resolved that the Diocesan Council establish a Congregational Development Commission to aid congregations in their progress from the maintenance to mission. Rational: This commission would have oversight of congregations receiving resource allocations and would provide diocesan support for churches of all sizes. The commission would encourage and enable laity and clergy to share in effective ministry by means such as expert consultation and training events both local and national. The kuleana of this commission would include, but not be limited to: promotion of five year planning cycles for congregations, small church conferences, Start Up Start Over follow up, and continuing church development education.*

In May and June the department addressed the concern of a potential Diocesan year-end deficit of approximately \$135,000. Allocations for all areas of the Mission Department budget were reviewed and adjusted where possible. Also from June through August, the department did the work necessary for preparing for the 2004 budget. To objectively evaluate the requests of Missions and Commissions, the department established Mission priorities. These were used to decide grant requests. They are:

- New (young) people discovering the Episcopal Church
- Visible in the community as the open-minded, justice-seeking, historically rooted Anglican church available for all people
- Congregations working together
- New church plants
- Creativity rewarded and nurtured

- Youth programs and activities for those 1 to 18 in every church
- Congregations revitalized
- Decentralized questioning, evaluating, trying new roles, moving outward into the community
- New leaders springing up, persevering in trying new ways of being the church.

The whole Diocesan Council adopted these priorities as the priorities for the 2004 budget.

The Mission Department has strived to respond to the Bishop's challenge to move our Diocese from Maintenance to Mission and to develop strategies and team work that would further that mission.

Submitted by the Rev. Carol M. Arney, Department Chair

Support Department

Alison M. Dingley, Chair; Keane Akao, James Beddingfield, John Decker, Ernest Knutsen, Joel Merchant, Ajuko Ueda, members; Peter Pereira, Staff.

The goal of the Support Department during this year was to enhance the stewardship of Diocesan resources and improve the functioning of Diocesan operations. The following comprise the Department's Action Plans for the year and its accomplishments:

1. **Manage the budget process:**
The Department reviewed the Diocesan balance sheet, income & expenses, and cash flow every quarter. This year we were particularly concerned with the effect of the low performing stock market on income from the portfolio. In May we recommended to Diocesan Council changes in the budget to compensate for an anticipated \$191,361 shortfall in income. With sacrifices by the Bishop's office and the other departments, Council re-balanced the budget in June with revised income projections. The Department recommended to Council to recommend to the Diocesan Convention that the 2004 budget be based on a congregational assessment rate of 22%. The Department assisted Diocesan Council in developing the 2004 budget to reflect the priorities of the Diocese as clearly as they have been discerned.
2. **Review the performance of the Diocesan Portfolio:**
We met with quarterly with Peter Backus, our investment consultant and with each of our four fund managers. After two rather flat quarters, the stock market began to improve during the spring. As of June 30, the Portfolio gained 9.21% for the year 2003. We approved revisions to our investment policies.
3. **Monitor the financial health of the Camp Mokule`ia:**
At least one member of the Support Department served as a member of the Camp's Board of Directors throughout the year and reported to the Department and to Council the progress the Camp was making at improving its finances and operations. The Camp will finish 2003 in the black and repay some of the funds the Diocese has extended to it. Work still needs to be done to clarify its relationship to the mission priorities of the Diocese.
4. **Oversee the transition of Lanakila from an intranet to a public Diocesan website:**
Sarah Moore met with the Department after she started her work as the Diocesan Communications Officer to inform us of the plans for that transition.
5. **Other items:**
 - At the request of the Formation Department the Support Department led a task group in developing fund raising guidelines for Diocesan Committees and Commissions as well as for missions and parishes. Those guidelines were approved at the July meeting of Diocesan Council.
 - The Department carried out its canonical responsibilities to review Diocesan real estate operations and make recommendations for the requests of congregations to initiate and refinance loans, to enter into contracts, and to buy or sell property.
 - The Department reviewed the recommendation of the Compensation Review Committee to increase the Clergy Minimum Compensation Schedule by 3.5% and recommended approval by Diocesan Convention. The Department did not recommend increasing the aggregate amount for the Bishop's staff.

Throughout the year the Department claimed God's abundance and attempted to exercise good stewardship of God's gifts to the Diocese of Hawaii.

Commission on Camps and Conferences

Ella Browning, Rev. Joe Carr, Linda Burnz, Bridget Hathaway and Gloria Cajigal.

The Commission's main program for the 2003 year was providing a Summer Youth Camp experience for elementary, middle school and high school students. The major theme for the program was "Growing with Jesus", a theme we wanted to strengthen from the previous year. The curriculum selected to implement this theme was one that had proven to be successful. It was written by Joseph P. Russell and Jacqueline Pratt. The curriculum was produced by the LeaderResources publication. The curriculum is based on C. S. Lewis's *The Lion, the Witch and the Wardrobe* story. The curriculum, "Aslan Is on the Move" invites participants to explore their relationship with God. Despite the many challenges of running a summer camp program, (from selecting dates that were not competing with summer schools, modified/year round school calendars, sport camps etc...) we did provide a successful program. The youth camp ran the following dates:

July 13-19 elementary to middle school
July 20 – 26 middle and high school

This year we were able to provide camp for 55 children and youth. Half of our campers came from the neighbor islands. The summer camp staff was made up of our island and mainland church youth leaders and adults. Many of the evaluations from the campers and staff expressed that the program was a positive journey for them. It was filled with joy and opportunities to grow in their relationship with God, their community and our island environment.

The commission is committed to continue to place youth programs as its top priority. This priority is reflective of the local and national church but the commission continues to struggle with how we can reach out to more of our youth and their families. After two years of evaluating our summer camp program, the commission has chosen to move toward a new direction and "model" that will not only provide a program for its youth but provide for more intergenerational experiences within the life of our church. By using this year's successful curriculum and researching what others are providing, the commission feels it can reach out to more children, youth, families and kapuna through the use of an intergenerational program that can assist us in our spiritual formation.

During this 2004 year, the commission plans to develop and implement an intergenerational program that could be lead by a trained coordinator and a team of leaders that would be available to each individual church. The idea would be much like the "Convent Players". This new model and program could be scheduled throughout the year allowing churches the flexibility in planning their calendar. The commission invites anyone interested in seeing this new idea or model explored to join us in this period of navigation into a new era.

Campus Ministry Commission

Chair: The Rev. Dale C. Hathaway; Members: Hazel Beh, Norma Chun, Amy Ono, Karen Sender, Rachel Secretario, Clyde Smith, Sandi Souza

The year 2002 brought us the dedication of our wonderful facility, the MacCray Center, located next to the UH campus in Manoa. It also brought the resignation of the diocese's ½ time campus minister. When the old and new members of the commission began meeting in 2003 there were 2 critical issues facing us: 1) completing the work on the physical plant and 2) searching for and hiring a campus missionary.

Already in 2002 a re-examination of the overall mission of our commission and been undertaken. On the basis of this vision, a job description for a new campus missionary was developed. Three candidates for the position were interviewed and a recommendation was submitted to the bishop. Before a hiring could take place, however, it became clear that the bishop was going to have to re-organize his staff as a result of the budgetary constraints of the 2004 budget. At the time of this writing it is still not clear whether or how a campus missionary position might be funded for 2004.

All of us on the commission, as well as others throughout the diocese, lament the fact that our fine MacCray Center has been so sadly under-utilized since its dedication. During the first half of the year the commission was counting on a newly hired campus missionary to begin programming and scheduling use of the building. Even before the hiring delay became evident, we tried to publicize the availability of the building and some groups began to schedule activities there. These activities included:

Open House last October, St. Mary's dinner for international students, Senior Blast in June, Office of the Bishop Staff Retreat and Planning Meeting.

Activities of Parish of St. Clement's were: vestry retreat, youth activity, movie night, Lenten Bible study, Newcomers' brunch, Dinner for youth confirmands and mentors. Regularly scheduled activities include: Young Adult meeting & Integrity Hawaii Eucharist, meeting and dinner.

In light of the uncertainty surrounding the hiring of a campus missionary, the attendance at the national campus ministers conference by our chair, Dale Hathaway, took on added importance. At the conference it became clear that around the country several things are common: a shortage of funding for campus ministry, the use of a variety of models for effecting ministry in higher education, and the search for a way to place campus ministry at the forefront of the church's mission.

The *traditional* model for doing campus ministry is reflected less and less across the country. Increasingly, alternative kinds of mission / ministry have been implemented Ecumenical partnerships and parish-based ministries are prominent. It is also clear that peer-based ministry should be fostered.

2003 Annual Report of the Christian Formation Commission

David B Caldwell, Chairperson, Tish Bailey, Eugenia Sitts, Jenny Wallace, Rebecca Williams

The Christian Formation Commission (CFC) works to bring training opportunities, for all persons, young and old, under one umbrella in order to better assist congregations determine and achieve their individual needs. The CFC oversees ongoing diocesan programs such as EFM, DOCC, Alpha, and Catechesis of the Good Shepherd. This coming year, the Spiritual Director's Program and EMOA (Episcopal Ministry on Aging) will also fall under the oversight of the commission. Training opportunities for each of those programs were offered this year, as well as scholarships for each congregation to attend the Honolulu Conference for Hawaiian Island Ministries. It is the intention of the CFC that every congregation within the diocese, regardless of size or budget, is able to avail itself of the full complement of Christian Formation resources provided throughout the diocese. The commission continues to explore seed programs, which fit the needs of diocesan congregations.

Mission Statement: The Committee, in conjunction with other diocesan groups, will offer opportunities for the equipping of local congregational leaders, of and for all ages.

Goals and Objectives:

I - To facilitate a network of people of all ages willing to share their stories.

The retreat held June 26-27, "Will our Faith Have Children?" was a sharing of information with the diocese of a national conference held in February in Chicago. It provided an opportunity for each congregation to share their stories, to solicit feedback, and to investigate new opportunities for formation using models both from outside and inside the diocese. The conference brought in Robyn Szoke, national Staff Officer for Children's Ministries and Christian Education as the keynote speaker, and Bishop Chang shared his experience as 'weaver' at the national conference. Highlights of the retreat included a youth 'Peace Camp' and a viewing of selections from the video created especially for the Chicago conference. The video is available from the national church for a nominal fee. As a result of the feedback from the retreat, the Christian Formation Commission is working to establish electronic access to program material in order to provide timely information of upcoming events, and material support for congregations.

II - To provide resources for congregations and other diocesan groups.

The curriculum brochure was revised for the June retreat identifying and summarizing various ecumenical formation programs. Copies were distributed to diocesan congregations. Books and videos were available for purchase at the June retreat. A resource table was available at Diocesan Convention, which included curriculum materials and books on formation. Those wishing more information on books and resources may contact any member of the commission.

III - To identify, publicize, and provide leadership training events

The CFC sponsored programs and provided financial support for various training events: Alpha in January, DOCC (Disciples of Christ in Community) in May, EFM (Education for Ministry) in May & June, and Catechesis of the Good Shepherd in June.

IV - To communicate and work with ministry groups beyond the Diocese of HI.

The commission continues to participate in the Western Episcopal Educator's meeting, which took place in November in the Diocese of Olympia. The CFC provided scholarships to people attending the regional ALPHA conference, which was held in Hawai'i.

Companion Diocese Relationship With Okinawa Commission

Jane Ibara, Chair, The Rev. David Kennedy, Barbara Maeshiro, Peter L'Orange, Sue Ann Wargo

December 2002 was the end of the three year companion diocese relationship with Okinawa, but at the 34th annual meeting of the Diocese of Hawai'i, the delegates passed the resolution to extend it until December 2005.

At the end of the 2002 year, some of the churches sent Christmas cards to the churches in Okinawa, and the church at the Airaku-en Leper Colony was especially touched and felt that it was remembered because of the visit there by the Hawai'i youth delegation in 2001.

In 2003, the major project was to plan, host and fund the visit of the Okinawa youth delegation. This was possible due to the partnership with the **Hawai'i Episcopal Youth Commission** who also contributed funds and the adult leadership. The members from Okinawa consisted of eight students, 13 to 16 years old, one university student who was the youth leader, the Rev. Kotaro Takara, chaplain, and Abeleth Kochi, advisor and interpreter. Nine Hawai'i students from Maui and Oahu, the Rev. John Millen, chaplain, Mrs. Cindy Liberato and Mrs. Lucille Tamura Caldwell advisors, joined the group and provided guidance for the mission. All activities and excursions were planned to give the youth meaningful spiritual and cultural experiences.

The first four nights were spent at the St. Stephen's Diocesan Retreat where the group bonded and had meaningful insights from their sharing. A visit was made to Maui, and the Church of the Good Shepard graciously hosted the group. Nine families on Maui and eight families on Oahu were host families for the group. The students didn't want to leave their new friends, and those who were at the farewell Eucharist and dinner at St. Luke's were witnesses to the excellent musical program and outpouring of emotions.

Bishop and Mrs. Chang, the staff of the Diocesan Office, Joyce Kim and the Episcopal Church Women who hosted the last dinner, the many host families, Good Shepherd and other churches on Maui, Camp Mokule'ia, Calvary, St. Clement's, St. Mary's, MacCray Center, St. Luke's, Sue Wargo of the Priory and Jenny Wallace of St. Andrew's who led the tours of their school and church, and many others are to be thanked for their support in making this mission possible and successful.

The Okinawa leaders are pleased that because of this Hawai'i-Okinawa Youth Mission, there is now a core of young people who may become future leaders of the church. Among the many comments in their evaluations, the participants said that this experience deepened their faith and became as the mission theme stated, *Alive in Christ*.

Plans for 2004 are pending, but if possible, more resource exchanges between the two dioceses can be done, and suggestions and information are always welcomed. Meanwhile, the Commission requests that the most important thing we all can do is to continue to pray for each other.

Commission on Continuing Education

Barbara Street, Carol Arney, Bennetta Evangelista, Pam Fern

The Mission of the Commission on Continuing Education is to administer the Continuing Education Program for Clergy and Lay Professionals and to encourage clergy lay professionals and lay leaders to seek ecclesiastical, professional and personal growth.

During 2002 we awarded 27 continuing education grants (17 to clergy, 6 to lay professionals, and 4 to lay leaders). We also publicized continuing education events and continued to improve the structure of the program and its associated forms. We will offer an event to explain the continuing education requirements to the lay professionals in the diocese during the fall of this year. Twenty-six clergy and lay professionals submitted reports indicating that they had met the continuing education requirements of the Diocese in 2002:

Carol Arney	Christ Church
B. Cass Bailey	St. Christopher's
Patton Boyle	St. Peter's
Joe Carr	Calvary
Lucille Caldwell	Office of the Bishop
Peter Champion	Emmanuel
Susan Champion	St. Andrew's Priory School
Richard S.O. Chang	Office of the Bishop
Nancy Conley	St. George's
Allison Dingley	St. Stephen's
Alison Finrock	Calvary
Robert Fitzpatrick	Office of the Bishop
Marvin Folz	Good Shepherd
Morley Frech	Trinity-by the-Sea
Dale Hathaway	St. Mary's
Lance Horne	St. George's
Gerhard Laun	St. Elizabeth's
Ann McElligott	St. Andrew's
Jeanette Meyers	Holy Apostles
David Moore	Iolani School
Peter Pereira	Office of the Bishop
Lynnete G. Shaefer	Grace Church
Nancy Tourk	St. James'
John Turner	St. Jude's
Ajuko Ueda	St. John's by the Sea
Tom Van Culin	St. Matthew's
Liz Zivznov	St. Clement's

We offer each of them our sincere congratulations and gratitude for their efforts in pursuing religious, professional and personal growth. Their congregations are also thanked for the support they provided for these educational endeavors. Our hope is that participants will indeed find themselves better equipped to meet the demands of their individual ministries.

Commission on Diversity

Emily Hawkins, Zeny Cabading, Cecilia Fordham, Jane Ibara, Ajuko Ueda (through February), Lucille Caldwell, staff

The commission's purpose is to create dialogue on racism, to facilitate respect for diversity and to promote healing, reconciliation and transformation in the church's members and institutions. We are the body that works toward fulfilling the mandate of the national church, reaffirmed at this year's national convention, that all leaders of the church, at all levels, must receive anti-racism training. In December 2002 Fr. Brian Grieves visited with the commission to share thoughts about anti-racism training at the national level. One member of the commission has yet to receive training while another lacks a single session to become a trainer.

In January the commission began planning for two separate activities. As a response to feedback received about the commission's presentations in 2002 in which participants indicated a need for similar presentations at the regional or congregation level, we began to pull together materials presented by Cecilia Fordham, Emily Hawkins, and Lucille Caldwell. Ajuko Ueda was to coordinate the materials and prepare the flyer for this project. This project was tabled when Ajuko was called to a church in Japan.

So that more training in diversity issues could reach the broadest audience possible, the commission had earlier begun the task of securing a recognized leader to speak to the entire diocese. A visit from Eric Law, an Episcopal priest from California and internationally known consultant on multiculturalism, was secured for the lay leaders conference in February 2004 and the following week when he would speak to groups on the neighbor islands. Preparation began with the commission members reading or rereading his books The Wolf Shall Dwell With The Lamb, The Bush was Blazing but not Consumed, and Inclusion: Making Room for Grace. Discussion of the first two books was followed by a search for coordinators on the neighbor islands, but in September a decision was made to replace the lay leaders conference with participation in the Hawaiian Islands Ministry conference. Eric Law's visit will need to be rescheduled. The commission is going ahead with planning for these visits on all of the islands, and will proceed once dates have been secured. His book The Wolf Shall Dwell With The Lamb is being sent to all ministers.

During this past year some have raised questions about Diversity. It might be helpful to know that two years ago our name was changed from the Commission on Anti-racism to the Commission on Diversity to acknowledge that while racism may be the most pervasive factor in inequitable systems within the church, there are also other cultural, sex and age factors. The commission is sponsoring an information table at the 2003 convention to both inform and receive input from attendees about our role and any assistance that we can provide.

Respectfully submitted,
Emily Hawkins, Chair

E.M.O.A (Episcopal Ministry on Aging)

**The Rev. Gerhard H. Laun, Chair; Mr. Edward Coan, Mr. Bill Lum,
Mr. Jim Thomas, Ms. Jackie Wiggins, Mrs. Grace Wong.**

E.M.O.A.'s *Mission* is to acknowledge and support the gifts and ministries of our valued Seniors in our congregations and on the diocesan level.

In the past, there have been two primary venues for us to recognize our Seniors—to wit, *Age in Action Sunday*, usually observed by our congregations during the month of June, and the *Makule E Akamai Award* given by Bishop Richard S.O. Chang to those nominated for special recognition by their congregations. The response to the nominations for the *Makule E Akamai Award* has been impressive these past several years. More than half of the congregations in Hawaii have made the effort to recognize a valued Senior member.

Due to budgetary constraints, we have not had a board meeting during 2003 in order to plan additional events, such as informational meetings about Long-Term Care and End-of-Life issues on several islands.

I would be remiss in my duties if I did not recognize Mrs. Jackie Wiggins, a member of the board, for all the support she has given me. Too, it has been a joy and a delight to work with Ms. Lucille Caldwell, our guardian angel and advocate in the Bishop's Office.

Respectfully submitted
The Reverend Gerhard Laun, Chair
E.M.O.A. Board

Episcopal Relief and Development Fund

October 2003

Dear Sisters and Brothers in Christ,

Share the Excitement....2002 was a turning point for ERDF (Episcopal Relief and Development Fund) in our diocese. ERDF in Hawaii went from a one person operation to a committee of four, very unique and excited individuals. The members on the committee are The Rev. George Lee, Amado Yoro, Sylvia Rowland and Derrick Shimabukuro. We represent four different congregations in Honolulu. We want to expand, and would enjoy participation from other congregations throughout the Hawaii. The ideas from our committee is exciting and thinking "outside of the box" and we can only make it happen when you join us in one of our quarterly meetings.

In 2002 our contributions to ERDF nationally, have increased tremendously, due to the support of the diocese the work of the committee, and our Bishop. We are planning a website for our Hawaii operations, we have two fundraisers planned, and numerous ideas on how to reach out to others. We want to spread the good news of the Gospel to others, through ERDF. We know that we can do it and want you to be a part of it? Won't you join us? You can meet us at our wonderful, informative display. Please enjoy the "goodies" the pass out material and the genuine fellowship with other committee members.

Evangelism Commission

The Rev. B. Cass Bailey, Chair; the Rev. Dale Hathaway; Ms. Kala Holden; the Rev. Lance Horne; Ms. Lei Kalipi; Ms. Betty O'Brian; Mr. Peter Wu

I. Overview

The Evangelism Commission of the diocese continued to build on the foundational steps initiated in 2002. We continued to work on a comprehensive revitalization plan for parishes that want to align their structures toward a missionary outlook. The overall plan would work with three to five parishes on a voluntary basis to assist in developing and implementing a plan of redevelopment with an evangelistic focus.

The Commission put on hold the further development of its strategic plan in light of the formation and work of the Diocesan Strategic Planning Taskforce. It is anticipated that once the Taskforce develops its plan the Evangelism Commission would have a significant role.

II. Programs

The Evangelism Commission was directly involved in the following activities through both human and financial resource support.

Telling Your Story Workshops: This is a workshop of basic skills to assist in sharing one's faith journey with others. The presentation is based on the Contagious Christian program developed by Willow Creek Community Church. Three presentations were given since our last report.

Revival: The Commission supported a revival sponsored by the Windward Region. The focus of the three day event was prayer. The revival was well attended and is viewed as a beneficial rudimentary step to enable Episcopalians to joyously embrace their faith and share it with others.

Clear Vision Presentations: In 2002 the commission made it possible for ten individuals from the diocese to attend The Clear Vision of One Church Conference sponsored by the dioceses of Texas, Southern Ohio, and Virginia. Three Presentations were shared with diocesan leadership and the Strategic Planning Taskforce on what was learned and challenges for the diocese.

St. George's Music System: The Commission was able to assist St. George's in the purchase of a music and sound system particularly designed for small churches who struggle with the ability to resource a professional music staff.

Small Church Leaders Workshop: Representative of the National Church were invited to return to Hawaii to follow-up a workshop presented in 2002. This workshop, which is especially designed for small churches (under 75 Average Sunday Attendance), will provide an opportunity to pursue in dept and practical strategies for health and mission.

Commission on Hawai'i Episcopal Youth

Mrs. Cindy Liberato, Chair, Mrs. Gloria Cajigal, Mr. Gary Lewis, Mrs. Celeste McVeigh, Ms. Nancy Tourk

The HEY Commission has worked hard this year to provide the youth of the Diocese with opportunities to explore their faith. The Commission has also been engaged in training adults in ways better to minister to youth in Hawai'i.

New Beginnings #5, under the direction of The Rev. Joe Carr and Celeste McVeigh, took place in November at Camp Mokuleia. Although the Commission is not directly involved in planning this weekend, many of the Commission members continue to take on active leadership roles in this event. The weekend, like previous weekends, was a success with many young lives touched by the Holy Spirit.

In December of 2002, the Commission led the Senior High Retreat for those youth in high school. This event is always a joyous time with many youth in attendance. The weekend was focused on the Holy Spirit: Youth and adults alike came out of the retreat with a new understanding of the Holy Spirit's works in their daily lives.

With the success of the Senior High Retreats in the past few years, the Commission decided a retreat for Junior High students would be beneficial. In January of last year, this became a reality. Junior High youth came from around the state to partake in a weekend entitled "Treasures in Clay Jars." The retreat was well received.

Happenings #15 for youth in the 10th-12th grades took place in February. Josh Delacruz and Celeste McVeigh, with their team of youth leaders, were responsible for making this event a God-filled weekend.

In March, a youth leadership cruise on the Rapture Exploration Ship was scheduled. This event was designed to give our youth an opportunity to be with one another while learning how to be effective peer mentors. Due to the breakout of war in the Middle East during the scheduled event, the trip had to be postponed. Rapture Exploration Ship has been rescheduled for March 2004 under the direction of The Rev. David Moore, chaplain at Iolani. One youth and one adult from each congregation are invited to participate.

Finally in September the Commission put on a daylong training event for adults who work with youth called, "New Wineskins for Hawai'i." The purpose of this training event was to equip adults with some new models for their church youth programs. Those who attended also had an opportunity to swap ideas with each other.

The Commission is to continuing these events in 2004. However, our focus has shifted. To make youth ministry a reality in our churches, we believe much more work must be done on the church level. This year at General Convention the Convention called on each congregation and diocese to make youth ministry an intricate part of their ministries. Our own Diocesan Council repeated this call for youth ministry. In the next year we will be working to find ways to bring youth ministry to the local churches. Although, the retreats that HEY Commission sponsors will continue for years to come, our main function will shift to working with individual congregations. We look forward to working on this pledge for the upcoming year.

Commission On Multicultural Ministries

Mimi Wu, Chair; Randolph Albano; Denise DeCosta; Roger Evangelista; Mi Sun Hong; Edean Iwanaga; Mary Jane Pascual; Hatsune Sekimura; Robert Fitzpatrick (Bishop's Staff)

Mission statement: To affirm, enrich and nurture the different cultures within the congregations of the Episcopal Church and in the community in serving one body in Christ through programs and shared ministry.

The Commission held a cultural fellowship dinner at Saint Timothy's Church on December 13, 2002. In attendance were representatives of parishes and missions in the Diocese, former members of the now disbanded Hawaii Episcopal Pacific-Asiamerica Ministries and members of the national Episcopal Asiamerican Ministries Council. The Commission honored the Reverend Winston Ching who retired as the Executive Officer of the EAM and is a "son" of the Diocese.

The Commission held an orientation workshop at Saint Luke's Church on June 28, 2003 to help clergy and others who are new to the Diocese. Pualani Hopkins introduced the participants to Hawaiian culture; Joyce Kim and Darl Kim spoke about Korean values; Randy Albano and Roger Evangelista shared practices of the Filipino Community; Lance Horne talked about 'Life in uniform'; and Hollis Wright reflected on 'Growing Up In Hawaii'. The purpose of the workshop is aid those new to the islands in understanding the context for mission and ministry in our multi-cultural environment. The all day program was informative and enjoyed by all.

The Commission sent Randy Albano and Mimi Wu to the Episcopal Asiamerica Ministry Consultation held in Minneapolis on July 28 to August 1. During the opening dinner, a video was shown about Li Tim Oi, the first woman to priesthood in the Anglican Communion. The delegates participated in a workshop featuring Community Organizing - how to utilize community organizing to grow our churches. The attendees were also able to attend some of the activities at the General Convention. They visited the House of Bishops, the House of Deputies, and saw displays and exhibits.

Future goals of the Commission include the creation of a congregation-based effort to start a ministry to Spanish speaking people. We are exploring how we might also reach other long ignored new groups and bring them into the Episcopal Church. We also plan on aiding congregations to become consciously multi-cultural – including multi-lingual – in order to reach non-English speaking population in their local communities. We seek to help congregations consciously evangelize the unchurched newcomer to their midst. Unlike the Diversity Commission whose mission is largely defined by the several anti-racism mandates of General Convention, the role of this Commission is directly related to evangelistic and congregational development efforts to reach unchurched populations who are new to our Diocese.

The Commission's activities for 2004:

- Train congregations to reach out to new populations and to bring others into the body of Christ through multicultural worship.
- Hold workshops to aid clergy and staff who are new to the Islands.
- Participate in EAM Consultation and Convocation.

COMMISSION ON NATIVE HAWAIIAN MINISTRY

Mahi Beimes and Linda Sproat, co-conveners; Rev. Darrow Aiona, Mokihana Arce, Malcolm Chun, Melanie Holt, Robert Kekuna, Julia Keliikuli-Peters, Pat Trask.

In January, the Commission on Native Hawaiian Ministry (CONHM) sent a delegation of 2 youth (Christine Peters from Grace Church on Molokai and Joey Padeken from St. John's by the Sea Church in Kahalu'u) and 2 adults (Sandy Padeken from St. John's by the Sea and Mokihana Arce from Grace Church) to WINTER TALK XV in Oklahoma City, where they participated, alongside other indigenous Native Americans, in training courses sponsored (for a fee) by the Indigenous Theological Training Institute (ITTI) and the Office of Native American Ministries in New York. Delegates participating received certification for the training.

Then in the spring, five members of our commission represented the Diocese of Hawaii and CONHM at the 8th Anglican Indigenous Network (AIN) gathering in Rotorua, Aotearoa, New Zealand. Presiding over this conference was CONHM's own Malcolm Naea Chun, who had been elected Secretary-General of AIN at the previous conference in Cairnes, Australia, in September 2001. Hosting the gathering, which was to focus on issues regarding CLERGY, the ELDERLY, WOMEN, YOUTH, and EDUCATION, was the Rt. Rev. Whakahuihui Vercoe, Bishop of A'otearoa. Also present at the head table was Archdeacon Taimalelagi Tuatagaloa Matalavea, who is the Anglican Observer to the United Nations. Sending their official greetings were the Secretary General of the Anglican Consultative Council, the Rev. Canon John L. Peterson, as well as the Presiding Bishop and Primate of the Episcopal Church of the United States of America, the Rt. Rev. Frank T. Griswold. Our commission representatives included Rev. Darrow Aiona - clergy, Mokihana Arce - women, Mahi Beimes - training and education, and Linda Sproat - elders (kupuna). Unfortunately, due to the declaration of war with Iraq, our youth delegate from Molokai cancelled out at the very last minute. Also travelling with us was David Sproat, who was our all-around support crew, providing us with transportation, food, and musical accompaniment, as well as solace. Networking with the indigenous peoples from the United States (Native American), Canada (First Peoples), Australia (Aborigines from Torres Island Straits), and A'otearoa, New Zealand (Maori) was such an enriching and rewarding experience. Everyone left with a much stronger sense of "connection" with the other indigenous delegates from the Anglican Communion in the Pacific Rim. We in CONHM shared our spirit of aloha and our sense of 'ohana. A special bonus was that Malcolm was also able to gift Bishop Vercoe and his bishopric with the very first issue of the beautifully-bound Hawaiian translation of the Gospel, which Malcolm had just gotten back from the printers, and which our delegation used in one of the services which we conducted for the gathering. Maika'i.

We welcomed two new members to our commission this year - Ms. Melanie Holt from O'ahu and Ms. Julia Keliikuli-Peters from Molokai.

CONHM is still working on updating our Directory of Native Hawaiian Episcopalians in this diocese. We need to postpone plans to print the daily offices and psalms in modern orthography until 2004, due to time constraints and budget cuts this year.

STEWARDSHIP COMMISSION

Convener: Robert Fitzpatrick/ Chair: Mary Schulz - Dewey Allen, Charlotte Holmes, Pamela McCoy, Jeannette Myers, Chan Rowe, Nancy Rowe, Amado Yoro

Following the 2002 convention, late responses from the nominees resulted in a delay of the first meeting until March, 2003. Since that time:

- a. The commission was re-established
- b. Training was instituted for new members.
- c. Budget was prepared for the years 2004 to 2006
- d. Speaker expenses and road show costs were discussed.
- f. Guests to our meeting: Sara Moore, Communications and Development Officer, and Marilyn Whiting, Planned Giving, discussed their relationship to our efforts.
- g. Commission members, Mary Schulz, Charlotte Holmes, and Amado Yoro, attended the Inventing the Wheel Conference in Houston, Texas. This was reported to other members of the commission.
- h. The Nuts & Bolts Conference, scheduled for September 27th, '03, at St. George's Church in Honolulu. Speakers have been arranged. Two airline coupons will be issued to each parish participating.

Sr. Jose Hobday, Franciscan nun from New Mexico, is confirmed for the Stewardship roadshow. The dates will be April 24 through May 8, '04.

Mary Schulz
Chairman

Young Adult Commission

MISSION

To reach out to young adults in the Episcopal Diocese of Hawai'i by initiating conversations, ministering to spiritual needs, and facilitating fellowship both at the parish and diocesan level.

OVERVIEW

The Young Adult Commission of the Episcopal Diocese of Hawai'i is was tasked by Bishop Richard Chang to address the issues related to young adults and the Episcopal Church. The need for such a commission began as parishes started to see dwindling populations of young adults in the pews.

The young adult experience is a time of discovery and exploration. Young adults are looking for answers that will help them cope and survive busy schedules and worldly issues. Young adults are faced with the challenges of making life decisions that will shape the course of their future. Decisions such as colleges, careers, relationships and marriage, having children/starting a family, buying a home and caring for aging parents are just some of the issues that make up the daily concerns of young adults. For many it is the first time that they'll have to answer these challenges on their own.

Another predominant characteristic today is that young adults are unchurched. Unlike past generations of young adults, many of today's young adults have no experience with the church. This makes reaching these individuals an additional challenge due to having no underlying foundation of the church. Another resounding fact is that the number of young adult clergy in U.S. is roughly less than 300. That equates to 6 per state (in Hawai'i there are none). The future of the church is in question as less young adults fill congregations.

Therefore, with all the decisions that young adults are faced to make they yearn for spiritual guidance. Often times this aspect is completely lacking, as the church is almost "competing" for young adult time. Therefore, it is critical that the Young Adult Commission identify those spiritual needs to help young adults grow in their relationship with Christ by:

- 1) Developing a network of young adults on all islands and in all parishes.
- 2) Supporting parishes and missions in their support to young adult ministry.
- 3) Provide diocesan level programs that focus primarily on spiritual ministry and coping spiritually with social justice issues.

Since calendar year 2002, the Young Adult Commission has worked to develop a plan that will feasibly work to attain the goals of the commission. A core group of devoted committee members have vowed to implement strategies to attain this goal. At the Diocesan level, the commission has been in full support of VOCARE (young adult Spiritual weekend) and regional fellowship times devoted to young adults and young adult issues.

Along with its continued support of VOCARE and fellowship times, the young adult commission will continue to grow its network on all islands and in all parishes. This network will serve as a vital tool to bridge the gaps that exist between young adults and the rest of the church. In order to do so, creative partnerships will be created with other commissions and parishes – supporting joint events to keep costs down. Joint ventures, for example, between Campus Ministry, Hawaii Episcopal Youth, Camps and Conference and partnership with other parishes will be pursued. This support at the "grass-roots" level will foster the initial conversations and spiritual growth and bridge any open gaps within the church.

CONCLUSION

The Young Adult Commission, appointed by Bishop Chang was mandated to examine the needs of young adults at its current manifestation and recommend and implement the infrastructure to support this ministry. The commission is mindful, however, that because the young adult ministry is just one facet of the total diocesan ministry, it's expanded its scope to incorporate and coordinate various other diocesan ministries. The commission is strong in its stance that young adult ministry be considered as a vital ministry of this diocese.

Report of the Historiographer
35th Diocesan Convention of the Episcopal Church in Hawai'i
Stuart W.H. Ching, Historiographer

Status of Archival Holdings

The Church's archival holdings continue to be stored in a secured and climate-controlled environment at Crown Pacific in Mililani, O'ahu. Retrieval and viewing of records is done by special request. Planning efforts continue in finding a permanent home for the church's archival records.

Collection Development

The diocesan archives continues to accept materials related to internal church organizations and parishes throughout the diocese. Primary source material, such as photographs, correspondence and manuscripts, and secondary source material, in the form of published works, have been added to the collection.

Acquisitions

Gift from the estate of The Rev. Kenneth Perkins:

Panoramic photographs of Convention attendees in 1931, 1960 and 1969

Assorted smaller photographs of various events, 1980-1988

1933 *Ka Moolelo o Iolani* yearbook

Issues of *Hawaiian Church Chronicle*, 1932-1939

Historical booklets on individual parishes

Miscellaneous papers and correspondence

Transferred from *Hawaiian Church Chronicle*:

Back issues of *Hawaiian Church Chronicle*

Episcopal News Service photographs

Public Reference

The Historiographer continues to provide reference service to the church's archival collections. Fifteen reference requests were received this past year. Of that number, ten requests came in via email and five by phone. The majority of requests were for genealogical information, while the remaining were for general church or parish histories. Patrons were referred to individual parishes when it was found that these parishes still retained their early registers; or to more publicly accessible repositories such as Bishop Museum Archives, Hamilton Library or Hawai'i State Library.

This report faithfully submitted by:

Stuart W. H. Ching
Historiographer

REGISTRAR'S REPORT TO THE 2003 ANNUAL MEETING OF THE CONVENTION OF THE DIOCESE OF HAWAII

THE CANONS OF THE DIOCESE OF HAWAII DEFINE THE DUTIES OF THE REGISTRAR AS THE ONE WHO RECEIVES AND PRESERVES FOR SAFE-KEEPING THE JOURNALS OF THE GENERAL CONVENTION AND OF THE DIOCESAN CONVENTION AS WELL AS THE PARISH REGISTERS AND THE DOCUMENTS OF THE DIOCESAN COUNCIL AND THE STANDING COMMITTEE

The records and meeting minutes of the Diocesan Council and the Standing Committee are in good order and reflect positively on the labors of love of the Secretaries or Assistant Secretaries of the canonical bodies. Committee and department reports are in writing, as are the reports of diocesan staff. The written reports are all attached to the meeting minutes.

The minutes clearly identify the names of the recording secretaries. The minutes ought to be signed, however. In view of the fact that minutes of meetings are e-mailed as attachments to the Bishop's Office, signatures may be more difficult to obtain after the fact than in the past when the typed minutes were mailed or hand-delivered.

I have enjoyed working with the staff in the Bishop's Office, especially with Ms. Marie Elesarke, my contact person, during my four-year term as Registrar.

Respectfully submitted,
The Reverend Gerhard Laun, Registrar

The Canon to the Ordinary

The Reverend Canon Robert L. Fitzpatrick

This past year has been marked by the development of my ministry from Canon Missioner to Canon to the Ordinary. Though the title change took effect just before the Bishop's sabbatical during the summer of 2002, the impact of the change became evident to me this past year. As a staff person in the office of the Bishop and especially as Canon to the Ordinary, my ministry to the Diocese of Hawai'i is primarily in support of the Bishop and encouraging his ministry. Bishop Chang has proved to be most supportive, and open to discussion, challenge and constructive disagreement.

For the Bishop, I have been regularly called upon to represent him at church and community events. These have included such things as a meeting at the mayor's office regarding signs and city ordinances, a discussion with denominational judicatories on Native Hawaiian issues and meetings with the Lutheran Bishop on shared ministries. In the Bishop's absence, I am called upon to address administrative and diocesan questions and concerns. I have also been called upon to act as liaison within the staff. The Bishop has likened my role to that of an "executive officer" in the military. With the Bishop's Assistant, Tiare Ono, doing a commendable job of freeing him from day-to-day office oversight and with the entire Bishop's office staff acting as one team, my hope is that my ministry allows the Bishop to be fully available to and engaged with his congregations and clergy.

My greatest joy is the work I do directly with congregations either in deployment during clergy searches or in consultations. As I look over my calendar, on average, I am with a vestry, bishop's committee or search task force nearly twice each week. I have noted a marked increase in congregations doing mutual ministry reviews and long range planning. Unfortunately, I am also called upon in times of conflict and crises. My role in such situations is that of mediator and clarifier. After my direct service to the Bishop, my primary responsibility is to aid congregations in becoming healthy, holy and whole that they might effectively engage God's mission in fulfilling the Great Commission. I urge all congregations to take part in self-evaluation, vision casting and the setting of goals for ministry. In my ministry to congregations, I am, of course, often called upon to consult and counsel with clergy. By telephone or in person, I talk to an average of three clergy a day regarding their vocations and to answer ministry related questions. The well being of our clergy directly impacts the strength of our congregations. This Diocese is blessed to have outstanding clergy. I am honored to serve with the priests and deacons God has called to ministry here in Hawai'i.

My ministry as a staff person with responsibilities for the Commission on Ministry, the Mission Department of Diocesan Council and the Commissions under the oversight of the Mission Department has become increasing secondary because of the able leadership and independence of those bodies. The primary role of the staff of the office of the Bishop is to aid such bodies to fulfill the vision and priorities for the Diocese as set forth by the Bishop, Diocesan Convention and Diocesan Council. As a part of job description as Canon to the Ordinary, I continue to serve as Priest-in-Charge of St. Luke's Church, Honolulu. As a priest called to specifically to "share in the councils of the Church," I was honored to serve as the chair of our diocesan deputation to the General Convention this past summer in Minneapolis.

Communications and Development Officer, Episcopal Diocese of Hawaii

Sarah T. Moore (10/03)

On April 1, I began as a staff member for the Office of the Bishop. Quickly I was immersed in new relationships and opportunities throughout the state to learn, listen, and talk about the Episcopal Church and its presence in Hawaii. I spent much of August as a member of the Episcopal News Service team at the General Convention of the Episcopal Church in Minneapolis.

Employed part-time, I share an office with the diocesan Program Officer, Lucille Caldwell. Typically, I am at the diocesan office on Tuesdays and as meetings require. Otherwise I work from a home office in Kailua.

Key areas of responsibility include being editor of the *Hawaiian Church Chronicle*, (published 10 times a year, in partnership with *Episcopal Life*, and sent free to each member of all the Episcopal churches in Hawaii), promoting diocesan planned giving programs, managing diocesan communication programs, including public affairs and web content management, and serving as the bishop's press officer.

To date I have edited six issues of the *Chronicle*, and am working to expand content, add color, and eventually redesign. Elizabeth House continues to do layout. Circulation lists were updated in August. This alone will save us thousands of dollars in next year's budget and help the diocese accurately know our membership.

Electronic communications and computer hardware took central attention upon my arrival. The diocese has entered into a new partnership with Tedd Landgraf at St. Andrew's Priory School computer department. Tedd streamlined the in-house systems and helped the office simplify. Tested over the summer and now in place is new staff email and web address: **episcopalhawaii.org**. The new system takes advantage of lower costs of networking hardware and software and brings significant monthly savings to the diocese's operation and maintenance.

The previously designed website is now hosted by a new server company, TierraNet.org. Roxanne Birch continues to volunteer to post content as provided her by this office. We are in conversation with a web developer to design a new website in 2004. I have used the past six months to establish a relationship and lay the groundwork for such an undertaking, which includes talking and listening to people and groups. I met with administrative assistants and secretaries at their annual September meeting to begin web content discussion with that important group. I discussed web strategy with the diocesan staff, members of the 2003 communications committee of the diocesan council, and representatives from young adults.

Planned giving is taking a secondary focus as I gather information and discern what areas need to be developed. Veteran fundraiser Marilyn Whiting has volunteered time and expertise to help plan and implement strategy for a program for the diocese. Such work may begin with target congregations in 2004.

PROGRAM OFFICER'S REPORT

LUCILLE S. CALDWELL

My ministry as the Program Officer of the diocese is to enable and to empower all ministers of the Church by serving as a staff member to the Formation Department, and various committees and commissions, and as a resource to our missions and parishes, Province VIII, and the national church.

Commissions, Departments, and Committees: I continue to serve as a staff and resource person for the Diocesan Council, Formation Department, Commission on Episcopal Schools, Convention Steering Committee, Commission on Camps and Conferences, Commission on Campus Ministry, Commission on Christian Formation, Commission on Continuing Education, Commission on Diversity, Hawai'i Program for Formation of Spiritual Directors and Episcopal Church Women. This summer I was also engaged in the coordination and execution of "*Alive in Christ*," the Hawai'i-Okinawa youth mission in our diocese.

In addition, Eucharistic Minister and Eucharistic Visitors, formerly known as LEM I & II, trainings were held on Maui and Oahu by the Rev. Ricky Melchor. As in the past, these trainings will continue on each island.

Training for Sexual Misconduct Awareness was offered in the spring and another session is scheduled for fall. Scheduled training for trainers for each island is the next step. This will enable each island to provide its training as needed. Currently, a Child Abuse Awareness session for Maui is scheduled. I thank Wayne Yoshigai, Esq. and Connie Santana, MSW for their dedication and commitment for this ministry.

Each of the commissions/committees re-visited and, if necessary, revised its mission statement to be consistent with the ministry statement and objectives of the Formation Department (see Formation Department Report). Formation events or trainings were provided by each of the commissions based on its mission statement and objectives.

One of my goals for this year is to visit and work with congregations in Christian Formation, and I elected to visit some of the neighbor island congregations. My purposes are to share the resources available in our congregations, as well as in the diocese and wider church.

Grateful thanksgivings to the many lay and clergy for their dedication and commitment in their ministries; to Rev. Morley Frech for his leadership in the Formation Department, to the chairs and members of the department and commissions/committees, to the staff of the Office of the Bishop who continue to support and assist me in my ministry, to Marie Elesarke for her faithful service and to our volunteers, Gina Perkins and Patsy Ching.

Respectfully submitted,

Lucille S. Caldwell

REPORT FROM THE COMMISSION ON MINISTRY TO THE 35TH ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF HAWAI'I REGARDING THE RESOLUTION ENTITLED "CANONS TO DEFINE ROLES, AUTHORITY AND ACCOUNTABILTY OF INTERIM PRIEST/VICAR AND PRIEST-IN-CHARGE."

John Hawkins, Chair; Beverly Amjadi; Elizabeth Beasley; Frank Chun; Robert DeWolfe; Polly Hilsabeck; Arthur Kusumoto; and Robert Verrey.

The 34th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i tasked the Commission on Ministry as follows:

BE IT RESOLVED: That the 34th Annual Meeting of the Convention of the Diocese of Hawai'i direct the Commission on Ministry draft guidelines and/or draft Canon(s) articulating the roles, authorities and accountabilities of Interim Rectors/Vicars and Priests-in-Charge to present to the 35th Convention.

The Commission on Ministry recommends no action regarding this resolution. The following revision in the national canons makes any action by this Annual Convention unnecessary:

Canon III.9.3.b

Priests-in-Charge. After consultation with the Vestry, the Bishop may appoint a Priest to serve as Priest-in-Charge of any congregation in which there is no Rector. In such congregations, the Priest-in-Charge shall exercise the duties of Rector outlined in Canon III.9.4 subject to the authority of the Bishop.

For clarification, it shall be the policy of the Office of the Bishop that:

1. The Bishop in consultation with the Vestry may appoint a Priest as "Priest-in-Charge" of a Parish as defined in Canon III.9.3. A Priest-in-Charge can be considered for the office of Rector of the Parish by mutual agreement of the Priest, the Vestry and the Bishop. The duties of the Priest-in-Charge shall be clearly stated in a letter of agreement between the Priest and the Vestry and approved by the Bishop before the Bishop will make such an appointment.
2. The Bishop in consultation with the Vestry may appoint a Priest as "Interim Rector" of a Parish with duties usually including those defined in Canon III.9.3. An Interim Rector shall not be considered for the office of Rector of the Parish. The duties of the Interim Rector shall be clearly stated in a letter of agreement between the Priest and the Vestry and approved by the Bishop before the Bishop will make such an appointment.
3. The Bishop in consultation with the Vestry may appoint a Priest as "Assigned Supply Priest" of a Parish. An Assigned Supply Priest shall not be considered for the office of Rector of the Parish. The duties of the Assigned Supply Priest shall be limited to sacramental and pastoral functions as clearly stated in a letter of agreement between the Priest and the Vestry and approved by the Bishop before the Bishop will make such an appointment. The provisions of Canon III.9.3 do not apply to an "Assigned Supply Priest."
4. The status of a Priest may be changed from "Interim Rector" to "Priest-in-Charge" by mutual agreement of the Priest, the Vestry and the Bishop.
5. When there is no Vicar, a Priest by whatever title selected by the Bishop may be appointed to minister with a Mission congregation at the discretion and under the direction of the Bishop and, therefore, functions according to the duties clearly stated in the required letter of agreement between the Priest, the Bishop's Committee and the Bishop.

The Commission commends this policy and urges no other action at this time.

SECTION V

Official Clergy List

OFFICIAL CLERGY LIST

Canonically resident in the Diocese of Hawai'i in the order of their residence, which is prefixed, with the order of their ordination to the diaconate, which is affixed, from January 1, 1954 through October 1, 2003

<u>ACTIVE</u>		<u>DATE OF ORDINATION</u>
1963	The Rev. Darrow L.K. Aiona St. Mark's Episcopal Church 539 Kapahulu Avenue Honolulu, HI 96815	1963
1966	The Rt. Rev. Richard S.O. Chang The Episcopal Diocese of Hawai'i 229 Queen Emma Square Honolulu, HI 96813	1966
1968	The Rev. Franklin S.H. Chun Church of the Epiphany 1041 10th Avenue Honolulu, HI 96816	1968
1971	The Rev. Richard E. Winkler, Jr. 202 Pin Oak Drive Harker Heights, TX 76543	1971
1972	The Rev. Canon Brian J. Grieves The Episcopal Church Center 815 Second Avenue New York, NY 10017	1972
1973	The Rev. Imo S. Tiapula P.O. Box 2030 Pago Pago, American Samoa 96799	1971
1974	The Rev. Jan C. Rudinoff St. Michael and All Angels Episcopal Church P.O. Box 572 Lihue, HI 96766	1972
1975	The Rev. Vincent dePaul O'Neill St. Timothy's Episcopal Church 98-939 Moanalua Road Aiea, HI 96701	1964

1977	The Rev. Lynette G. Schaefer Grace Episcopal Church P.O. Box 157 Hoolehua, HI 96729	1977
1979	The Rev. Heather M. Mueller-Fitch St. John's Episcopal Church 8992 Kula Highway Kula, HI 96790	1979
1979	The Rev. Morley E. Frech, Jr. Trinity Church By-The-Sea P.O. Box 813 Kihei, HI 96753	1973
1983	The Rev. Linda A.L. Sutherland Deacon, St. Michael & All Angels P.O. Box 978 Lawai, HI 96765	1983
1983	The Rev. Eleanore G. Akina Deacon, Emmanuel Episcopal Church 1237 Mokulua Drive Kailua, HI 96734	1983
1983	The Rev. John A. Holmes Deacon, Church of the Holy Apostles 107 Koula Street Hilo, HI 96720	1983
1983	The Rev. Dorothy M. Nakatsuji Deacon, Parish of St. Clement 1725 Fern Street Honolulu, HI 96826	1983
1985	The Rev. Jeanne B. Grant Deacon 2030 Acoma Drive Cottonwood, AZ 86326	1985
1985	The Rev. John F. Hanley Deacon 6875 S.W. 68th Avenue Portland, OR 97223	1985
1985	The Rev. David J. Baar P.O. Box 427 Kula, HI 96790	1962

1985	The Rev. Edith Sewell Deacon 18755 West Bernardo Drive #1217 San Diego, CA 92127	1985
1985	The Rev. Linda J. Neal Deacon P.O. Box 159 Brookings, OR 97415-0016	1985
1985	The Rev. Roger F. Wise Seamen's Center St. John's Episcopal Church P.O. Box 23003 Ketchikan, AK 99901	1985
1986	The Rev. Alison M. Dingley St. Stephen's Episcopal Church 1679 California Avenue Wahiawa, HI 96786	1978
1986	The Rev. Kenneth L. Jackson Deacon, Good Samaritan Episcopal Church 1801-A Tenth Avenue Honolulu, HI 96816	1986
1986	The Rev. Imelda S. Padasdao 1326 Konia Street Honolulu, HI 96817	1986
1988	The Rev. Marilyn R. Watts 700 Richards Street, #1806 Honolulu, HI 96813	1988
1988	The Rev. Peter S. Fan St. Elizabeth's Episcopal Church 739 Pensacola Street, #C Honolulu, HI 96814	1980
1990	The Rev. Peter R. Besenbruch 94-535 Anania Ct., #101 Mililani, HI 96789	1982
1991	The Rev. Ricky R. Melchor Deacon, Church of the Good Shepherd 593 S. Kamehameha Avenue Kahului, HI 96732	1991

1991	The Rev. Nancy I. Conley Deacon 47-775 Ahilama Road Kaneohe, HI 96744	1991
1991	The Rev. Thomas M. Van Culin St. Matthew's Episcopal Church P.O. Box 70 Waimanalo, HI 96795	1991
1992	The Rev. George M. Clifford III Naval Post Graduate School 1 University Circle Monterey, CA 93943	1992
1993	The Rev. Gregory M. Johnson P.O. Box 893788 Mililani, HI 96789	1992
1993	The Rev. A. Donor Macneice Christ Memorial, Kilauea/St. Thomas, Hanalei P.O. Box 293 Kilauea, HI 96754	1964
1993	The Rev. Leonard R. Howard Deacon, St. Andrew's Cathedral 98-1128 Malualua Street Aiea, HI 96701	1993
1995	The Rev. Carol M. Arney Christ Church P.O. Box 545 Kealakekua, HI 96750	1995
1995	The Rev. Agnes Patricia Leo Deacon, Waikiki Chapel 665 Paopua Loop Kailua, HI 96734	1995
1996	The Rev. P.S. Noriaki Ueda Deacon 1-2-20-501 Hamasaki Asaka-shi, Saitama 351-0033 Japan	1987
1996	The Rev. Hollis E. Wright St. Nicholas' Episcopal Church P.O. Box 700501 Kapolei, HI 96709	1996

1997	The Rev. Joseph Carr Calvary Episcopal Church 45-435 Aumoku Street Kaneohe, HI 96744	1979
1997	The Rev. Polly Hilsabeck 85 Uakoko Place Haiku, HI 96708	1985
1997	The Rev. F. Kay Johnson 11503 Overbrook Lane Houston, TX 77077	1989
1998	The Rev. Marvin L. Foltz Church of the Good Shepherd 2140 Main Street Wailuku, HI 96793	1992
1998	The Rev. B. Cass Bailey St. Christopher's Episcopal Church P.O. Box 456 Kailua, HI 96734	1995
1999	The Rev. Robert H. DeWolfe Good Samaritan Episcopal Church 1801 10th Avenue Honolulu, HI 96816	1971
2000	The Rev. John Turner St. Jude's Episcopal Church 92-915 Kona Kai Blvd. Ocean View, HI 96737-6502	2000
2000	The Rev. Randolph V.N. Albano St. Paul's Episcopal Church Queen Emma Square Honolulu, HI 96813	1979
2000	The Rev. Tancredo R. Pastores 51218-2 Maricopa Court Fort Hood, TX 76544	1979
2000	The Rev. Walter Stevens St. Augustine's Episcopal Church P.O. Box 220 Kapaau, HI 96755	2000

2000	The Rev. Robert L. Fitzpatrick Office of the Bishop 229 Queen Emma Square Honolulu, HI 96813	1986
2000	The Rev. Taylor Clark Deacon 991 Normandy South Salem, OR 97302	2000
2001	The Rev. Ajuko Ueda St. Paul's University 1-2-26, Kitano Niiza-shi 352-8523 Japan	2001
2001	The Rev. Lance C. Horne St. George's Episcopal Church 511 Main Street Honolulu, HI 96818	2001
2001	The Rev. Teresa N.T. Bowden 2573 California Avenue Wahiawa, HI 96786	2001
2001	The Rev. C.S. Honey Becker Deacon, St. Andrew's Cathedral 44-397 Nilu Street #3 Kaneohe, HI 96744	2001
2001	The Rev. Jeannette A.H. Myers Church of the Holy Apostles 1407 Kapiolani Street Hilo, HI 96720	1979
2001	The Rev. Dale C. Hathaway St. Mary's Episcopal Church 2062 South King Street Honolulu, HI 96826	1982
2001	The Rev. Susan M. Champion St. Andrew's Priory School 224 Queen Emma Square Honolulu, HI 96813	1991
2001	The Rev. Elizabeth A. Zivanov Parish of St. Clement 1515 Wilder Avenue Honolulu, HI 96822	1993

2002	The Rev. Peter O. Champion Emmanuel Episcopal Church 780 Keolu Drive Kailua, HI 96734	1989
2002	The Very Rev. Ann McElligott Cathedral Church of St. Andrew Queen Emma Square Honolulu, HI 96813	1984
2002	The Rev. David C. Moore Iolani School 563 Kamoku Street Honolulu, HI 96826	1975
2002	The Rev. Elizabeth P. Beasley All Saints Episcopal Church P.O. Box 248 Kapaa, HI 96746	1998
2002	The Rev. Patton L. Boyle St. John's Episcopal Church By-The-Sea 47-074 Lihikai Drive Kaneohe, HI 96744	1970
2003	The Rev. Anthony Litwinski St. James' Episcopal Church 65-1237 Kawaihae Road Kamuela, HI 96743	2001

RETIRED

1945	The Rev. Burton L. Linscott 1553-A Pualele Place Honolulu, HI 96816 8/1/1978	1945
1954	The Rev. W. Edwin Bonsey 56 Likeke Street Hilo, HI 96720 7/1/1992	1954
1954	The Rev. David P. Coon P.O. Box 690 Kamuela, HI 96743 6/11/1992	1954

1956	The Rev. Morimasa M. Kaneshiro 385 Oomano Place Honolulu, HI 96825 8/31/1987	1956
1957	The Rev. Charles T. Crane 7950 E. Keats, #156 Mesa, AZ 85208 7/1/1988	1957
1958	The Rev. Norio Sasaki 3252 Charles Street Honolulu, HI 96816 8/30/1988	1958
1959	The Rev. Roger M. Melrose 493 Hillwood Drive NE Hillsboro, OR 97124 6/30/1987	1959
1959	The Rev. Canon Timoteo P. Quintero 99-443 Waoala Place Aiea, HI 96701 5/31/1997	1954
1960	The Rev. William H. Aulenbach, Jr. 25152 Ocean Knoll Dana Point, CA 92629 10/1/1993	1960
1961	The Rev. Fred G. Minuth 1272 Kina Street Kailua, HI 96734 6/1/1987	1961
1961	The Rev. J. Hollis Maxson 447 Kawaihae Street Honolulu, HI 96825 7/2/1990	1961
1962	The Rev. Thomas Yoshida 1410 Makiki Street Honolulu, HI 96814 1/23/1996	1962
1963	The Rev. Canon John P. Engelcke 876 Curtis Street, #1403 Honolulu, HI 96813 1/1/1995	1963

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1963	The Rev. David K. Kennedy 491 Opihikao Place Honolulu, HI 96825 11/1/1996	1963
1966	The Rev. Gerald G. Gifford II 6750 Hawaii Kai Drive, #1302 Honolulu, HI 96825 8/1/1989	1952
1966	The Rev. Charles G.K. Hopkins P.O. Box 517 Kaaawa, HI 96730 1/31/1996	1966
1966	The Rev. Jordan B. Peck, Jr. 310 Kevin Court S.E. Salem, OR 97305 3/1/1991	1966
1968	The Rev. Rudolph A. Duncan 46-082 Puulena Street, #1221 Kaneohe, HI 96744 4/1/1991	1968
1968	The Rev. George Lee 2468 Lamaku Place Honolulu, HI 96816 1/1/1992	1957
1969	The Rev. Joseph B. Turnbull 2825 South King Street, #2102 Honolulu, HI 96826 9/1/1985	1945
1971	The Rev. Paul S. Kennedy Iolani School 563 Kamoku Street Honolulu, HI 96826 9/1/1996	1963
1978	The Rev. J. Sargent Edwards 69 Stanford Circle Lompoc, CA 93436 5/31/1995	1966
1979	The Rev. David M. Paisley 5353 Felicia Street Camarillo, CA 93101 6/30/1979	1952

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1980	The Rev. John G. Shoemaker 3045 Fir Tree Drive SE Salem, OR 97301 7/1/1994	1954
1988	The Rev. Layton P. Zimmer P.O. Box 353 Wailuku, HI 96793 1/31/1997	1955
1991	The Rev. Malcolm Miner 2211 Pane Road Koloa, HI 96756 7/1/1988	1949
1991	The Rev. David L. Clark P.O. Box 2129 Mt. Sunapee, NH 03255 7/1/1992	1957
1976	The Most Rev. Edmond L. Browning, DD 5164 Imai Road Hood River, OR 97031 12/31/1997	1954
1967	The Rev. Elsbery W. Reynolds 27298 Tierra Verde Drive Hemet, CA 92544 1/1/1998	1967
1979	The Rev. Brian F. Nurdning 98-1365 E. Kaahumanu Street Aiea, HI 96701 1/1/1998	1960
1985	The Rev. John B. Connell 95-1050 Makaikai Street, Apt #17-M Mililani, HI 96789 6/30/1998	1985
1995	The Rev. John A. Longo 1224 Alexander Street #508 Honolulu, HI 96826 6/30/1999	1986
1963	The Rev. Guy H. Piltz P.O. Box 1973 Kamuela, HI 96743 4/1/2000	1963

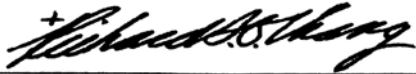
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1995	The Rev. Alejandro Geston 91-1746 Bond Street Ewa Beach, HI 96706 12/31/2000	1967
1987	The Rev. Walter M. Harris 68-668 Hoomana Place Waialua, HI 96791 2/18/2001	1974
1987	The Rev. Charles W. Cannon 291 Shady Glen Avenue Point Roberts, WA 98281 3/17/2001	1968
1997	The Rev. Barbara Coan Deacon 3-3400 Kuhio Hwy #304-B Lihue, HI 96766 9/8/2001	1993
1994	The Rev. Ernest Uno 3075 Ala Poha Place Honolulu, HI 96818 12/1/2001	1994
1988	The Rev. Domingo P. Calag P.O. Box 529 Papaikou, HI 96781 12/31/2001	1982
1989	The Rev. John C. Millen 94-585 Lumiauau Street Waipahu, HI 96797 7/1/2002	1975
1977	The Rev. Robert E. Walden 4401 La Jolla Drive Prescott Valley, AZ 86312 8/31/2003	1977
1990	The Rev. Gerhard H. Laun 1515 Queen Emma Towers QT53 Honolulu, HI 96817 9/30/2003	1970

LICENSED:

2/14/1978	The Rev. Alberto P. Alarcon 95-1017 Kaapeha St., #71 Mililani, HI 96789 Canonical Residence: Philippine PIC	1973
9/13/1988	The Rev. Daniel R. Stewart Iolani School 563 Kamoku Street Honolulu, HI 96826 Canonical Residence: Olympia	1969
8/1/1995	The Rev. Kenneth M. Snyder 3200 Wailea Alanui Drive, #304 Kihei, HI 96753 Canonical Residence: Olympia	1957
5/7/2002	The Rev. Jodene Hawkins 155 Wailea Ike Place #38 Kihei, HI 96753 Canonical Residence: Olympia	1990
7/25/2002	The Rev. Alfred T. Stefanik Holy Innocents' Episcopal Church P.O. Box 606 Lahaina, HI 96767 Canonical Residence: Long Island	1964
8/1/2002	The Rev. George LaRue Downing The Church of the Holy Nativity 5286 Kalaniana'ole Highway Honolulu, HI 96821 Canonical Residence: West Tennessee	1971
9/16/2002	The Rev. Thomas McElligott 1212 Nuuanu Avenue #403 Honolulu, HI 96817 Canonical Residence: Minnesota	1949
8/29/2003	The Rev. Robert William Nelson 2777 South Kihei Road, G -209 Kihei, HI 96753 Canonical Residence: Alaska	1979

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 that under the provisions of Articles III and VI of the Constitution of the Diocese are canonically resident in the Diocese of Hawai'i and are entitled to full membership of the Convention.



Richard S.O. Chang
Bishop of Hawai'i

LICENSED LUTHERAN PASTORS:

1/10/2003 The Rev. Bruce P. Craft
158 Akiohala Place
Kailua, HI 96734
Synod: Pacifica Conference

3/7/2003 The Rev. Diane S. Martinson-Koyama
P.O. Box 1243
Lihue, HI 96766
Synod: Rocky Mountain