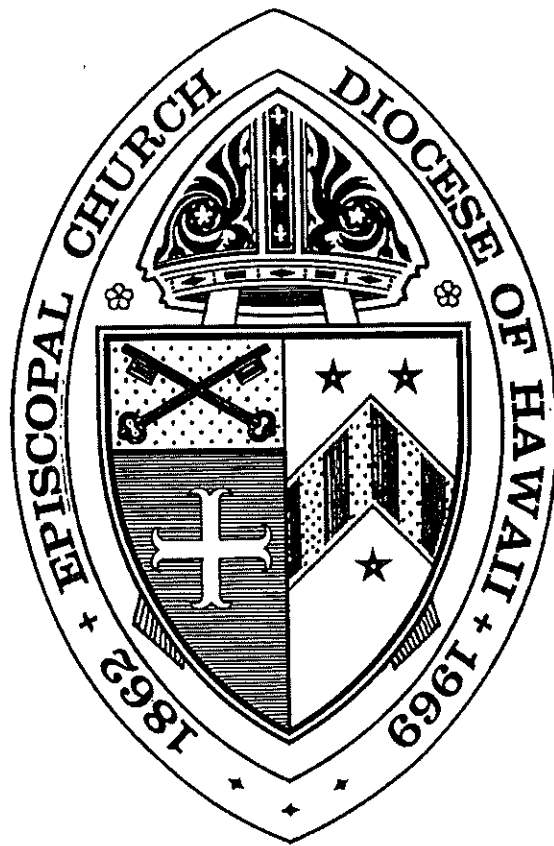


**JOURNAL  
OF  
THE TWENTY-NINTH ANNUAL MEETING  
OF THE CONVENTION  
OF  
THE DIOCESE OF HAWAII**



**HONOLULU, HAWAII  
OCTOBER 24-25, 1997**

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# **DIOCESE OF HAWAII**

## **(Province VIII)**

**Diocesan Office: 229 Queen Emma Square, Honolulu, HI 96813**

**Telephone: 808-536-7776**

**Fax: 808-538-7194**

### **STANDING COMMITTEE**

**(expiration of term)**

**Mrs. Bettye Jo Harris, Chair**

**The Rev. Canon Karen Swanson, Secretary**

<b>The Rev. Canon Karen Swanson</b>	<b>1997</b>	<b>Mrs. Bettye Jo Harris</b>	<b>1997</b>
<b>The Rev. Thomas Van Culin</b>	<b>1998</b>	<b>Mrs. Cynthia Salley</b>	<b>1998</b>
<b>The Rev. Lee Kiefer</b>	<b>1999</b>	<b>Ms. Winifred Burgess</b>	<b>1999</b>
<b>The Rev. Darrow Aiona</b>	<b>2000</b>	<b>Dr. Rhoda Hackler</b>	<b>2000</b>

### **DIOCESAN COUNCIL**

**(expiration of term)**

**The Right Reverend Richard S.O. Chang, President**

**The Reverend Morley E. Frech, Jr., Vice President**

**Mr. Peter Pereira, Treasurer**

**Mrs. Adrienne King, Secretary**

**Mrs. Jane Tonokawa, Assistant Treasurer**

**Mrs. Pamela McCoy, Assistant Secretary**

### **AFFILIATED ORGANIZATIONS**

<b>Mr. Gordon Johnson, Chair</b>	<b>1997</b>
<b>Mrs. Mary Day Wilson</b>	<b>1997</b>
<b>Mr. Douglas Parker</b>	<b>1998</b>

### **CHURCH IN SOCIETY**

<b>Mr. Wayne Yoshigai, Chair</b>	<b>1999</b>
<b>Miss Laureen Chong</b>	<b>1997</b>
<b>Mrs. Adrienne King</b>	<b>1997</b>
<b>Mr. Scott McCoy - 11/96-03/97</b>	<b>1997</b>
<b>Mrs. Lynn Ho - 06/97-10/97</b>	<b>1997</b>

**Diocesan Council – continue:**

**COMMUNICATIONS**

**The Rev. Donor Macneice, Chair 1997**  
**Mr. Gregory Harris 1997**  
**Mrs. Patricia Osgood 1998**  
**The Rev. Morley E. Frech, Jr. 1999**  
**Mr. Richard Hagemeyer 1999**

**CONGREGATIONAL DEVELOPMENT**

**Mrs. MarKy Gilliam, Chair 1999**  
**Ms. Edean Iwanaga 1997**  
**Mr. Lot Lau 1997**  
**Dr. Chester (Bob) Poole 1997**  
**Mrs. Pamela McCoy 1999**

**FINANCE AND REAL ESTATE DEPARTMENT**

**Mrs. Jane Tonokawa, Chair 1997**  
**The Rev. Heather Mueller-Fitch 1997**  
**Mr. James D. Putnam 1997**  
**The Rev. Jan Rudinoff 1998**  
**Mr. Paul Loo 1999**

**NURTURE AND EDUCATION**

**The Rev. Gregory Johnson, Chair 1999**  
**Mr. Wallace (Bud) Doty 1997**  
**Mrs. Linda Burnz 1998**  
**Mrs. Esther Chinn 1998**  
**Mr. Richard Gerage 1998**



**COMMISSION ON MINISTRY**

**(Expiration of term)**

**Mr. Warren Naai, Chair 1997**  
**The Rev. Alison Dingley 1997**  
**The Rev. Frank Cowell 1998**  
**Mrs. Gloria Cajigal 1998**  
**The Rev. Marilyn Watts 1999**  
**Mr. Nathan Cockett 1999**  
**The Rev. Morley E. Frech, Jr. 2000**  
**Mrs. Kathy Bombersbach 2000**

**Standing Committee Representative:**  
**The Rev. Darrow Aiona**



Pam McCoy, Chairperson of the Credentials Committee, reported that with the lay delegations from the additional parishes and missions now duly seated, the revised lay quorum is 89 of the 177 lay delegates permitted and there are 149 present.

Pam McCoy reported that there are two congregations that did not pay their assessments in full by December 31, 1996, and still have not done so. The Diocesan Council has recommended they be seated. On behalf of the Credentials Committee, Pam moved the adoption of the following resolution:

BE IT RESOLVED, that the members of the lay delegations from the following parishes and missions, upon the recommendation of the Diocesan Council, be admitted to seat and vote in this Annual Meeting of the Convention:

Christ Memorial  
Trinity-by-the-Sea

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

Pam McCoy reported that with the lay delegations from the additional parishes now duly seated, the revised lay quorum is 93 of the 185 lay delegates permitted.

#### **INTRODUCTIONS AND PRESENTATION OF LEIS**

The following individuals were introduced and presented with leis:

A. Guests:

The Right Reverend Theodore Eastman and his wife, Sarah Eastman

B. 1996-97 Retired Clergy:

The Reverend David Kennedy

C. New Clergy

The Reverend David Pace

The Reverend Joseph Carr and his wife, Celeste

The Reverend Polly Hilsabeck

The Reverend Ed Carr and his wife, Ruth

The Reverend Stanley Reynolds

D. Ordained Since The Last Annual Meeting

The Reverend Hollis Wright

E. New Staff Members

Tiare Ono

Frank Embree

#### **REPORT OF THE CREDENTIALS COMMITTEE**

The Bishop called upon Pam McCoy, regarding the granting of seat and voice. Pam moved that the following be granted seat and voice:

Betty Jo Harris  
Elizabeth Knake  
Barbara E. Longo  
Sylvia Rowland  
Linda Sproat  
Richard P. Wirtz

Adrienne S. King  
Martha B. Laxson  
James D. Putnam  
Nelson J. Secretario  
John Tam

Bishop Chang invited nominations from the floor. There being no further nominations, nominations were closed.

**Diocesan Council, Clergy:**

Two to be elected to a two year term.  
The Reverend Imelda S. Padasdao  
The Reverend Lynette G. Schaefer

Bishop Chang invited nominations from the floor. Rev. Carol Arney was nominated for Diocesan Council, Clergy. There being no further nominations, nominations were closed.

**Standing Committee, Lay**

One to be elected for a four year term.

Wallace L. Doty, Jr.  
Annette Jim  
John Decker

Bishop Chang invited nominations from the floor. There being no further nominations, nominations were closed.

**Standing Committee, Clergy**

One to be elected for a four year term.  
The Reverend Joseph J. Carr

The Reverend Donor Macneice

Bishop Chang invited nominations from the floor. There being no further nominations, nominations were closed.

**Cathedral Chapter, Clergy**

One to be elected for a 2 year term  
The Reverend Alison M. Dingley  
The Reverend David F. Pace

Bishop Chang invited nominations from the floor. There being no further nominations, nominations were closed.

**Cathedral Chapter, Lay**

One to be elected for a two-year term  
Laureen Chong

Bishop Chang invited nominations from the floor. There being no further nominations, nominations were closed.

**Ecclesiastical Trial Court, Lay**

One to be elected for a five-year term  
Pearl R. Nishimura

Bishop Chang invited nominations from the floor. There being no further nominations, nominations were closed.

Dr. Malahoff gave instructions regarding the first ballot, and the Bishop instructed the members to vote. At 3:29 PM, the Bishop announced that the polls were closed.

#### **ADOPTION OF SPECIAL ORDERS OF BUSINESS**

The Bishop called upon Fr. Lee Kiefer, Chairman of the Committee on the Dispatch of Business, who, on behalf of the Committee, moved the addition of three special orders of business to the agenda.

1. Episcopal Ministry On Aging – 10:30 AM on Saturday
2. Response to Bishop's Address - 11:00 AM on Saturday
3. Japanese American Ministry Committee – 9:20 AM on Saturday

The motion to add three special orders of business, requiring no second, carried by voice vote.

#### **REPORT OF THE SECRETARY OF THE CONVENTION**

Bishop Chang called upon Pat Osgood, Secretary of the Convention, who gave greetings; there were no announcements.

#### **RECESS FOR HEARINGS**

Fr. Kiefer moved that the Convention be recessed for the purpose of holding open hearings with regard to resolutions. The motion carried. The Convention recessed at 3:32 PM. Members remained in Tenney Theater and the open hearings were held.

#### **THE CONVENTION RECONVENED**

The Convention reconvened at 4:23 PM

#### **TREASURER'S REPORT BY TITLE**

Bishop Chang called upon Fr. Kiefer who, on behalf of the Committee on Dispatch of Business, moved the adoption of the Treasurer's Report<sup>4</sup> by Title. The motion, needing no second, was carried by voice vote.

#### **RESOLUTIONS RECEIVED FOR REFERRAL TO APPROPRIATE COMMITTEE BY THE PRESIDENT**

Bishop Chang called upon the Very Reverend Peter Courtney, Dean of Saint Andrew's Cathedral, Chair of Committee on Resolutions. Dean Courtney announced that there are two resolutions that came in after the deadline for consideration. The Convention would need to vote to consider them.

The Reverend John Millen, Holy Nativity, moved that Resolution 8, 1998 Convention, be considered. The motion was seconded and carried by voice vote.

Fr. John Millen then moved that Resolution 9, Amendment to Article III, Section 2.C of the Constitution of the Diocese of Hawai'i. "Delegates to Convention: when Terms of Service Begin and End" be considered. The motion was seconded and carried by voice vote.

#### **REFERRAL OF RESOLUTIONS TO COMMITTEE**



Diocesan Council who would serve a one-year term. The following candidates received majority votes:

**Diocesan Council, Lay:**

The following were elected to three-year terms:

Betty Jo Harris	Adrienne S. King
James D. Putnam	Linda Sproat
John Tam	

**Diocesan Council, Clergy:**

The following were elected to two-year terms.

The Reverend Imelda S. Padasdao  
The Reverend Lynette G. Schaefer

**Standing Committee, Lay**

The following was elected to a four-year term:

Annette Jim

The following was elected to a one-year term:

Wallace L. Doty, Jr.

**Standing Committee, Clergy**

The following was elected to a four-year term:

The Reverend Joseph J. Carr

**Cathedral Chapter, Clergy**

The following was elected to a two-year term:

The Reverend Alison M. Dingley

**Cathedral Chapter, Lay**

The following was elected to a two-year term:

Lauren Chong

**Ecclesiastical Trial Court, Lay**

The following was elected to a five-year term:

Pearl R. Nishimura

**Secretary of the Convention**

The following was elected to a one-year term:

Pat Osgood

**Bishop's Appointments**

The Bishop's Appointments were all confirmed.

**SECOND BALLOT**

Bishop Chang asked the Chairman of the Committee on Elections to give instructions regarding the second ballot.

## **PRESENTATION OF 1998 BUDGET**

Bishop Chang called upon Jane Tonokawa, Chair of Finance and Real Estate Department, to present and speak to the budget. Jane reviewed the changes approved by the Diocesan Council so that the members could update their earlier drafts. She reviewed the budget page by page and the floor was open for questions. When there were no further questions, Jane, on behalf of the Department, moved the adoption of the 1998 budget as presented<sup>7</sup>. The motion, not needing a second, was passed by voice vote.

## **RECESS**

Bishop Chang called a recess until 10:14 AM

## **RECONVENE**

The Convention reconvened at 10:30 AM

## **SPECIAL ORDER OF BUSINESS #2 – EPISCOPAL MINISTRY ON AGING**

Bishop Chang called upon the Rev. Dr. Gerry Gifford to report on the Episcopal Ministry on Aging (EMOA). Bishop Chang presented the Makule E Akamai Award Certificates honoring our elders who have given exemplary service to their church and community<sup>8</sup>.

Bishop Chang presented the Bishop's Award to the Rev. Dr. Gerald Gifford and Polly Gifford for their outstanding Service to the Diocese through EMOA.

## **REPORT ON BALLOT #3**

Alex Malahoff, Chairman of the Committee on Elections, reported that Barbara Longo was elected to be the additional lay member of the Diocesan Council serving a one-year term.

Bishop Chang expressed gratitude to the tellers and members of the Committee on Elections for their work.

## **APPOINTMENT OF ASSISTANT SECRETARY**

Pat Osgood, Secretary to the Convention, recommended the appointment of Vanessa Convard, St. Barnabas', to the position of Assistant Secretary. Mrs. Osgood moved the confirmation of Vanessa Convard as Assistant Secretary. The motion was seconded and carried by voice vote.

## **SPECIAL ORDER OF BUSINESS #3 – COMMITTEE ON THE BISHOP'S ADDRESS**

Bishop Chang called upon Dr. Rhoda Hackler, Chair of Committee on the Bishop's Address, who presented the response to the Bishop's Address<sup>9</sup>.

## **POINT OF PERSONAL PRIVILEGE**

The Reverend John Connell asked permission to distribute a flyer announcing the November 29, 1997 commemorative lu'au for St. Barnabas'. Permission was granted.

## **CONSIDERATION OF RESOLUTIONS**

### **Resolution #1**

Bishop Chang called upon Wayne Yoshigai, Chairman of the Church in Society Department, to report on Resolution #1. Mr. Yoshigai reported that the Department recommended a substitute

## **DISCUSSION OF RESOLUTIONS CONTINUED**

### **Resolution #6**

Bishop Chang called upon Wayne Yoshigai, Chair of Committee on Constitution and Canons who presented the Committee report on Resolution #6 along with a substitute Resolution #6-S<sup>15</sup>. He moved the adoption of the substitute Resolution #6-S.

The Rev. Leonard Howard moved to amend the substitute Resolution #6-S to remove the word "forever" in the last paragraph. The motion to amend the substitute Resolution #6-S was seconded and carried. Following discussion, Bishop Chang called for the vote on substituting Resolution #6-S in the main motion. The body voted for the substitute resolution to become the main motion. The Bishop called for the vote on the motion to adopt Resolution #6-S. The motion carried. Resolution #6-S was adopted.

### **Resolution #7**

Wayne Yoshigai, Chair of Constitution and Canons, presented Resolution #7<sup>16</sup>. Two corrections not needing a motion were presented from the floor. One is to use an okina ( ` ) rather than an apostrophe ( ' ) in the resolution and the other is to change it to read Diocese of Hawai'i rather than Diocese in Hawai'i.

The motion, requiring a 2/3 vote of the lay order and requiring a 2/3 vote of the clerical order, carried. Bishop Chang, the Ecclesiastical Authority, concurred. Resolution #7<sup>16</sup> as corrected was adopted.

### **Resolution # 8**

Pat Osgood, Chair of the Committee on Convention Plans, reported on Resolution # 8<sup>17</sup>. The Committee did not make a recommendation on the resolution. Discussion included a favorable response to having a large corporate celebration of the Eucharist, but not necessarily at the annual meeting. Rev. Leonard Howard, St. Andrews Cathedral, moved the adoption of Resolution # 8. The motion was seconded. Bishop Chang called for the question. The Convention voted by raising hands to pass the motion to adopt Resolution #8.

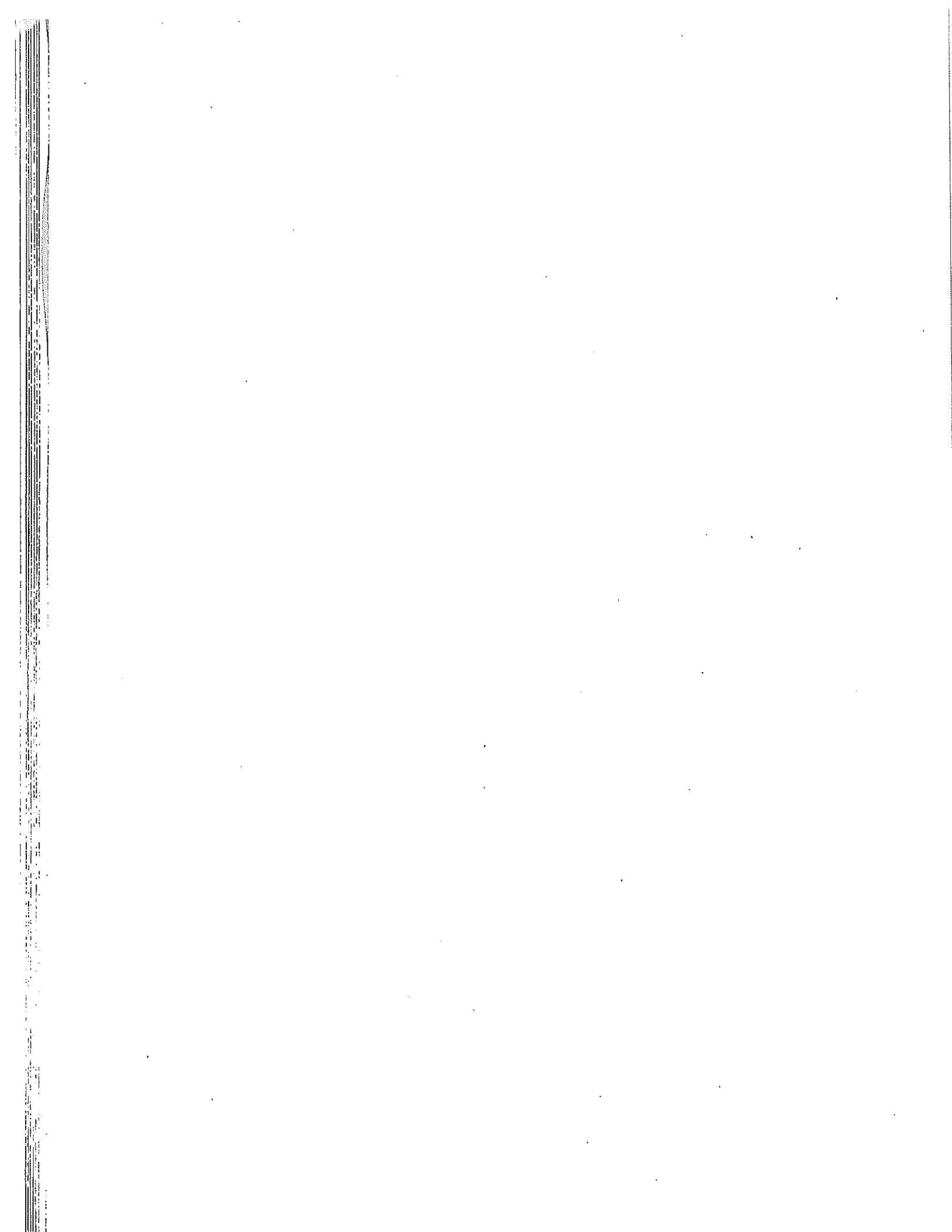
### **Resolution #9**

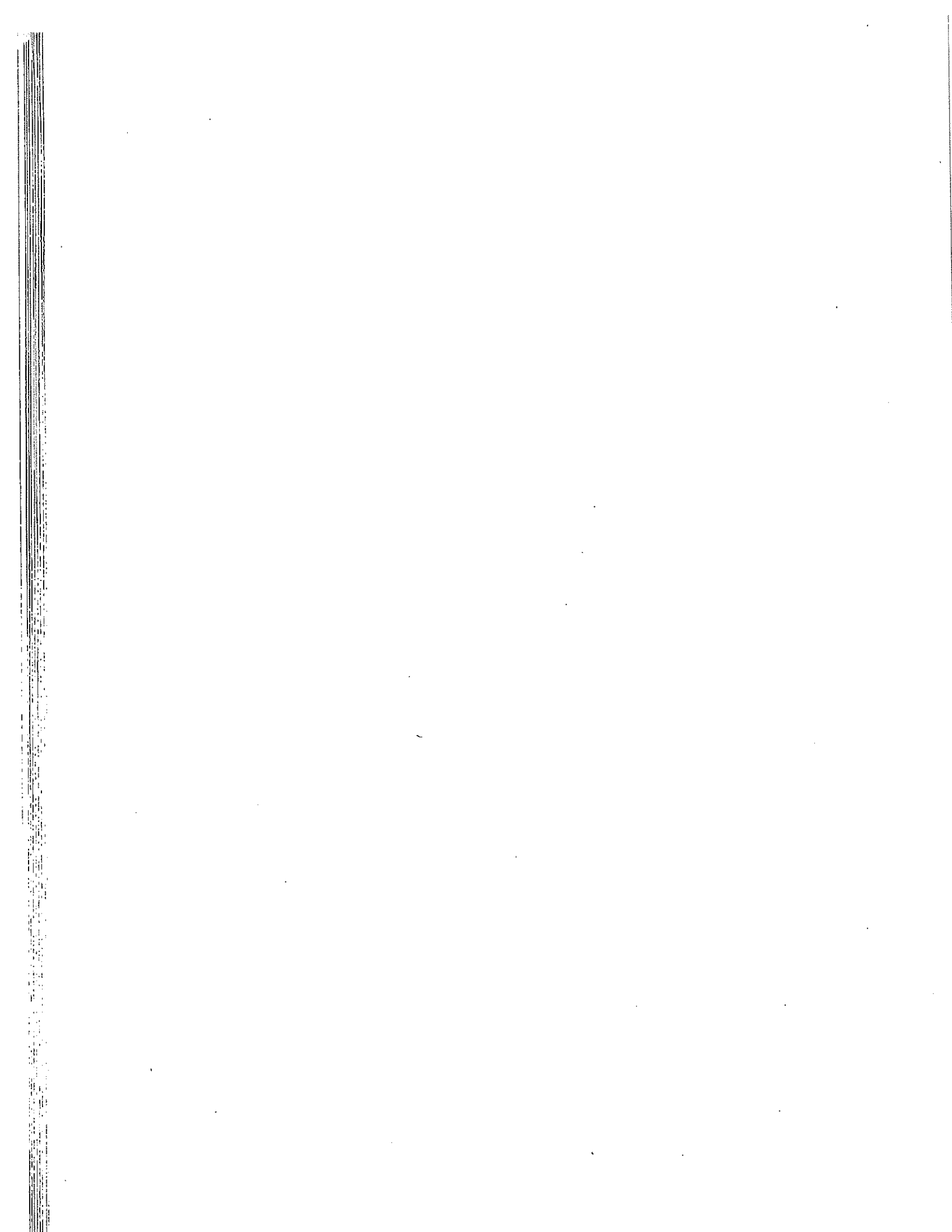
Wayne Yoshigai, Chairman of Constitution and Canons Committee, reported on Resolution #9 and moved the adoption of a substitute Resolution #9-A<sup>18</sup>: Be it resolved that the Diocesan Council explore the concerns addressed in Resolution #9 and report to the Annual Meeting of the Convention in 1998. The motion to accept substitute Resolution #9-A carried. The vote to place the substitute resolution before the body as the main motion carried. The motion to adopt Resolution 9-A carried by voice vote. Resolution 9-A<sup>18</sup> was adopted.

## **SET DATE AND LOCATION OF 1999 ANNUAL MEETING OF THE CONVENTION**

Pat Osgood, Secretary of the Convention, was called upon to set the date for the 1999 Annual Meeting. She reminded the Convention that the date for the 1998 Annual Meeting is October 23-25, 1998, O'ahu. She recommended that the date and place for the 1999 annual meeting be October 22-24, 1999, O'ahu. Upon motion duly made and seconded, the recommendation was accepted.







## **BISHOP'S CONVENTION ADDRESS**

**Friday, October 24, 1997**

**The Rt. Rev. Richard S.O. Chang**

"shrine" to Di's memory. The torch of freedom has become for many, especially the young, a symbol for freedom of the 21st Century which they perceived in Princess Di. Whether the torch in the Place d'Alma will become a positive or negative symbol or icon is yet unknown. It is still too early to say. But it will probably become like the Texas Book Depository in Dallas, Texas, the place from which President John F. Kennedy was shot. It will be a place that people will visit to remember and recall the events of August 30, 1997, and the person of Princess Di.

For the church, the community of the baptized, our symbol has been, is, and will always be the cross of Jesus Christ our Risen Lord and Savior. That sign of Roman domination, shame, death, and degradation was transformed by the victory of Christ over death. The cross on Gologatha was transformed by the empty tomb. The cross of Good Friday becomes the cross of Easter through the redemptive love of God. The loving redemptive power of God transformed the sign of death into our sign of hope, life eternal, and victory. Throughout the history of the Church the cross has been a sign worn by the baptized with pride and in faith, even unto death. Since Constantine's vision of the cross with the letters, "IHS" (In Hoc Signo), the cross has often been carried as a symbol of conquest, contrary to the life and ministry of Him who died on the cross for our salvation. The cross of the Crusades, the Inquisition, and the Conquistadors, proclaimed a message of domination and triumphalism over native peoples, not the Good News of a Risen Christ who brings hope and joy and life. Triumphalism and domination were not the message and ministry of Jesus, the suffering servant. The words to Hymn 473 in Hymnal 1980, "Lift high the cross", describe the meaning and importance of the cross as a symbol of faith, love, redemption, victory and unity in the Jesus the Servant Messiah.

I believe that the forebearers of our Diocese, Queen Emma, Kamehameha IV, and Bishop Thomas Staley, recognized the importance of the cross as the symbol and sign of our faith and identity as the people of God in Hawaii when the motto of our diocese was adopted. "He Lanakila Ma Ke Kea", translated as "Victory through the Cross", or "Triumph through the Cross", proclaims a Gospel of Hope. The cross of St. Andrew symbolizes dedication and servanthood ministry of our Queen Emma, Kamehameha IV and Bishop Staley. The cross of Jesus Christ was to be the symbol of hope and reconciliation for the people of Hawaii, not the sign of shame and secular domination of Roman Imperialism.

During the past year I have traveled throughout our diocese to "reconnect" with congregations and members. I became aware of a symbol that has, in my opinion, stands contrary to the Cross of Christ Jesus. That symbol is represented by the letters "EHH". "EHH" has replaced "IHS" as the sign for many of the community of the baptized.

For some, EHH has been and continues to be symbolic of their Wilderness journey. Like the tribes of Israel they search for the Promised Land where the loan will be paid, assessments reduced, programs fully funded and the Diocese emerges triumphant over our

## **BISHOP'S CONVENTION ADDRESS**

**Friday, October 24, 1997**

**The Rt. Rev. Richard S.O. Chang**

enemies who would keep us from the "land flowing with milk and honey". As the people of Israel recalled their days in Egypt as they struggled through the desert, many reminisce about the "good times" before EHH and resent that we crossed the Red Sea into the desert. Manna and quails are not enough. There is never enough. A theology of scarcity and a parochial survivalist perspective permeates their lives and their community of faith. And the question is asked, "how long do we wander in the desert of loan repayment and legal fees?" Is our Moses named Chang? Or, do we seek another? And there are even some who would stay in the wilderness and not open themselves to the power of God in Christ Jesus to transform their lives as God transformed the cross from a symbol of death to one of life.

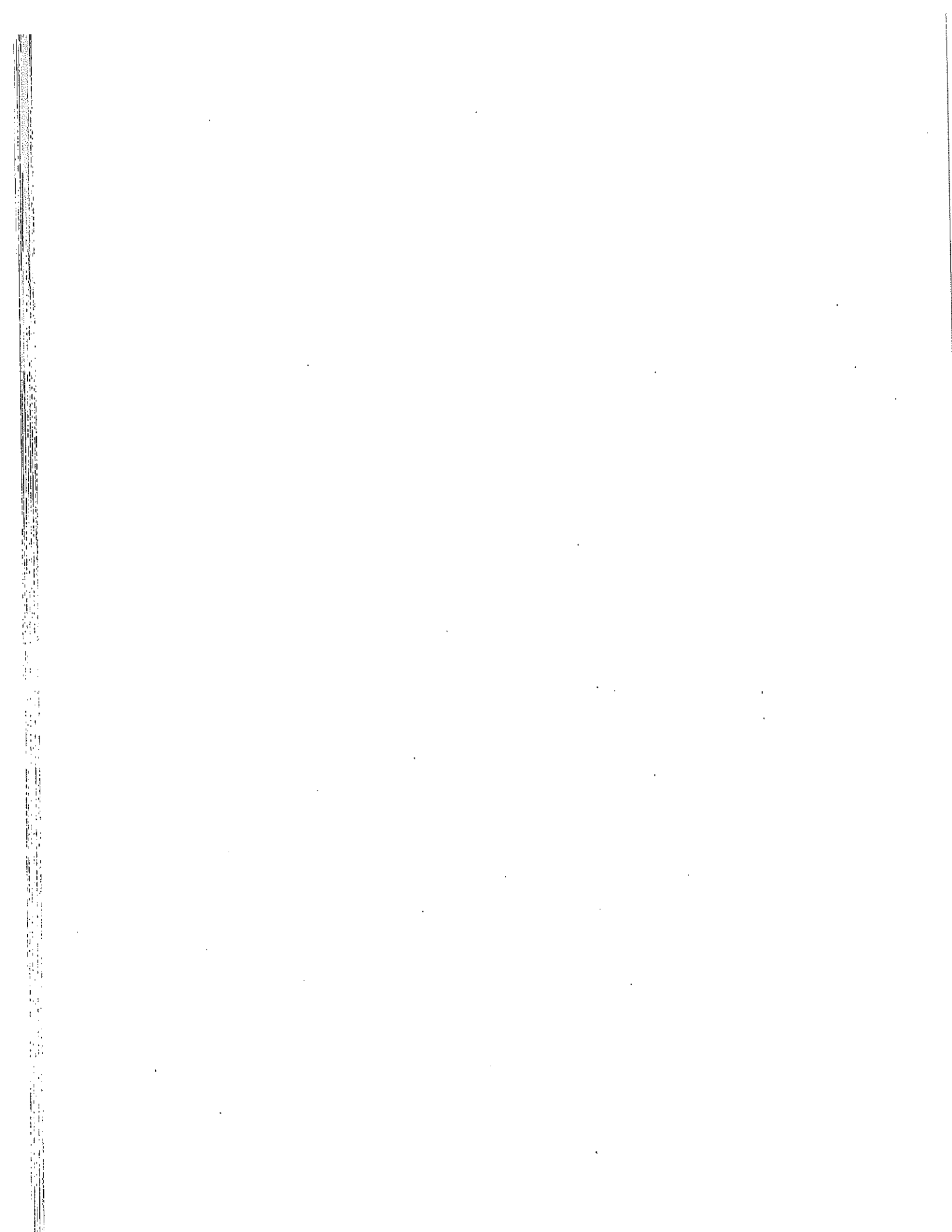
For others EHH is their Babylonian Exile. It has been a time of separation from the community of the baptized. There is a sense of alienation and hurt. EHH has made them outcasts from the church they love. Like the people of Israel on the banks of the Tigris and Euphrates, they cannot sing in that strange land outside their community of faith. They long to return. They seek restoration. They long to sing again the Lord's song. And yet, they wonder if they will find welcome. They ask who will send them the invitation to return. Is there a prophet who will proclaim welcome and return from EHH as Jeremiah and the prophets did from Babylon? Will there be a modern-day Nebuchadnezzar who will liberate us and send us home?

The Exodus lasted forty years. The Babylonian Exile was longer. EHH has been with us since 1994, nearly four years. How much longer will the Exodus and Exile of EHH keep us from the freedom to be faithful disciples of Jesus Christ?

Sisters and brothers in Christ Jesus, as your bishop, let me say to you that it is time for our diocese to move forward. It is time to move beyond EHH...time to "hele on"...Imua! We cannot continue to live in the past as captives and exiles of EHH. It is time to recapture the cross as the symbol of our mission and ministry and move forward as the community of the baptized. The cross of Jesus Christ must replace EHH as the standard and beacon in our diocese. We must leave the Wilderness. We must return from our Exile. We must welcome home the outcasts. We must return to being the church, the community of the New Covenant whose mission is to restore all people to unity with God and each other in Christ, carrying out that mission through the ministry of all our members.

I make these bold and brash statements from a strong sense felt as I have moved through the diocese during the past year. I firmly believe that a large majority of our diocese seeks to move on and discern a new vision for our Diocese of Hawaii. Many have already made the decision to seek that vision and to discern God's call for them and their congregations. They have begun to move from thinking that the mission and ministry of the church cannot proceed because of EHH, to a new perspective of discerning God's call which challenges and gives hope. They are recognizing that they have the faith in Jesus Christ and resources to exercise ministry





**Nominations:**

**David Kennedy, Chair (Retired)**  
Cynthia Salley (St. Jude's)  
John Decker (Good Shepherd)  
Lisa Pang (St. Michael's)  
Sol McCurdy (St. Stephen's)  
Juliet Young (St. Elizabeth)  
Walt Harris (St. John's)

**Necrology:**

**Beverly Dexter, Chair (St. Andrew's Priory)**  
Kayoko Hanano (Kohala Mission)  
Robert Perry (St. John's, Kula)  
Linda Sproat (Christ Memorial)

**Response to Convention Address:**

**Rhoda Hackler, Chair (Holy Nativity)**  
Layton Zimmer (Retired)  
Len Howard (Cathedral)  
John Hawkins (St. Christopher's)

**Resolutions:**

**Peter Courtney, Chair (St. Philip's)**  
Greg Williams (West Kauai)  
Barbara Longo (St. Mary's)  
Timothy Yuen (St. Peter's)

**Convention Plans**

**Pat Osgood, Chair, Secretary**  
Richard Chang, Bishop  
John Lockwood, Chancellor  
Nancy Rowe, Assistant Secretary  
Barbara Vlachos, ECW of Hawaii  
Peter Van Horne, Approval of Minutes  
Wayne Yoshigai, Constitution and Canons  
Pam McCoy, Credentials  
Lee Kiefer, Dispatch of Business  
Alex Malahoff, Elections  
David Kennedy, Nominations  
Rhoda Hackler, Response to Bishop's Address  
Peter Courtney, Resolutions  
Beverly Dexter, Necrology

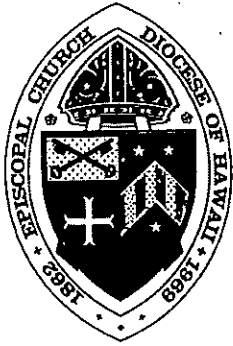
**Saturday, October 25: Session 2 in Tenney Theatre**

- 7:30 am Prayer Vigil in Parke Chapel continues**
- 7:30 am Registration for late arrivals: walkway fronting Diocesan Office**
- 8:00 am Meeting reconvenes  
Opening Devotion and Bible Study (Small Groups)  
Introductions (those not present on Friday)  
Special Order of Business #1 Japanese American Ministry  
Report on second ballot  
Third ballot (if necessary)  
Adoption of Minimum Annual Compensation Schedule  
Presentation of 1998 Proposed Budget**
- 10:00 am Coffee and Refreshment Break**
- 10:15 am Special Order of Business #2 EMOA  
Resume discussion/action on the proposed budget  
Consideration of Resolutions  
Special Order of Business #3 – Response to Bishop's Address  
Resume Consideration of Resolutions**
- 12:00 noon Noon Devotion and Necrology**
- 12:15 pm Recess for lunch in Davies Hall**
- 1:00 pm Reconvene  
Special Order of Business #4  
Report of third ballot (if any)  
Set date and location of 1998 Diocesan Convention  
Courtesy Resolutions  
Announcements**
- Eucharist – St. Andrew's Cathedral**
- Adjournment of the Annual Meeting of the Convention**

4. The setting up of the Shared Travel Expense Fund for the 1997 diocesan convention has been accomplished. All delegates (through their clergy) are required to request for airline coupons from Nancy Minuth.
5. Budget Area Meetings on the 1998 Budget were held on four islands at seven different locations. Suggestions and comments from each meeting were recorded and reviewed by the Diocesan Council. A Budget has been approved by the Diocesan Council to be presented to the Diocesan Convention. Requests for funding were high and, since income sources were limited, budget balancing has been difficult. The rate of Assessments stands at 25% (same as 1997).
6. In February 1997, we had a Treasurer's Workshop that was very well attended by our church treasurers. The workshop covered tax issues, budgeting, investment portfolio, employment issues, treasurer's duties and responsibilities and insurance issues.
7. The Finance & Real Estate Department worked hard to complete the drafting of the "Audit" (limited testing) Program for Parishes and Missions. We provided two training sessions for the volunteers of this pilot program. There are ten audit teams of two individuals each and they are assigned to audit 20 churches. We are grateful for these volunteers.
8. During the year the Finance Department spent a lot of time in reviewing managers for our investment portfolio. Our investment portfolio had grown to \$16 million and we saw a need to have more than one manager to improve diversification and investment results. After determining our investment objectives and appropriate asset allocation guidelines, our next step was to evaluate and hire managers whose specific expertise is appropriate to our objectives. We completed the manager search in September 1997 and we now have four managers.
9. The Compensation Committee met several times during the year to review the Clergy Compensation Schedule. Changes were made to application policy #1 which addresses the computation of years of service number, which is used to negotiate compensation. Please read the Compensation Schedule for details. (See Resolution #3) In addition, the Committee met with an employee benefit consultant to review income replacement (short-term disability) plans. The Committee moved to use the Church Life Insurance Income Replacement Plan and this change is included in the Clergy Compensation Schedule. The annual cost for this plan is \$300.

10. During the year members of the Diocesan Stewardship Education Committee visited churches to provide training in implementing their stewardship program. Please call Frank Embree or me if you need any help in training and implementing your stewardship program.
11. During the year, I worked with new treasurers advising them of various matters, namely taxes, accounting and audit, investments, parochial reports, etc.
12. During the year 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.

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 Real Estate and Finance Department, Diocesan Compensation Review Committee, Diocesan Stewardship Education Committee and Diocesan staff.



# The Episcopal Church in Hawaii

June 23, 1997

TO: THE CLERGY AND TREASURERS IN OUR PARISHES MISSIONS AND CONVENTION DELEGATES

FROM: PETER PEREIRA, DIOCESAN TREASURER

SUBJECT: SHARED TRAVEL ASSESSMENTS FOR CONVENTION, OCTOBER 24 -25, 1997

The principle of shared travel is part of our Constitution and Canons-specifically Canon 4, section 4.3.

In accordance with this Canon your share of the assessment is **\$32** for each lay delegate.

This amount will cover the cost of round-trip airfare for all delegates, clergy and lay from Kauai, Maui, Molokai and Hawaii.

Attached is the amount that each church should remit to the Diocese. **Please help us by sending your assessments, as soon as possible, preferably by September 15, 1997.**

The Diocese has purchased aloha airline coupons. Please request these coupons from Nancy Minuth.

<u>ISLAND</u>	<u>CLERGY</u>	<u>LAY</u>	<u>FARES</u>	<u>TOTAL</u>
O'ahu	54	114		
Hawaii	10	23	33 x \$80	\$2,640
Kauai	7	23	30 x \$80	\$2,400
Maui	7	19	26 x \$80	\$2,080
Molokai	<u>1</u>	<u>3</u>	4 x \$80	<u>\$ 320</u>
	<u>79</u>	<u>182</u>		<u>\$7,440</u>
		Less prior year surplus:		<u>\$1,595</u>
				<u>\$5,845</u>

Note: The number of lay delegates is based on the number of communicants in good standing for each church as reported on the 1996 Annual Parochial Report Form.

Sharedtrvl

INVESTMENT FUNDS OF THE EPISCOPAL  
CHURCH IN HAWAII  
AS OF JUNE 30, 1997

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TRUST ENDOWMENTS	Total Shares	Market Value @ 79.008168	Cost
<u>ALL SAINTS' CHURCH, KAPAA</u>			
Clergy Childrens' Education Fund	87.06425	6,878.79	3,394.51
Albert Horner Organ Maint Fund	70.35650	5,558.74	2,160.42
Etta Wilcox Sloggett Memorial Fund	333.21842	26,326.98	3,529.01
Emma Lyman Wilcox Memorial Fund	2,780.89831	219,713.68	29,414.98
Henry Willey Columbarium	180.60730	14,269.45	5,341.74
Ramona R. Walden Altar Fund	75.45116	5,961.26	5,291.84
Willey Memorial Fund	674.13346	53,262.05	21,070.27
	4,201.72940	331,970.95	70,202.77
<u>CHRIST CHURCH, KEALAKEKUA, HI</u>			
Building Fund	4,407.46939	348,226.08	167,874.90
Mission Fund	1,513.05169	119,543.44	63,706.46
E C Greenwell Cemetary Fund	385.29339	30,441.32	20,178.01
The Greenwell Memorial Trust	490.37348	38,743.51	25,681.11
Ellen Hall Fund	751.31784	59,360.25	12,170.34
Parish Designated Trust Fund	721.38538	56,995.34	35,481.77
Dora Greenwell Bryant Pennell Fund	205.02792	16,198.88	6,696.42
David Douglas Wallace Mem Endow Fd	1,562.27932	123,432.83	49,418.33
Restoration/Renovation Fund	583.89957	46,132.84	32,587.44
	10,620.09798	839,074.49	413,794.78
<u>DIOCESAN - BUDGET</u>			
Episcopate Endowment Fund	48,754.49237	3,852,003.12	1,881,814.74
E Lani Hanchett Mem Mission Tr Fd	224.76435	17,758.22	6,748.81
Hawaiian Church Chronicle	203.48621	16,077.07	6,346.41
Thomas Dowell Phillips Mem Pen Fd	1,477.06977	116,700.58	32,190.36
	50,659.81270	4,002,538.99	1,927,100.32
<u>DIOCESAN - OTHERS</u>			
Bishop's Special Fund	234.04603	18,491.55	10,484.48
Clergy Continuing Education Fund	4,457.45808	352,175.60	180,718.48
Episcopate Construction Fund	67.21457	5,310.50	3,350.98
Ing Restoration Fund	881.05417	69,610.48	62,286.60
Lambeth Conference Travel Fund	372.26215	29,411.75	17,532.91
Linberg Revolving Fund	4,148.54219	327,768.72	205,050.96
Scholarship Fund	3,501.98386	276,685.33	136,480.64
Election Process.Fund	112.54266	8,891.79	5,344.35
Donald M. McCluskey Fund - Princ	6,073.16514	479,829.65	363,780.34
Donald M. McCluskey Fund - Income	1,253.52544	99,038.75	86,085.57
Von Holt Fund	44,282.10585	3,498,648.06	2,824,079.83
	65,383.90014	5,165,862.18	3,895,195.14

INVESTMENT FUNDS OF THE EPISCOPAL  
CHURCH IN HAWAII  
AS OF JUNE 30, 1997

FILE NAME:D:\DATA\EPISDIO\ECIN0697.WK1

	Total Shares	Market Value @ 79.008168	Cost
<u>TRUST ENDOWMENTS</u>			
<u>KOHALA MISSION, KAPAAU</u>			
Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund - St Augustine's Church	365.58544	28,884.24	15,360.77
St Augustine's Church Yard Fund	94.20151	7,442.69	3,289.10
	459.78695	36,326.93	18,649.87
<u>SAINT ANDREW'S CATHEDRAL</u>			
St. Andrew's Cathedral Endowment	4,298.15484	339,589.34	339,589.34
<u>SAINT ANDREW'S PRIORY SCHOOL</u>			
Alumnae Association Scholarship Fd	904.71276	71,479.70	41,704.30
Grace P Ames Mem Scholarship Fund	998.21062	78,866.79	43,936.76
British Benevolent Society Schship	1,514.71733	119,675.04	51,024.37
E E Ford Foundation	600.88228	47,474.61	25,570.92
Bishop Harry S Kennedy Schl Fund	619.58343	48,952.15	25,099.58
Caroline Ornellas Memorial Schl Fund	43.09294	3,404.69	1,811.62
Sister Evelyn Scholarship Fund	224.38217	17,728.02	6,816.40
Vance O Smith Trust Fund	1,135.81385	89,738.57	51,764.92
Betty V Von Holt Scholarship Fund	381.91089	30,174.08	11,502.92
Francis & Nell Sen Financial Endow	1,475.10412	116,545.27	83,820.25
Class of '37 Scholarship Fund	193.97047	15,325.25	9,827.58
Peter B Ogilby Scholarship Fund	161.05685	12,724.81	6,947.17
Queen Emma General Scholarship Fd	5,861.62256	463,116.06	199,484.15
Queen Emma Preschool End. Fd.	459.11830	36,274.10	29,983.84
Eleanor Wilcox Carney Financial Aid Fd	66.52525	5,256.04	4,175.69
Operational Endowment Fund	962.71870	76,062.64	63,186.59
	15,603.42252	1,232,797.82	656,657.06
<u>ST BARNABAS CHURCH</u>			
Jensen-Malvin Memorial Fund	111.26904	8,791.16	4,624.89
Building Fund	7,655.75619	604,867.27	496,689.58
Beverly Booth Memorial Fund	20.44271	1,615.14	1,264.49
	7,787.46794	615,273.57	502,578.96
<u>ST CHRISTOPHER'S CHURCH - KAILUA</u>			
Rector's Hsg. Endow Fund	1,397.20139	110,390.32	88,172.52
Outreach Endow Fund	939.33864	74,215.43	45,670.39
	2,336.54003	184,605.75	133,842.91



INVESTMENT FUNDS OF THE EPISCOPAL  
 CHURCH IN HAWAII  
 AS OF JUNE 30, 1997

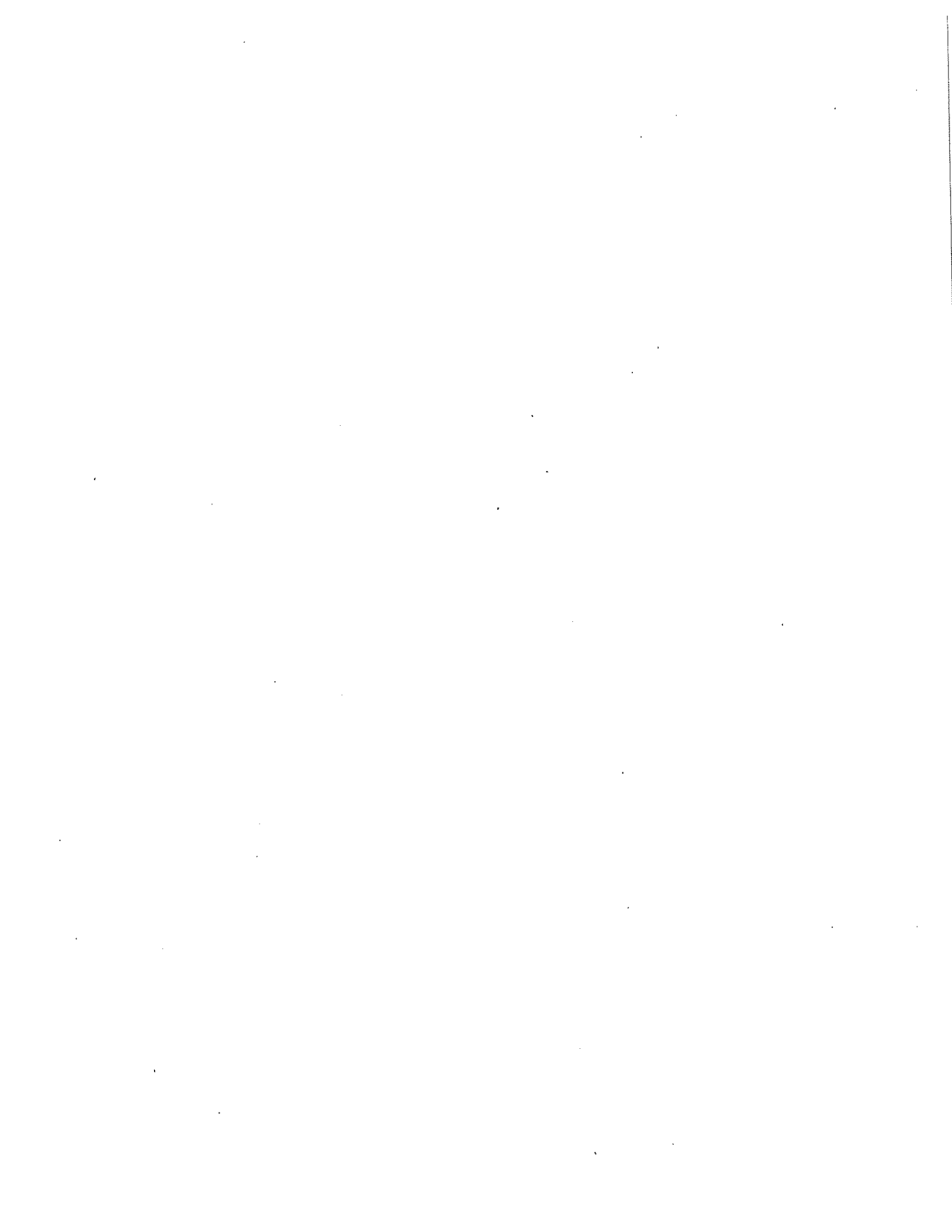
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	Total Shares	Market Value @ 79.008168	Cost
<b>TRUST ENDOWMENTS</b>			
<b>MISCELLANEOUS</b>			
Bishop's Discretionary Fund	382.14814	30,192.82	13,952.61
Diocesan General Fund	90.33332	7,137.07	5,329.33
Calvary Reserve Fund	604.20792	47,737.36	36,334.52
Episcopal Church Women of Hawaii	37.44971	2,958.83	1,310.30
ECW - Diocesan Altar Guild	28.54403	2,255.21	2,073.84
Holy Nativity-Clergy Appreciation Fund	927.33638	73,267.15	59,750.29
Institute for Human Service Fund	6,282.83576	496,395.34	263,662.92
Princess Abigail Kawanānakoā Fund	180.93558	14,295.39	10,908.63
Henry Digby Sloggett Memorial Fund	8,864.71765	700,385.10	374,569.57
St James' Papaalōa-Eliza Spencer Memorial Fund	66.28899	5,237.37	2,543.45
St Elizabeth's Hon Endowment Fund	655.69827	51,805.52	21,041.00
St George's Pearl Harbor Permanent Endowment Fund	196.98318	15,563.28	10,489.78
St John's Episcopal School Bldg. Replacement Fund (Guam)	54.44085	4,301.27	2,277.65
St Mark's Parish, Hon Endowment Fd	467.29838	36,920.39	22,525.73
St Mark's School Endowment Fund	0.37532	29.65	31.04
St Paul's Building Fund	1,818.92905	143,710.25	89,909.94
St Paul's, Hon-Bryon a Devonish Candle Fund	25.02743	1,977.37	999.58
The Waikiki Episcopal Chapel Endow Fund	1,275.26319	100,756.21	100,073.75
West Kauai Endowment Fund	240.84190	19,028.42	15,077.35
<b>TOTAL</b>	<b>215,789.37226</b>	<b>17,049,122.98</b>	<b>10,461,059.53</b>

THE EPISCOPAL CHURCH IN HAWAII  
THEOLOGICAL EDUCATION OFFERING

<u>CHURCH</u>	1995 Operating Income	1996 1% Amount	1996 Amount Given
All Saints'	133,471	1,335	0
Calvary	239,725	2,397	0
Christ Church	130,839	1,308	0
Christ Memorial	77,934	779	779
Emmanuel	78,601	786	786
Epiphany	117,614	1,176	800
Good Samaritan	96,505	965	1,040
Good Shepherd	164,373	1,644	1,500
Grace	34,764	348	390
Holy Apostles'	105,410	1,054	300
Holy Cross	25,683	257	0
Holy Innocents'	108,295	1,083	0
Holy Nativity	362,159	3,622	3,623
Kohala Mission	57,757	578	578
Resurrection	3,341	33	0
St. Andrew's	786,694	7,867	1500
St. Barnabas'	46,646	466	338
St. Christopher's	258,507	2,585	0
St. Clement's	209,777	2,098	0
St. Columba's	8,054	81	25
St. Elizabeth's	170,077	1,701	540
St. George's	66,470	665	0
St. James'	91,717	917	0
St. John's, Kula	114,130	1,141	1,000
St. John's By-The-Sea	75,107	751	751
St. Jude's	18,014	180	178
St. Luke's	78,285	783	720
St. Mark's	92,380	924	900
St. Mary's	198,699	1,987	2,940
St. Matthew's	30,699	307	0
St. Michael's	156,630	1,566	0
St. Paul's	84,513	845	150
St. Peter's	249,124	2,491	0
St. Philip's	17,833	178	100
St. Stephen's	78,955	790	0
St. Thomas	10,884	109	98
St. Timothy's	152,585	1,526	1,000
Trinity By-The-Sea	100,867	1,009	1,350
Waikiki Chapel	20,137	201	200
West Kauai	53,972	540	450
<b>TOTAL</b>	<b>4,907,227</b>	<b>49,073</b>	<b>22,036</b>

Mat 12:33-42 (NRSV) "Either make the tree good, and its fruit good; or make the tree bad, and its fruit bad; for the tree is known by its fruit. {34} You brood of vipers! How can you speak good things, when you are evil? For out of the abundance of the heart the mouth speaks. {35} The good person brings good things out of a good treasure, and the evil person brings evil things out of an evil treasure. {36} I tell you, on the day of judgment you will have to give an account for every careless word you utter; {37} for by your words you will be justified, and by your words you will be condemned." {38} Then some of the scribes and Pharisees said to him, "Teacher, we wish to see a sign from you." {39} But he answered them, "An evil and adulterous generation asks for a sign, but no sign will be given to it except the sign of the prophet Jonah. {40} For just as Jonah was three days and three nights in the belly of the sea monster, so for three days and three nights the Son of Man will be in the heart of the earth. {41} The people of Nineveh will rise up at the judgment with this generation and condemn it, because they repented at the proclamation of Jonah, and see, something greater than Jonah is here! {42} The queen of the South will rise up at the judgment with this generation and condemn it, because she came from the ends of the earth to listen to the wisdom of Solomon, and see, something greater than Solomon is here!



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 1998 Housing Allowance Guideline is \$13,917 and is included in the compensation amounts stated above. Any congregation which furnishes housing for which the Fair Market Value is less than the \$13,917 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 \$5,174. 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.

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

1998 CONGREGATIONAL COMPENSATION CATEGORY  
COMUTATION WORKSHEET BASED ON  
1996 PAROCHIAL REPORT DATA

I. Number of Pledging Units

Number of Pledging Units \_\_\_\_\_

Multiplied by .40= \_\_\_\_\_

II. Average Attendance

Average Sunday Attendance \_\_\_\_\_

Multiplied by .30= \_\_\_\_\_

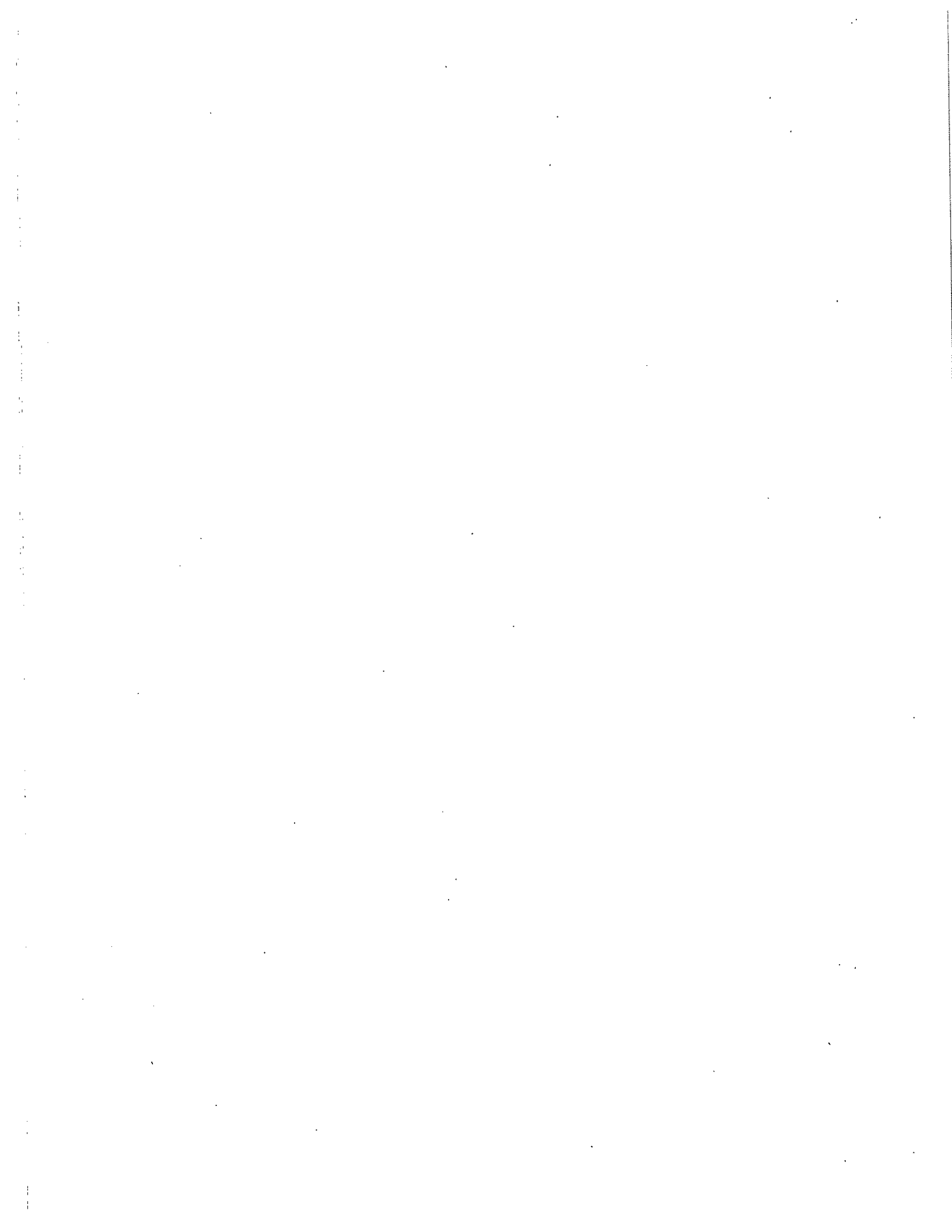
III. Annual Operating Budget

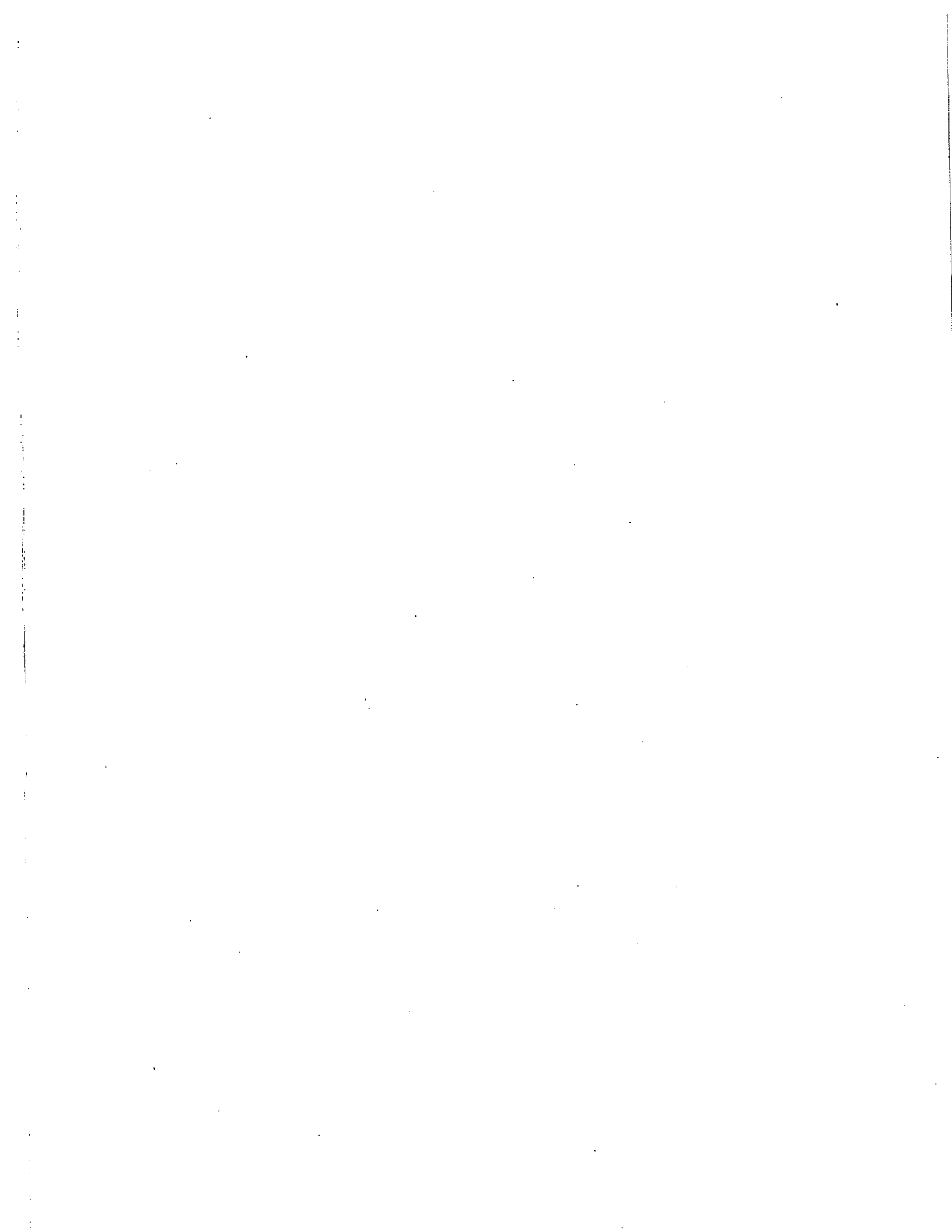
Annual Operating Budget in \$1,000 \_\_\_\_\_

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 Mr. Dean Witt, Chair, Mr. Peter Pereira. Treasurer: Comptroller.







5. **Debt Reduction** - The Debt Reduction budget (page 22) includes nearly \$585,000 of expenditures related to matters surrounding Episcopal Homes of Hawaii (EHH). The issues surrounding each of the legal cases are complex. The proposed 1998 allocation for legal expenses is a "soft" estimate, which is subject to change depending on the actions of all parties involved in the various litigations.

Please give the proposed budget your prayerful consideration and come to your respective Deanery meeting prepared to discuss issues which concern you.

Aside from myself, your Deanery meeting is scheduled to be attended by Lucille Tamura (Program Officer) and Peter Pereira (Finance Officer). We would appreciate being notified of any major concerns in advance of your Deanery meeting, so that we can be prepared to respond to them., resulting in a more effective discussion. You can contact any of us by fax or mail via the Diocesan office, or electronic mail at the following addresses:

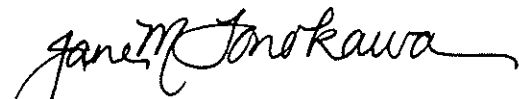
Lucille lucitam@aloha.net

Peter peterp@aloha.net

Jane djtono@aloha.net (home) and/or jtonokawa@queens.org (work)

Thank you very much in advance for your time and attention to the budget, which impacts the financial and spiritual health of Our Church. In a recent Diocesan Council meeting at which a draft of the budget was discussed, Bishop Chang reminded members to honor input from everyone, to maintain the integrity of the process, and to remember our baptismal covenant. I pray that you will heed the Bishop's advice and know that we can move forward together.

In God's love,



Jane M. Tonokawa

Finance & Real Estate Department, Chair

Attachment

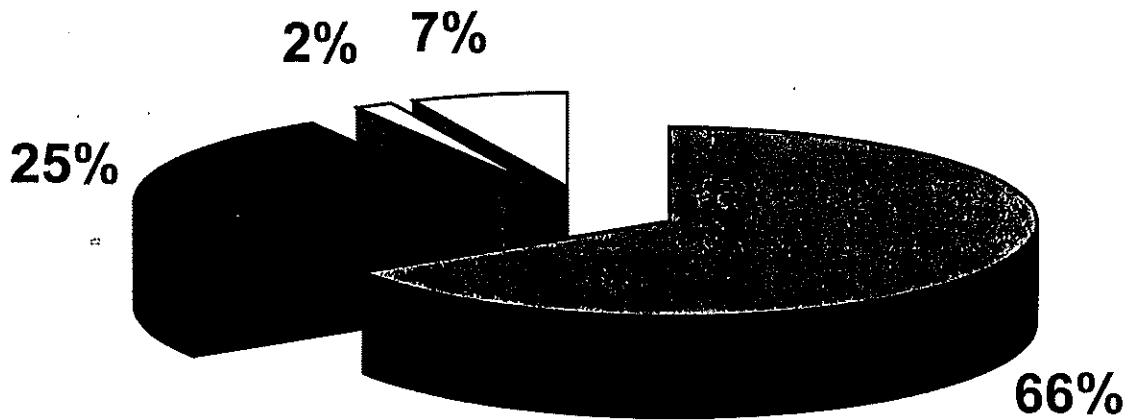
**NOTE to Delegates:** Please bring your copy of the proposed budget to your scheduled Deanery meeting. Diocesan representatives will not be providing extra copies.

**NOTE to Vicars / Rectors:** Please feel free to copy the proposed budget for interested members of your congregations who are not delegates to the Convention.

DRAFT

**OTHER THAN THIS SENTENCE,  
NO TEXT IS INTENDED TO APPEAR ON THIS PAGE.**

# 1998 BUDGET INCOME



■ ASSESSMENTS (66%)	■ INVESTMENTS (25%)
□ INTEREST /OTHER (2%)	□ RENTALS (7%)

## Description of Income & Explanation of Significant Variances

Assessments: The assessment for 1998 is 25% and is based on each congregation's 1996 operating income. Historically, the total assessment has been:  
 1993: 23%      1994: 23%      1995: 26%      1996: 25%      1997: 25%

Investment Income: Income from the Portfolio (Unrestricted) and the Von Holt Fund represent a 6% total return distribution. To cover expenses we are budgeting an additional one-time 1% distribution for 1998 above the 5% distribution taken in 1996 and 1997, for we anticipate higher returns. Also in 1997 we are withdrawing an additional \$150,000 from the Von Holt Fund to cover expenses. Income from the Portfolio (Restricted) is primarily from the Episcopate Endowment Fund. The distribution is limited to the expenses related to the Office of the Bishop. The distribution is approximately 5.5%. The diocese is the beneficiary of the investment income from the Parke Trust, Valvon Fund and Catton Fund. The Catton Fund is restricted by the donor for use by retired church workers.

Rentals: Apartments: This is the rental income from the Diocesan-owned apartments at Queen Emma Square. The budgets reflect a 3% increase.

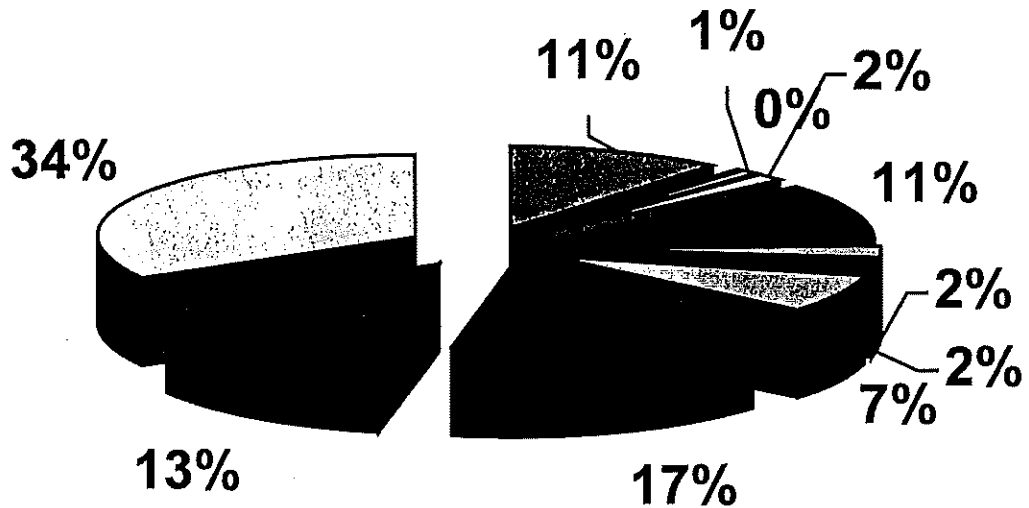
Rentals: Parking: This income is largely from the Priory's rental of parking spaces in the parking lot behind the Diocesan offices. Our new agreement effective 1/1/98 provides for an annual increase based on the Honolulu Consumer Price Index at December 31, 1996.

Interest: This represents the interest on Diocesan cash and short-term investments.

Chronicle Donations: This represents income from the annual appeal to assist in the publication of the CHRONICLE/Episcopal Life.

Miscellaneous: This represents miscellaneous gifts and other income and includes tuition income from Diocesan Institute programs.

# 1998 BUDGET EXPENDITURES



- CONGREGATIONAL DEVELOPMENT (11%)
- MINISTRY TO CHURCH IN SOCIETY (0%)
- MINISTRY OF NURTURE & EDUCATION (1%)
- MINISTRY OF COMMUNICATIONS (2%)
- MINISTRY TO NATION & WORLD (11%)
- MINISTRY TO RETIREES (2%)
- MINISTRY DEVELOPMENT (2%)
- MINISTRY OF EPISCOPATE (7%)
- MINISTRY OF ADMINISTRATION (17%)
- GENERAL DIOCESAN EXPENSES (13%)
- DEBT REDUCTION (34%)

CONGREGATIONAL DEVELOPMENT

DRAFT

	1996 ACTUAL	1997 BUDGET	1998 COUNCIL DRAFT
<b>KAUAI:</b>			
West Kauai	25,200	27,000	20,000
<b>OAHU:</b>			
Emmanuel, Kailua	15,000	16,000	7,000
Holy Cross, Malaekahana	7,500	6,000	6,000
St. Anne's, Mililani	706	0	0
St. Barnabas, Kapolei	16,000	19,000	15,000
St. John's By the Sea, Kahalu'u	15,000	16,000	16,000
St. Matthew's, Waimanalo	25,000	14,000	15,000
St. Paul's, Honolulu	15,000	13,000	12,000
St. Philip's, Ma'ili	15,000	17,000	18,000
<b>MOLOKAI:</b>			
Grace Church	24,000	22,000	25,000
Maui/Molokai Travel	0	700	700
<b>HAWAII:</b>			
Kohala Mission	10,000	8,000	8,000
St. Jude's, Ocean View	4,000	5,500	5,000
Regional Filipino Ministry	35,000	34,000	34,000
	207,406	192,200	181,700
Congregational Planning Program	20,000	36,800	20,000
Mililani Home	0	1,390	0
Travel	1,606	6,410	2,800
Challenge Grant	0	0	6,000
<b>TOTAL</b>	<b>229,012</b>	<b>236,800</b>	<b>210,500</b>

MINISTRY TO CHURCH IN SOCIETY

DRAFT

	1996 ACTUAL	1997 BUDGET	1998 COUNCIL DRAFT
Hawaii Council of Churches	500	500	500
Ecumenical Program	200	1,200	1,200
AIDS Advisory Committee	500	1,350	0
Clergy/Parishioner Assistance Program	0	0	2,650
Ministry for Faith, Justice & Equality	0	0	1,000
<b>TOTAL</b>	<b>1,200</b>	<b>3,050</b>	<b>5,350</b>

The Department of Church in Society oversees the work and ministries that reach out beyond the congregations into the life of the larger community. The Department also oversees the Episcopal Charities, until sufficient lead gifts are received to establish a separate foundation. The Episcopal Charities fund balance was \$6,110 as of 3/31/97.

Hawaii Council of Churches

The Department believes that TECH needs to continue financial support for this ecumenical effort.

Ecumenical Program

The Rev. Vince O'Neill continues to take the lead in this program. Funding will be used for travel expenses to an ecumenical program on the mainland. Fr. O'Neill will be asked to make a presentation to the Diocese about his experience.

AIDS Advisory Committee

Unfortunately, the Hawaii Council of Churches has suspended this Episcopal ministry that was started by The Rev. Frech and Bishop Hart. The Department wishes to continue this valuable ministry but is unable to find anyone to take the lead. Consequently, we provide no money for this committee in 1998.

Clergy/Parishioner Assistance Program

This is a new ministry being proposed by the Department. The monies will be used to: (1) provide training for clergy on substance abuse, spousal abuse and other topical issues; (2) provide clergy with an employee assistance program; and (3) provide 3-4 congregations with a parishioner assistance program, which will be a free, voluntary and confidential counseling program for any parishioner who goes to the program individually or is referred to the program by the priest. Of course, it is not the intent for this program to supplant clergy counseling; it is meant to supplement it. The Department's goal is to use next year as a trial period; if the program works, we will encourage other congregations to join and to share in the cost. Eventually, the congregations will pay for their own program cost.

Ministry for Faith, Justice and Equality

This is a new ministry being proposed by the Department. Its purpose is to educate the community about Christian values from the Episcopal tradition of inclusiveness. Parishes will be asked to "adopt" this ministry, which will go hand in hand with the anti-racism ministry already active in the Diocese. The monies are anticipated to be used to sponsor an anti-hate and anti-racism community workshop.

MINISTRY OF COMMUNICATIONS

DRAFT

	1996 ACTUAL	1997 BUDGET	1998 COUNCIL DRAFT
Production & Delivery	18,841	19,500	23,000
Information Technology	0	0	2,500
Travel	3,488	3,000	3,500
<b>TOTAL</b>	<b>22,329</b>	<b>22,500</b>	<b>29,000</b>
<b># OF ISSUES OF CHRONICLE</b>	<b>7</b>	<b>10</b>	
<b># OF ISSUES OF EPISCOPAL LIFE</b>			<b>12</b>

Production and Delivery

This represents the cost to produce the Hawaiian Church Chronicle and purchase the Episcopal Life newspaper.

Information Technology

Information Technology has become an essential part of the Communications Department. This figure includes the E-mail cost for the Chronicle, the operating costs for the <episcopal@aloha.net> network, a Diocesan-wide "hook-up", computer programs/software, and communications workshops. The 1996 & 1997 costs is included under Production and Delivery.

Travel

The figure of \$3,500 for travel is roughly the same as this year's figure. It allows people living on islands other than Oahu to be members of the Department, attend meetings and work for the Department.

Note

Because the Communications Department is no longer just "The Chronicle," but incorporates a wider sphere of communications including electronic media, PR, Radio/TV relations, and general communications throughout the Diocese, the budget reflects this change.



MINISTRY TO RETIREES

DRAFT

	1996 ACTUAL	1997 BUDGET	1998 COUNCIL DRAFT
Pension Supplements	36,861	31,073	31,800
Medigap Program	12,560	14,000	14,000
<b>TOTAL</b>	<b>49,421</b>	<b>45,073</b>	<b>45,800</b>

Pension Supplements

This portion of the budget subsidizes the pensions and benefits received by certain retired persons or their surviving spouses because the pensions they receive are based on compensation earned when Hawaii was a Missionary District and salaries were quite low.

The 1998 budget reflects a 3% increase as recommended by the Compensation Review Committee. No new retirees will be added to this supplemental plan as current retirement programs have been adequately addressed. The decrease in the 1997 and 1998 budget is due to a reduction in the number of retirees receiving benefits.

Medigap Program

In addition, the Diocese subsidizes a portion of the Medigap insurance benefits to eligible retired clergy and their spouses. The increase in the Medigap program cost is due to an increase in rates and number of participants.

The Medigap program amount is restricted to two times the annual income from the Catton Fund.

MINISTRY OF THE EPISCOPATE

DRAFT

	1996 ACTUAL	1997 BUDGET	1998 COUNCIL DRAFT
<b>BISHOP</b>			
Salary & Housing	17,500	84,000	84,000
Pension	3,188	15,300	15,300
Medical Insurance	1,292	6,700	6,700
Worker's Compensation Insurance	273	1,080	1,080
Auto Allowance	1,076	5,174	5,174
Travel & Cont. Ed.	1,592	14,000	16,644
Hospitality	428	4,000	5,100
Keyman Insurance	0	800	800
Moving Expense	15,012	0	0
FICA	208	1,000	1,000
<b>Subtotal</b>	<b>40,571</b>	<b>131,754</b>	<b>135,798</b>
<b>Election Process Fund</b>	<b>69,520</b>	<b>1,220</b>	<b>3,000</b>
<b>General Convention Travel</b>	<b>0</b>	<b>0</b>	<b>2,750</b>
<b>Lambeth Travel</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>INTERIM BISHOP</b>	<b>30,266</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>140,357</b>	<b>132,974</b>	<b>141,548</b>

Bishop

This constitutes the compensation and benefits received by our Diocesan Bishop. Our Diocesan Bishop came on board October 15, 1996.

Travel & Continuing Education

This includes inter-island travel (parish visitations, deanery & clericus meetings, search & vestry consultations, & other meetings), mainland travel (House of Bishops' meetings), spousal travel, continuing education and other unanticipated travel.

Election Process Fund

This fund was established to accumulate monies for electing a new bishop. The total cost for our election process (search, election and moving costs) amounted to \$127,171. It is financially prudent to make annual allocations. The current balance approximates \$8,000.

General Convention Travel

This represents the annual allocations for the travel and meeting costs for the Bishop to attend the General Convention held once every three years.

Lambeth Travel

This accumulates funds to help make it possible for the Diocesan Bishop to attend the worldwide Lambeth Conference of Bishops held every ten years. The current balance approximates \$23,000. This amount is adequate to cover the cost of the 1998 conference, estimated to cost \$10,000. No funding is budgeted for 1998 because the projected growth of the balance of the unused fund available after the 1998 conference is adequate to cover the 2008 conference.

# GENERAL DIOCESAN EXPENSES

# D R A F T

	1996 ACTUAL	1997 BUDGET	1998 COUNCIL DRAFT
Cathedral Maintenance	68,908	70,424	71,832
Office Expenses:	74,462	65,452	55,100
(Includes telephone, copying costs, equipment maintenance, computer help, subscriptions, postage, equipment purchase, supplies, etc....)			
Property Maintenance	22,091	24,000	24,200
(Includes utilities and repairs of apartments, ( Duplex and Cluett) and Diocesan office, maintenance fee of 1001 Wilder Avenue, Insurance (property, liability, & auto) and General Excise Tax)			
Property Taxes	9,641	10,400	10,900
Investment Fees	32,487	34,000	35,400
Audit Expenses	22,299	19,320	19,600
Diocesan Convention:	7,162	5,000	5,115
(Includes area meeting costs, convention meeting costs, supplies, materials and postage)			
Meeting Costs: Travel	19,339	20,300	17,500
(Includes Diocesan Council, Standing Committee, Commission on Ministry and Others)			
Meeting Costs: Other	2,424	3,000	3,000
Staff Travel & related expenses	2,331	3,200	3,200
Chancellor's Expenses	493	1,000	1,000
Directors & Officers Insurance	11,611	3,600	3,700
Miscellaneous	267	500	500
Treasurers' Conferences	0	1,000	1,100
<b>TOTAL</b>	<b>273,515</b>	<b>261,196</b>	<b>252,147</b>

# DEBT REDUCTION

D R A F T

	1996 ACTUAL	1997 BUDGET	1998 COUNCIL DRAFT
EHH Interest and loan fees	261,000	254,375	242,000
EHH Principal	8,500	52,319	100,000
<b>Total Principal and Interest</b>	<b>269,500</b>	<b>306,694</b>	<b>342,000</b>
EHH Legal Related Expenses	101,246	250,000	242,948
<b>Subtotal</b>	<b>370,746</b>	<b>556,694</b>	<b>584,948</b>
St. Philip's Loan	50,000	30,000	0
Ing Gift Restoration (Principal repayment)	0	0	0
Ing Gift Restoration (Capital Growth only)	52,000	52,000	52,000
St. Barnabas Restore Building Fd.	7,600	7,600	7,600
Capital Campaign Expenses	0	10,000	0
<b>TOTAL</b>	<b>480,346</b>	<b>656,294</b>	<b>644,548</b>

Episcopal Homes of Hawaii Inc. (EHH)

Principal and Interest

As of May 31, 1997, the terms of the EHH debt with the bank is interest only at 9% (1/2% above prime) and the loan matures on 1/31/98. The debt service for 1997 is based on a loan amount of \$2.75 million, interest only at 9%. The principal payment although may not be required is included for prudent financial management. The 1998 budget is based on a loan amount of \$2.7 million less budgeted principal reductions, interest only at 9.25%.

Legal Related Expenses

This represents attorneys fees and costs and litigation related expenses relating to the \$4 million EHH loan guarantee.

St. Philips

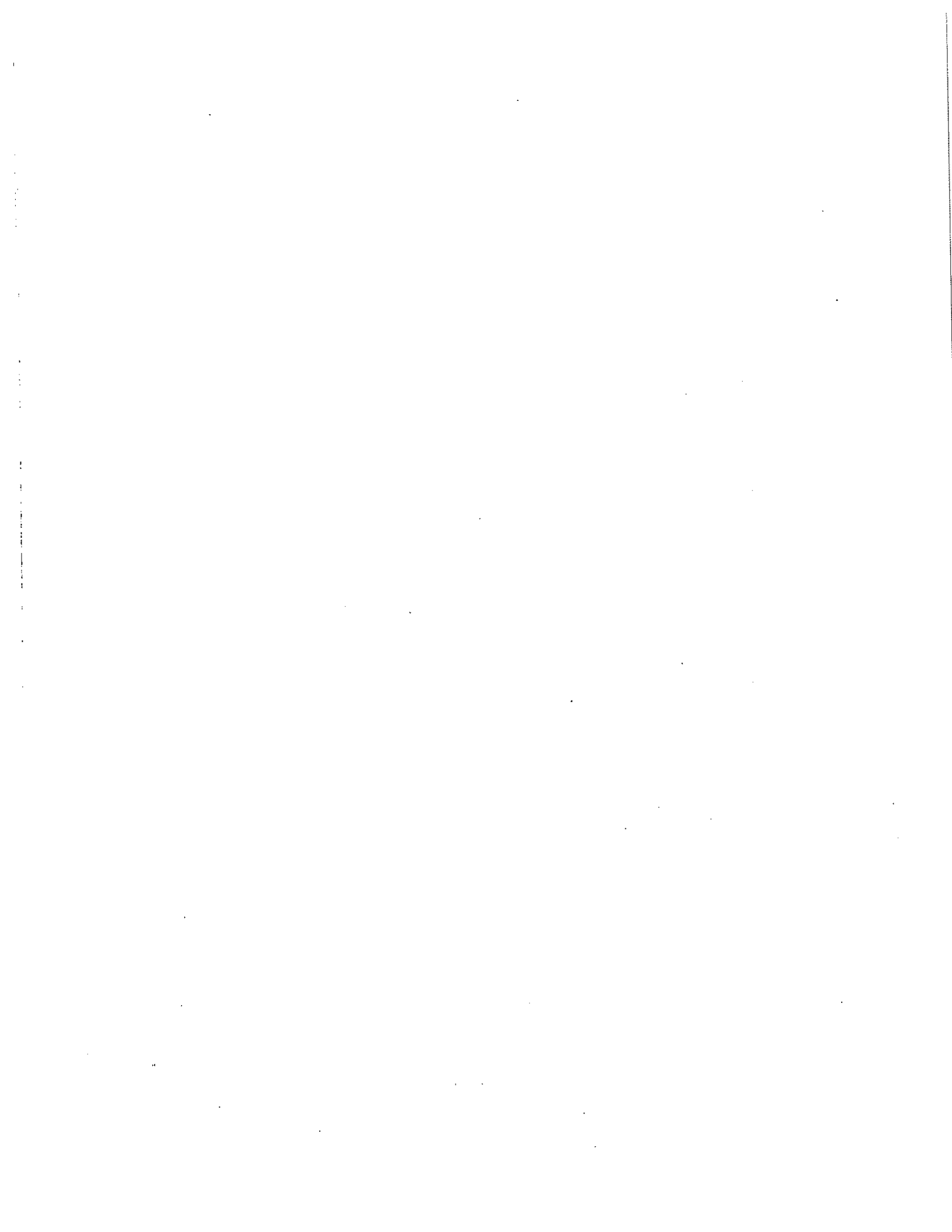
Our plan is for the subsidy to continue until the loan principal is reduced to \$650,000. This will be accomplished by December 31, 1997. Accordingly, there is no diocesan subsidy for 1998 thereon. The rental income is adequate to service the debt.

Ing Gift Restoration

We received a \$1.3 million unrestricted gift from the Mary Ing Trust in 1994. We allocated \$1 million of the Ing Gift as a lead loan to begin a fund drive to repay the EHH debt, & allocated \$300,000 as a loan to restore St. Barnabas' building fund. (See explanation below.) The \$1 million loan will be repaid as soon as the fund drive exceeds the outstanding debt or as a second draw against any receipts from insurance claims. (The first draw being used to pay off the EHH debt). The \$52,000 budget represents the projected appreciation (4%) on the Ing Gift, if the \$1.3 million was invested in the Diocesan Portfolio. The Diocesan Council has deferred commencement of repayment of the Ing Endowment until January 1, 1999.

# STAFF COMPENSATION AND BENEFITS SCHEDULE D R A F T

POSITION	SALARY	PENSION	AUTO	MEDICAL	LIFE	W/COMP.	FICA	SUI	TDI	TOTAL
PROGRAM OFFICER	55,224	5,522	5,174	3,400	400	1,604	4,620	470	150	75,564
FINANCE OFFICER	157,850	5,785	5,174	7,200	400	1,630	4,821	470	150	182,480
PLANNED GIVING OFC.	24,480	0	2,587	1,500	400	1,271	2,071	470	150	30,929
FINANCIAL ASST./SEC.	33,381	3,338	0	6,700	400	1,884	2,554	470	150	47,327
BISHOP'S SECRETARY	29,070	2,907	0	2,600	400	291	2,224	470	150	38,112
ADMIN. ASST./SEC.	28,284	2,828	0	4,800	400	283	2,164	470	150	39,379
										313,791



copy) without the `okina which was correct usage when the motto was adopted many years ago, when everyone knew KEA from KE`A. But how many non-Hawaiians know the difference now? The Hawaiian language is complex and many words have multiple meanings and one word in the motto underlines the importance of the `okina. Without the `okina we could translate the motto as "Victory through whiteness," or "Victory through a variety of sugar cane," or even "Victory through mother's milk." With the `okina, however, the motto means what our forebears meant, "Victory through the cross." Here is a constructive change which we would like to point out as worthy of your consideration. Let's get it right in our written communications in the diocese of Hawai`i. Let's use the `okina properly.

Now, moving to other issues. In his address our bishop has held up a mirror for us to look at ourselves. He recalls us to our role as a people of God. We have all heard the history of the chosen people in their quest for the promised land. We are familiar with their wrong turns and

determine what we have learned from our Wilderness Journey to the city limits of Babylon. We can then transform our fear of change into a process that builds up rather than tears down.

There is no more place for finger-pointing. There is no more place for scapegoating. There is no more place for attribution of blame. It is time for us to answer the call to the ministry of reconciliation and healing. Jesus did indeed come among us that we might be reconciled with God. Even during our Wilderness Journey he never abandoned us. It is time to return the cross of Christ to the head of our diocesan procession and embrace faith, hope and change as our watchwords. We must restore the diocese to a community of the New Covenant whose mission is to restore all people to unity with God and each other in Christ, carrying out that mission through the ministry of all our members.

Our bishop has spoken prophetically. He has shown us the new vision he has seen in the eyes of our people. He has offered a challenge of hope, of promise, and of new life in Christ. He has drawn the roadmap that



In our deliberations during this convention, let us begin the journey back from Babylon. We have recognized the problem. We know the solution. Let us begin!

**29th ANNUAL MEETING OF THE CONVENTION  
OF THE DIOCESE OF HAWAII  
OCTOBER 24-25, 1997**

2A

**RESOLUTION**

TITLE: Amendment to Resolution 2: Change to Canon 2.8

SPONSOR: Finance & Real Estate Department

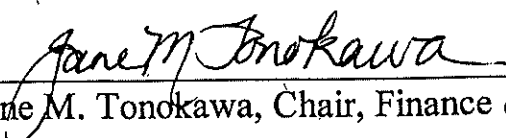
**BE IT RESOLVED**, That Canon 2.8 read as follows (added words are underlined):

Sec 2.8. No Parish or Mission which shall have failed to pay any assessment properly levied upon it for the preceding fiscal year by the 15th day subsequent to the end of such fiscal year shall be entitled to representation in the Convention; provided, however, that the lay delegates representing such delinquent Parish or Mission may be admitted to seats and votes by the vote of the Convention upon the payment in full of such existing delinquency, or, by a majority vote of the Convention upon the report and recommendation of the Diocesan Council. The Treasurer of the Diocese shall report all such delinquencies to the Committee on Credentials no later than ten days prior to the day on which the Convention convenes, and the Committee shall report the same to the Convention in its initial report to certify the presence of a quorum.

---

**RATIONALE / EXPLANATION:**

The added language will allow Parishes and Missions 15 days into the current fiscal year to assure the Diocese has received its assessment of the preceding fiscal year in full.

  
\_\_\_\_\_  
Jane M. Tonokawa, Chair, Finance & Real Estate Department



All Saints' Parish, and many others in the Diocese, have worked to involve the youth of our Diocese more actively in our parish/diocesan/national Church life. Last year one of our delegates was disqualified as a voting member of convention due to her age. She had attended the National Episcopal Youth Event, was a voting member at the meeting of the 1995 Province, and a voting member of our vestry. Also our national canons (Title I, 17.1.(b) ) points out that "members sixteen years of age and older are to be considered as adult members." Our own Diocesan Canons (29.5) states "at any meeting of the Parish, qualified voters shall be those persons of fourteen (14) years of age or over who...."

The message we are sending our youth is that we want them to be involved at the parish and provincial level but we do not trust them enough to let them vote at the Diocesan level. This miscommunication and discrimination must be corrected.

## **GOOD SAMARITAN**

**Hideo Miyao**

## **GOOD SHEPHERD**

**David Bond  
Visitacion Cutameng Esteban  
Eufrosina Gonsales  
Louise Guzman  
Jean Markham  
Florendo Rivera  
Agapito Sagayaga  
Patricia Inskeep Zimmer**

## **GRACE**

**Betty Jane Cormany  
Marjorie Ireland Golderman Fuddy  
Abigail Spencer Johnson  
Hirofumi Nakamoto  
Maria Salvadore Natividad  
Roy Africa Rillon**

## **HOLY APOSTLES**

**Gerald Just Natural Brilliant  
Alberta De La Cruz**

## **HOLY CROSS**

**John Y. Leinau**

## **HOLY INNOCENTS'**

**Shirley Cooper Bailey  
Tim Cooper  
Barbara Lyon  
William Lyon  
Ian Farguhar Martin  
Gracia McConkie  
Jessie Roland Nunn  
Eugene Tagawa  
Marion Wright**

## **HOLY NATIVITY**

**George Tadao Aoki  
Robert Alan Bergman  
George Belmont Berry  
Christopher Allan Edrich  
Helen Jean Goodenow  
Windsor Gregory Hackler  
John Kim  
Sophia Helen Fiske Laird  
Charles Manly Loomis  
Frances Beam Nothom  
Grace Ueuura Rosa  
Shiro Takei  
Briana Aiko Uyehara  
Mildred Miura Vandergrift  
Virginia Lee Worley**

## **ST. CHRISTOPHER'S**

**Anna Davidson  
Faye Ford  
Page Foster  
William J. Froome  
Elizabeth Graves Tan**

## **ST. CLEMENT'S**

**Roy Kelley  
Katharine Kittle Kennedy  
Edward Yat Far Liu  
Audrey Johnson Marantz  
Aldyth Vernon Morris  
Agnes Haruy Nakamoto  
Dorothy Helen Tyrrell  
John Van Dusen  
Ellen Young**

## **ST. COLUMBA'S**

**Pascual Agraan  
Diego del Rosario**

## **ST. ELIZABETH'S**

**Evelyn Kim Chee  
Albert Y. Chu  
Li Hsa Liang Fo  
Rebecca Ing Fong  
Paul K. Hirashiki  
Mabel Liu Ho  
Hazel Hannah Kaloi  
Albert T. Lau  
Daniel Wai Chee Lau  
Henry H.H. Leong  
Fu Li  
Albert Chong Lum  
Bessie Nyuk On Lum  
Ethel Heong Lum  
Florence Mitsuka  
Tai Lam Tyau**

## **ST. GEORGE'S**

**None**

## **ST. MICHAEL & ALL ANGELS'**

**Clarence Earl Beck  
Joann Hamilton  
Helen Matola**

## **ST. PAUL'S**

**Ildefonza Aguilar  
Justo Apuya  
Alfred Bagalayos, Sr.  
Pablo Balanay  
Remedios Balgos  
Teofilo Balignasay  
Rogelio Coloma  
Caridad Domingo  
Tredelina Guira  
Felicidad Luna  
Precentacion Magaoay  
Florencio Mamuad  
Damaso Manera  
Emeterio Nicolas  
Juan Oasay  
Pedro Oasay  
Rosendo Obra, Sr.  
Domingo Ordon  
Angel Ulep**

## **ST. PETER'S**

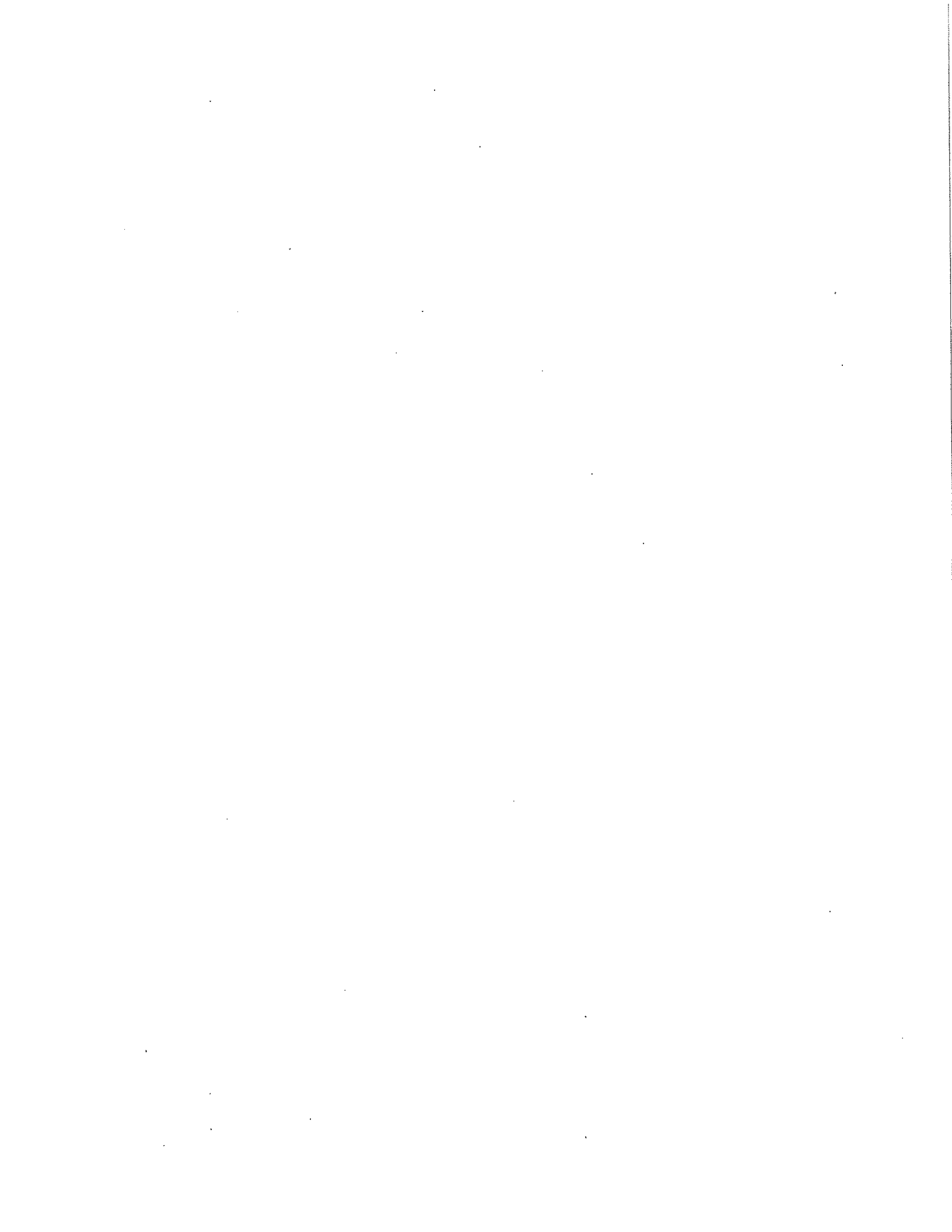
**Elaine Chung Chang  
Lawrence W.M. Chang  
Li Hsa Fo  
Martha Ching Ing  
Mew-Soong Chock Li  
George Pui Lim  
Loretta Yap Long  
Leona Mew-Lan Chock Miyashiro  
Julian Nelson  
Aileen Perlstein  
Cecil M. Young**

## **ST. PHILIP'S**

**No report submitted**

## **ST. STEPHEN'S**

**Edna Kiyo Ito Kim  
Mildred Kraynik  
Noe Michele Melvin  
Sanford Parker  
Travis Jimmie Lee Stephens**





## CHURCH OF THE HOLY APOSTLES

Staci T. Kohashi  
Kahiwalaniokelii Ronalynne Underwood-Guevara  
Henry Nalimu Leasia  
Leah Marie Mozzer  
Roana Kamaile Johnson-Cortez  
Theodore Kamaleiolauleolaloa Orta  
Kyle Geoffrey Ikaika Kahawai  
Samantha Kaulana Hoku Oahiahi Kahawai  
Chad Marcus Kaupiko Kahawai  
Georgina Asae Hara Chun  
Nathaniel Reed Makanalanielokomaikai Acol

## CHURCH OF THE HOLY NATIVITY

Christopher Emmett Harvey  
Dylan Harvey Matsuo Henderson  
Charles Wyatt Hewlick  
Maile Kimiko Farnsworth  
Benjamin David Browning  
Alani Makayla Waters  
Sharon Yoshie Nakamura Tonaki  
Brent Moriyuki Tonaki  
Jakob Bunker  
Trenton Bunker  
Isaiah James Gifford Browning  
Karina Kehaulani Lok  
Ivan Kalani Aki Jr.  
Daniel Young-Bin Chung  
Briana Aiko Yuehara

## RESURRECTION

Keana Ignacio  
Randy Bucasas  
Taylor Takazawa  
Maverick Mariano  
Brisson Mariano  
Chanson Moke  
Christian Bartolome

## ST. ALBAN'S CHAPEL

Jeremy Kealiiokekai Justo Chang  
Tehani Kapuaaloha Jinbo  
Thaddeus Lokahi Lunn  
Dakota Rei Chun  
Derek Shigeo Kokubun  
Bruce Isamu Okada  
Cynthia Yooko Iwashita  
Joan Sato Lum  
Caitlin Sahara Lum  
Madelin Nobuye Kam Lum  
Jason Sheng Jye Chao  
Vivian Dang Todo  
Lauren Chiyo Nakamura  
Nicola Malia Emi Fergusson  
Meghan Clare Barrett  
Daniel Paul Kulani'ikamalie Leon  
Emma Ruth Kaimi Fergusson  
Amy Aiko DeMello  
Franklin C. Tong, Jr.

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Madelin Nobuye Kam Lum  
Jason Sheng Jye Chao  
Vivian Dang Todo  
Lauren Chiyo Nakamura  
Nicola Malia Emi Fergusson  
Meghan Clare Barrett  
Daniel Paul Kulani'ikamalie Leon  
Emma Ruth Kaimi Ferguson  
Amy Aiko DeMello

## IOLANI SCHOOL

Franklin C. Tong, Jr.

**ST. MICHAEL AND ALL ANGELS**

Katin Pi'ialoha Liphart  
Akiko Caitlin Thomas  
David Osamu Thomas  
Emanuel Demetrius Zafilides  
Meilin Malie Kalahiki  
Akoni Christian Kashima  
Timothy Kealoha Wong  
Brandon Kealoha Reny-Wong  
Nathaniel James Whitehill  
Amber Mycaela Suguitan  
Taira Alysha HKS Caoili  
Mark Matthew Christopher Alfonso Garcia-Watten  
Nicole Marie Valhuerdi

**ST. PAUL'S CHAPEL**

Anna Samnang Cowar  
Austin Belts

**ST. PETER'S**

Kristian-Allan Leonard Yap  
Justin Kekoa Nakao-Corpuz  
Austin Gregory Wheeler

**ST. PHILIP'S**

Kaipo Keawe  
Kauimakaonaona Ho  
Jasmine Calaro  
Dan Banda  
Jonathan Wong  
Patrick Wong  
Stefanie Wong  
Ryan Wong  
Bryen Wong  
Herbert Watson  
Patricia Forsberg  
Danielle Lopes  
Deja Parker  
Jonathan Wong-Benairdez

**ST. PAUL'S, HONOLULU**

Justin Keoni Bumanglag  
Eric Jay Ligsay  
Mark Kevin Ligsay  
Domingo Paul Dumbrique  
Carly Namie Yashiki  
Alea Kazumi Amano  
Michelle P. Quicho  
Mayvelyn P. Quicho  
Shannen Mae L. Aragon  
Randy Davin Ramos  
Jomar G. De Gracia  
Allan Lae McLellan  
Queeny H. Raquel  
Alyssa Ashley McIntire  
Jordan Taylor M. Prieto  
Allison Leigh Lagpacan  
Brennan Shizuka J. Lauro  
Shelby C. Baradi  
Alyssa Domingo  
Aric P. Adaoag  
Krislyn M. Adaoag  
Monikah Chanael Moneck  
Alyssa Rona Baldugo  
April Somera Rasquero  
Michael G. Lopez  
Jasmine Nichole Sagaysay  
Kelsey Jan Sabrina Tungpalan  
Jem Tuliao  
Jomari Shane Salud  
Alyssa Joy Buenavente  
Kean Nicholas Leong  
Freddie Segla, Jr.  
Dylan Joshua Angeles  
Troy Alike C. Adams  
Kevin Michael Fines  
Nicole J. Belmonte  
A.J. Batangan Domingo  
Jordan Anfernee Mateo  
Kerri Joan Prieto  
Chelsea Jordan Alcaraz





# Deanery of Central Oahu

## RESOLUTION

TITLE: 1998 CONVENTION

**WHEREAS** in past years, at the conclusion of the Annual Meeting of the Diocesan Convention, delegates have gathered in St. Andrew's Cathedral for a Sunday service of the Diocese as a whole, and

**WHEREAS** this is noted as a positive practice, which would have a salutary effect on the Diocese as a whole if reinstated, and

**WHEREAS** the Deanery of Central Oahu supports this practice, now discontinued, be it therefore

**RESOLVED** that the Deanery of Central Oahu recommend to the Bishop and to all clergy and lay delegates to the Annual Meeting of the Convention, that the practice of holding a special all-diocesan service in St. Andrew's Cathedral, as a fitting conclusion to deliberations and celebration of our spiritual family, be reinstated, beginning with the next such Annual Meeting, in October 1997.

Deanery of Central Oahu

Gerhard Laun+  
Dean

# 9-A

## RESOLUTION 9-A

A substitute for Resolution 9 was presented on the floor by Wayne Yoshigai, Chairman of Committee on Constitution and Canons as follows:

Be it resolved that the Diocesan Council explore the concerns addressed in Resolution 9 and report to the annual meeting of the Convention in 1998.

**RESOLVED**, that this 29<sup>th</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawaii expresses its deepest thanks to: Mrs. Doris Fleming, Mrs. Gina Perkins and Mrs. Kate Roberts who faithfully volunteered each week helping the Diocesan Office running efficiently in this interim period of austerity and cutbacks;

**RESOLVED**, that this 29<sup>th</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawaii expresses its sincere appreciation to Father and Mrs. Gerald Gifford, Mrs. Doris Fleming, Mrs. Gina Perkins, Mrs. Pam McCoy, Mrs. Elsie Ching and the Diocesan Altar Guild for the many volunteer hours they have given each day this week to help the Diocesan staff prepare for this Convention;

**RESOLVED**, that this 29<sup>th</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawaii expresses its sincere appreciation to Eva Kum (St. Philip's) for her generous donation of leis presented at this Convention;

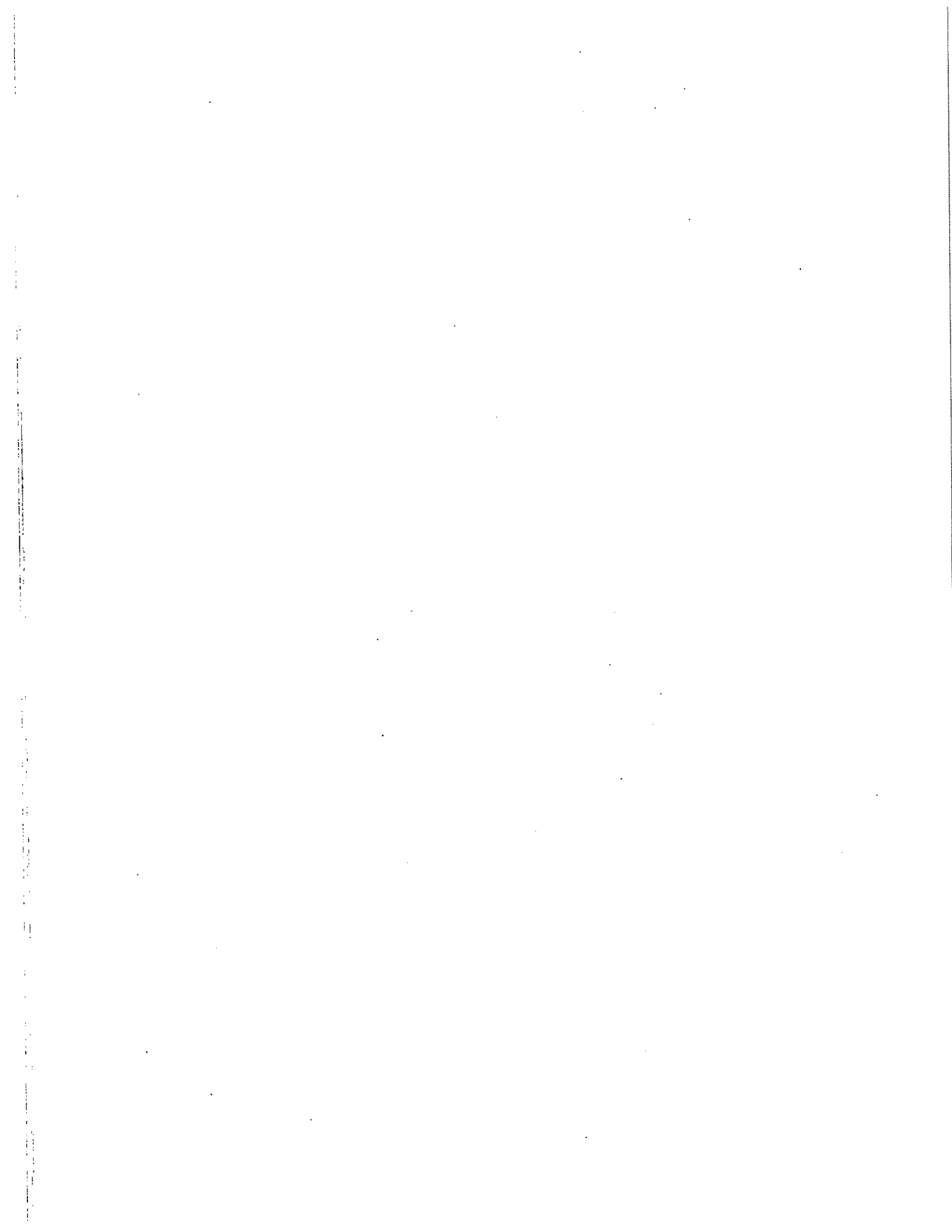
**RESOLVED**, that this 29<sup>th</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawaii send sincere thanks to the Cathedral Church of St. Andrew's, its parishioners, Chapter, and the Dean for their gracious hospitality during this Convention, and for the use of these comfortable and spacious facilities for the well-being of all delegates, guests and friends;

**RESOLVED**, that this 29<sup>th</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawaii expresses profound appreciation for the assistance given by St. Andrew's Priory School in a variety of ways;

**RESOLVED**, that this 29<sup>th</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawaii expresses its deep appreciation to the members of the Diocesan staff: Mrs. Tiare Ono, Mrs. Marie Elesarke, Mrs. Nancy Minuth, Ms. Lucille Tamura, Mr. Peter Pereira, and Mr. Frank Embree 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.

And I so move the approval of these resolutions.





REPORT OF THE REGISTRAR  
September 22, 1997

All minutes of the Standing Committee, the Diocesan Council,  
and the 1996 Diocesan Convention Report are on file in the  
Diocesan Office as required by the Diocesan Canons (Ca.9:1).


Respectfully submitted,

*Gerald G. Gifford II*  
The Rev. Dr. Gerald G. Gifford II  
Registrar

Vestry/Bishop's Committee/Treasurer's Workshop  
 February 8, 1997  
 Happening IX February 21-23, 1997  
 Stewardship Conference February 21 - 22, 1997  
 Mission Grant Meeting March 22, 1997  
 BACAM April 4 - 5, 1997  
 LEM Training (Oahu) April 12, 1997  
 EMOA Retirement Planning Seminar  
 May 10, 17, 31; June 7 1997  
 LEM Training (Hawaii) May 24, 1997  
 LEM Training (Maui) June 7, 1997  
 EFM Gathering July 11, 1997  
 Bishop's Scholars Announced  
 HPU Founders Scholarship announced  
 ECW Fun(d) Day August 15, 1997  
 Diocesan Institute Classes September 1997 - January 1998  
     *Gospels and Acts* instructor: The Rev Layton Zimmer  
     *Pastoral Ministry Education* instructor: The Rev Lee Kiefer  
     *Introduction to Spirituality* instructor: The Rev Hollis Wright  
 Adult Leaders Training Event (ALTE) Sept 26-27, 1997  
 EMOA Conference September 27, 1997  
*Here I Am...Just As I Am* Celebration of Lay Ministry  
 October 4, 1997  
 Episcopal Schools Conference October 15, 1997

**DIOCESAN STAFF:** During this year we welcomed Tiare Ono (Bishop's Secretary) and Frank Embree (Planned Giving Officer) to our staff. The staff meets weekly for calendar updates and information and quarterly/annually to evaluate and to share staff concerns. We work together as a team to provide the assistance for the diocese in the most effective way. Thank you, Peter, Nancy, Marie, Tiare, Frank for your support and gifts you share with all of us. Especially thank you to our faithful volunteers Doris Fleming, Gina Perkins and Kate Roberts for your commitment of time and talent with us.

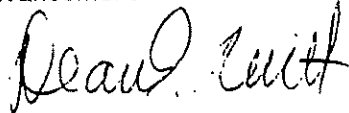
Respectively submitted,

  
 Lucille S. Tamura  
 Program Officer

EPISCOPAL DIOCESE OF HAWAII  
DIOCESAN COMPENSATION AND REVIEW COMMITTEE  
REPORT TO THE DIOCESAN CONVENTION  
October 1997

During the year the following action was taken:

1. Recommended that Diocesan staff salaries be increased between 1.5% to 3% at the Bishop's discretion.
2. Recommended that pension payments for retirees be increased by 3%.
3. Salary ranges for the Diocesan Staff were recommended.
4. Recommended the 1997 Clergy Compensation Categories and Ranges remain unchanged for 1998.
5. Reviewed the Income Replacement Plan which is a short term disability program offered by the Church Life Insurance Corporation. Recommended this plan be adopted for all clergy as part of the compensation program. The cost to each Parish is approximately \$300, per year, per Priest.
6. Revised the recommendation regarding the entry level of clergy on the Compensation Schedule. The new recommendation is that both clergy new to Hawaii in 1998 and clergy presently in Hawaii, will establish with their Vestry/Bishop's Committee their year service level, predicated on their position on the compensation schedule. Advancement will occur annually from that established position.



Dean E. Witt, Chair

**1997 REPORT OF THE DIOCESAN COMMISSION ON MINISTRY**

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During this year the following were admitted as postulants for Holy Orders:

Taylor Clark  
Lance Horne  
Pamela Junge  
Walter Stevens

The following were accepted for candidacy:

John Turner  
Ajuko Ueda

The following were accepted for ordination to the transitional diaconate:

Elizabeth Butler (subsequently ordained by Bp. Chang in June 1997)

Respectfully submitted,

Warren A. Naai

Four students have been awarded Bishop's Scholarships for the 1997-1998 school year. These scholarships, which are applied toward the tuition of Episcopal Church-related schools in the Diocese in any of grades K-12, are limited to a maximum of half the tuition. Only students who are entering the school for the first time are eligible but the award may be renewed for a second year. The awardee must have been an active member of an Episcopal Church for at least one year. This year's awardees are:

Emily Fisher (St. Christopher's) grade 8 at St . Andrew's Priory  
Chaisson Goo (St. Mark's ) grade 1 at Epiphany Schools  
Zachary Parsons-Wright (Holy Nativity) grade 5 at Holy Nativity School  
Robbie Quon (St. Timothy's) grade 1 at Iolani School.

The commission is indebted to Lucille Tamura for her leadership, tenacity and wisdom.

Respectfully submitted,



J. Stevens Bean  
Headmaster, St. Andrew's Priory School  
Commission Chairman

A sub-committee on indigenous liturgies of the Standing Liturgical Commission met in San Francisco in May. Malcolm Chun represents Native Hawaiians on this sub-committee.

On Sunday, July 6, Darrow Aiona and Malcolm Chun visited Native Hawaiians at St. Philip's, San Jose, for a Hawaiian eucharist and lunch reception to further CONHM's relationship with this group.

Six Native Hawaiian delegates - Darrow Aiona, Malcolm Chun, Charles and Pua Hopkins, Linda and David Sproat - participated in the Anglican Indigenous Network (AIN) meeting in Lethbridge, Alberta, Canada in July along with American Indian/Native Alaskan, Native Canadian, Maori and Australian Aboriginal/Torres Strait Islander delegations. Among the matters dealt with were the establishment of a network of administrators in indigenous theological training programs, issues surrounding the authority and jurisdiction of indigenous bishops, and native spirituality. Position papers on the last two subjects will be presented at the next bi-annual meeting of AIN in Spring 1999 in Hawai'i.

The Native Hawaiian Ministry Study Program (NHMSP) offered two courses in the Fall: Using Rite II Eucharist in Hawaiian and Native Ministry Leadership through the Life and Times of an Indigenous Bishop. Courses offered in the Spring included The Meaning of Existence, The Duality of Being Indigenous: Christianity and Traditional Native American Culture, What does it mean to be an Anglican and Indigenous: Reflections on Church History and Theology, and Reflections on a New Translation of the Book of Genesis.

Ka Papa Anaina Hawai'i O Kristo (Native Hawaiian Community of Faith) has submitted all necessary documents for certification as a religious Community of ECUSA to the chair of the House of Bishop's Committee on Religious Communities. Bishop Chang has endorsed Ka Papa's application and has accepted the invitation to be its Bishop Protector. The Community celebrated its patronal feast day commemorating the lives of Kamehameha IV and Queen Emma on November 24, 1996 in St. Andrew's Cathedral with an induction service and Hawaiian language Eucharist. A lu'au dinner in Davies Hall followed the service. In 1997 Ka Papa gathered together in February, April, May and August for services of induction and profession, community building and planning at St. Mark's and St. John's By-the-Sea. There are now thirty members of the Community who are looking forward to more services, language and cultural learning experiences and projects.

The Rev Tom Van Culin is CONHM's missionary to the incarcerated where he counsels approximately twenty-five inmates each week. Of the 25, 18 are Native Hawaiian, 5 are Pacific Islanders, and 3 are from the 48 contiguous states.

The directory of Native Hawaiians in Province VIII has been printed and will be distributed shortly.

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## Annual Report of the Diocesan Institute Board

The mission of the Diocesan Institute is to raise the level of spiritual formation for all baptized members of the Diocese through continuing education programs and special events and to provide the necessary course work for those seeking ordination pursuant to the canons.

The Institute Board is comprised of Deanery representatives and appointed members. This past year the following persons comprised the DI Board: Mrs. Barbara Cowell, Rt. Rev. Jackson Gilliam, Mr. Richard Halverson, Mr. Lance Horne, Mrs. Gretchen Jong, Mr. Henry Keyser, Mrs. Barbara Longo, Mr. Scott McCoy, Ms. Lucille Tamura (ex-Officio).

During the past year the DI sponsored the Vestry/Bishop's Committee Workshop, the Lay Eucharistic Ministry Workshop on Oahu, Hawaii and Maui, the Laity Conference "Here I AM....Just As I AM, and the evangelism workshop "The Magnetic Church". The Institute also offered the following classes:

History of the Episcopal Church in the USA ( Rev. Carol Arney), Ethics (Rev. Dr. Gerald Gifford), Pastoral Ministry Education (Rev. Lee Kiefer), Gospels and Acts (Rev. Layton Zimmer), Spiritual Formation (Rev. Hollis Wright).

Special thanks are extended to all of the additional persons who contributed time, labor and prayers for the work of the Institute. In addition, a very special thanks to Lucille Tamura for her tireless efforts, coordination and prayers on behalf of the Institute and without which the work would be well nigh impossible.

Respectively submitted,

Scott McCoy  
Chair, Diocesan Institute Board



Council. Art Kusumoto serves on the Province VIII program board as the Asian liaison and as a member of the Church Pension Fund Board, Gretchen Jong serves as the Chairperson of the Standing Committee of Metropolitan Affairs, Tim Quintero serves under the umbrella of JPIC of the National Church within the Sub-Committee of Abolishing Racism in the Episcopal Church, Edean Iwanaga serves on the Diocesan Council and as member of the Department of Congregational Development, Imelda Padasdao serves as a Co-opted member of the Department of Congregational Development, Frank Cowell serves on the Commission on Ministry. Ajuko Ueda is a candidate for ordination and Darl Kim is a postulant for ordination.

I give thanks to God for our life together, our ministries, and for what has been accomplished and; ask His continued blessings and guidance as we continue to work together as one.....

Faithfully yours,

*Imelda S. Padasdao*  
Imelda S. Padasdao, Convenor

Art Kusumoto	P.O.Box 1234, Wailuku HI 96793 (r) 244-5454
Robert Kusumoto	1701 Lewalani Dr., Hon., HI 96822 (o) 536-4430, pager 846-2914
The Rev. John Longo	2062 S. King St., Hon., HI 96826 (r) 263-0555, (o) 949-4655
The Rev Imelda S. Padasdao	1326 Konia St., Hon., HI 96817 (r) 847-1627, (o) 587-2134, (pager) 851-4104
The Rev. Norio Sasaki	3252 Charles St., Hon., HI 96816 (r) 735-5892
Hatsune Sekimura	3205 Pololei Pl., Hon., HI 96822 (r) 988-4473
Lucille Tamura	229 Queen Emma Sq., Hon., HI 96813 (r) 942-0266, (o) 536-7776
The Rev. Ernest Uno	98-1278 Kuawa St., Aiea HI 96701 (r) 488-3436

1997 OFFICERS

CONVENOR: THE REV. IMELDA S. PADASDAO  
 VICE CONVENOR: THE REV. DAVID OTA  
 SECRETARY: THE REV. ERNI UNO  
 TREASURER: AJUKO UEDA

## Ecumenism

This year as a diocese we were able to participate more fully on a national level. In April I attended the National Workshop on Christian Unity in Sacramento. More than 300 participants from various Christian traditions attended the five days of dialogue and interdenominational sharing.

Of particular importance to the Episcopal Church was a comprehensive updating of the status of our inter-church relations with those churches with whom we have official dialogues; namely, Methodist, Oriental Orthodox, Orthodox, Reformed, Roman Catholic, Reformed Episcopal, Polish National Catholic, and COCU (Consultation on Church Unity) - a dialogue among nine Christian Churches.

Special attention was given to the proposed Concordat of Agreement between ourselves and the Evangelical Lutheran Church in America, which proposed full inter-communion and recognition of one another as sister Churches. Cautious optimism was expressed by the representatives of both traditions that the Concordat would receive approval by both Churches at their respective Conventions in July and August.

Our Church approved the Concordat in Philadelphia in July. The Lutheran Churchwide Assembly, which required a 2/3 approval of the Concordat failed by just six votes of the thousand voting delegates in August.

But all is not lost between the ELCA and the Episcopal Church. An Interim Agreement of 1982 remains in effect, and the ELCA will reconsider the Concordat in 1999 with some possible revisions.

In the long run true ecumenism is best expressed on the personal and local levels, and many opportunities for unity in its many forms exist in our local church and community.

The Rev. Dr. Vincent O'Neill

the dormitory, the Bishop's Task Force is exploring ways to increase the Diocese's present at the University of Hawaii at Manoa. This program has been transferred to the Department of Nurture and Education. Regarding the AIDS Advisory Committee, the Department struggled to find individuals interested in leading this important ministry. The Department wishes to continue this program, and the Bishop is searching for a chairperson. As soon as the ministry is re-established, the Department will provide funding.

The mission of Episcopal Charities was refocused by the Department this year to provide grants to parishes and missions in the Diocese for their outreach work in their communities. The Department hopes to educate more parishioners about the existence of Episcopal Charities and its mission.

Your in Christ,

Church in Society Department

Wayne S. Yoshigai, Chair

The Rev. Alison Dingley

Laureen Chong

Adrienne King

Lynn Ho

the 1997 level of \$36,800 to \$20,000. We also have presented a "pilot program" to implement a model for Grant Requests that will encourage increased Stewardship by offering Challenge Grants to several of the Mission Congregations that we felt would benefit from the proposed model. The Department has offered a reduced grant to those Missions and encouraging them to call on the Diocesan Stewardship Committee to work with them to develop an enhanced Stewardship Program. As of now we remain unsure of the results of our "Pilot Program."

This year we were also able to provide Bishop Chang with funds to assist Congregations through the Congregational Planning Program Fund that was started several years ago. We are confident that this Program will continue to evolve in the coming years.

Once again the Department met with members of Finance and Real Estate on two different occasions. The joint meeting held on September was particularly valuable. We met for five hours to explore common issues and identify future priorities for Mission. After an opening Bible study, Bishop Chang asked for opening remarks from both Department Chairpersons. We then broke up into small groups and were asked to identify specific issues raised and NOT raised by the respective Chairpersons. Bishop Chang then shared with us some of the issues that he has faced in the last year and expects to face in the coming year.

Areas of concern that were discussed includes the importance of Diocesan Council Departments' communication with each other. All Departments should keep informed of the strategies of each other. The need for continuity in Long Range planning was discussed. Several priorities were identified by the need of the meeting. The visits with congregations need to be expanded. The POLICY FOR MISSIONS IN THE DIOCESE OF HAWAII needs to be shared with all levels of the Church so that it can be implemented and/or revised. And finally we need to educate ourselves with regards to the resources available to the entire Church.

And finally, this report would not be complete if I did not thank the members of the Congregational Development Department. Lot Lau, Bob Poole, Pam McCoy, Edean Iwanaga, Imelda Padasdao, and last, but certainly not least, our invaluable staff liaison, Lucille Tamura. Over the year we have built a sense of family and cooperation that has made all the hard work a real blessing.

Faithfull,

  
MarKy Gilliam  
Chairperson

through the Communications Department.

**ELECTRONIC COMMUNICATION:** This is an entirely new area for the Department. In this day when so much hinges on the use of electronic communication, this committee was set up to look into the possibility of having every church in the Diocese "online" with computers and e-mail. A special Task Force was established and appointed by the Bishop, and as this report is being written, this Task Force is completing its report for the Bishop.

The past months of 1997 could really be said to have consisted of setting the groundwork for the smooth and modern working of the Department in the years ahead. The Chair would like to thank all those who have worked so hard during the past year, and in particular, Mr. Gary Perry who has donated so much of his time in seeing to the welfare of the computers, not just in the Communications Department, but throughout the entire offices of the Diocese.

**The Episcopal Diocese of Hawaii**  
**Finance & Real Estate Department**  
**Report to Diocesan Convention**  
**October 1997**

The Department had a busy year with the following ongoing responsibilities:

- Property Issues (advised by Jack Lockwood, Walter Beh, and Reid Nakamura)
  - Sales
  - Leases
  - Construction and renovation contracts
  - Loans
- Investment Management (advised by David Hennessey of Smith Barney)
  - In-depth review of asset allocation of \$16 million portfolio
  - Selection of investment portfolio managers - Atalanta Sosnoff, Frolej Revy, NWQ, First Hawaiian Bank
- Insurance Issues (advised by Bill Swartman)
  - Comprehensive annual review of coverages and policies
- Facilitation and Compilation of the 1998 Diocesan Budget
- Review of Churches Delinquent in Payments to the Diocese

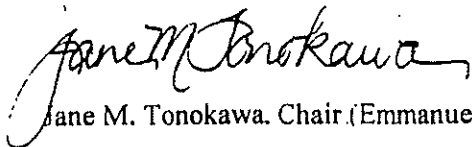
The Department also took on the following special projects during the year:

- Joint Meetings with Congregational Development
- Diocesan "Audit" Program
  - "Audit" program was refined
  - Two training sessions were held, standardized workpapers were devised
  - Ten audit teams of two individuals each are assigned to audit 20 churches

Many thanks and aloha to:

Peter Pereira. Diocesan Treasurer  
Walter Beh. Advisor and Vice-Chancellor  
George "Keoki" Kellerman. Advisor  
John Lockwood. Advisor and Chancellor  
Reid Nakamura. Advisor and Deputy Vice-Chancellor  
William Swartman. Advisor  
Paul Loo. Member (Holy Nativity)  
The Rev. Heather Mueller-Fitch, Member (St. John's, Kula)  
Jim Putnam. Member (St. George's)  
The Rev. Jan Rudinoff. Member (St. Michael and All Angels)

In God's love,

  
Jane M. Tonokawa. Chair (Emmanuel Church)

6) E.M.O.A. has given support to The Coalition for Long Term Care as they have sought to bring the matter of long term care before the state legislature.

7) The MAKULE E AKAMAI AWARD was given to fourteen seniors at the 1996 Diocesan Convention. Each congregation has the opportunity to name an older person, 70 or older, who has given outstanding ministry to the Church and Community. Those receiving the award were:

Marjorie Altar.....Christ Church, Clergy Spouse  
Eleanor Anderson...St. Philip's  
Elsie Ching.....Holy Nativity  
Thelma Chu.....St. John,s By-The Sea  
Eunice Gee.....St. Elizabeth's  
Ed Hanohano.....Epiphany  
Wilda Hodgins.....Christ Church, Kealakekua  
Fr. Morimasa Kaneshiro...Clergy  
Clint Marantz.....St. Clement's  
Kimiko Okutani.....St. Mary's  
Tatiana Trailov....Trinity By-The-Sea  
George Wiggins.....E.M.O.A. Board  
Jackie Wiggins.....Emmanuel  
Marion Wright.....Holy Innocent's

Names are being submitted for the 1997 Makule E Akamai Award. We thank you for your support and welcome your ideas as to how we may serve our older members and prepare for the next generation of seniors.

Respectfully submitted,

*Gerald G. Gifford II*  
The Rev. Dr. Gerald G. Gifford II  
Chair of E.M.O.A.



Andrew's Priory. Laura Queen will be facilitating the weekend. Laura is the Diocesan Missioner for Youth and Camping Ministries in the Diocese of Los Angeles. Some of the topics that will be covered include Scripture Conversation, Basic Theory of Youth Ministry Development, Exploring the Needs of Young People and Leaders, and discussing Social Analysis and Social Ministry. The participants will gain a wealth of information and have the opportunity to dialogue with an expert in the field of Youth Ministries.

The Senior High Retreat will be held at Kilauea Military Camp on the Big Island, November 21 - 23, 1997. The retreat will be an opportunity for teens to develop a deeper relationship with God while enjoying the beauty He created. The planning committee chaired by Amy Tamura is excited about the possibilities the Big Island has to offer.

I am excited about the direction of the HEY Board and look forward to a rewarding and fruitful year. Thank you for allowing Lucille Tamura to be an integral part of the HEY Board. She has been invaluable to the board by providing guidance, history and support for both the programs and its members.

ANNUAL MEETING REPORT OF THE PRESIDENT  
October 24, 1997

The Annual Meeting is a cherished gathering time for ECWI. It is a wonderful time of sharing and celebrating the new and on-going ministries that keep our diocese alive, well, and flourishing! It's the one time a year for us to be together, to touch base, network, plan, vision, and just enjoy each other!

I am indebted to the Board members who have rallied round, and given so freely and ably of their time and talents, as a really working-for-you Board. It has been a year of spiritual growth and emerging change as we approach the year 2000! We have ventured slowly to be sure, and stand ever ready...to do the work given us to do...to be the constant helping hand to our Bishop, our Parishes & Diocese, and to our community.

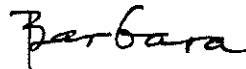
Our year has sped by, nearing the end of a wonderful year planned by our Program Chair, Grace Iwami. We have continued our visitations to the parishes, and this year we have held meetings at St. Timothy's, St. Mary's, St. Stephen's\*, Holy Cross, Trinity-by-the Sea, St. Peter's, Epiphany, St. Clement's\*, St. Mark's, St. Andrew's, and St. Matthew's\*. We are completing a 2 year visitation cycle of churches that have a Ministry of Food Distribution (\*) in their communities.

The All-Island Board Meeting and Luncheon was a special treat, beautifully hosted by Trinity-by-the Sea, in Kihei, Maui. The Guest Speaker at the Luncheon was our own Delia Chang, who offered a wonderful presentation affirming the on-going ministries, the everyday committed volunteerism, the daily acts of seeking and serving Christ in others, that makes each of us, in what we do, the life and work of the Church. A marvelous speaker, Dee is sure to be a prominent part of all our ECW gatherings! I thank her for her gracious participation and support, and to all the members on Maui who planned a most beautiful Eucharist service with the Rev. Morley Frech celebrating. A sumptuous, potluck, buffet luncheon and a brief meeting in their lovely multi-purpose Parish Hall followed!

Mid-year was spent preparing for the Triennial Convention in Philadelphia, PA, held the week of July 15-24. It was a great honor to be among the delegation representing Hawaii. It was a nine day span of time devoted to sharing, networking, learning, meeting new friends, and just being a part of the dynamic energy of a Church preparing to enter the next millennium! It was exciting, and we hope to capture much of that for you at the Annual Meeting!

We thank you all, the representatives that have gathered today, the Neighbor Island Vice Presidents, and Committee Chairs who will be sharing their ministries and particular interests with us. You have a dedicated Board who have worked hard to plan a memorable, energizing gathering! I hope you will be here! We have a great Annual Meeting in store for you!

Sincerely,



Barbara Vlachos

## PLANNED GIVING OFFICER REPORT

As Planned Giving Officer for the Episcopal Church in Hawaii, I am charged to be a resource for the members of the church in charitable giving programs. The new tax legislation will have some impact on the programs you may be looking at as well as individual gift giving. To get started on a church wide promotion, discussion with the rector and vestry is essential. I would like to offer my services to answer questions either to a group or individually and provide written material on the various vehicles for gift planning and act as a counsel for anyone interested in moving ahead with a future gift. In my office I have a vast amount of planning material as well as computer programs which can do projections and "what if" situations. If a custom mail out campaign is to be used, I have the software programs to prepare a brochure or a narrative letter on giving, which would identify your special needs.

The Charitable Gift Annuity program will be in place next month and will afford members of the church another vehicle to provide income for life as well as contribute to the church. I have sample packets of information available for those interested. The funds will be managed by the State Street Bank through the Episcopal Church Foundation who underwrites the program. One of the benefits of this program is there is no attorney involved as it is a simple transfer of funds using the annuity tables to determine the payout and the tax deduction.

I am encouraged by the phone calls asking for information on planned giving and as I reported to the Bishop, I am getting busier every week. In addition to the Planned Giving projects I am involved in stewardship training and have been pleased by the congregations' interest and enthusiasm where we have conducted the training. I hope more churches will call on the Stewardship Education Committee for help in stewardship. Of the several churches who have asked for assistance, an increase in pledging and pledge amounts have been seen. As with anything education goes a long way.

I have collected some information on some retirement communities here and on the mainland. I also have information on the various Medicare supplemental plans, which may be of help to you or your congregations.

During the convention there will be a booth to visit. I look forward to seeing any of the delegates who would like some more information about these important subjects.

## DIOCESAN ALTAR GUILD (DAG) - Annual Report 1997

We had a great start in January when Bishop Chang gave a "mahalo" lunch recognizing all volunteers and staff of the Diocese and Cathedral. The Diocesan Altar Guild meets every Tuesday morning for 2 ½ hours of sewing and fellowship. They work on vestments, burses, fair linens, frontals, as well as mending altar linens and hangings for all parishes. Delia (Mrs. Richard) Chang is our Honorary Chairman, and she tells us that she is no "Hillary". Past chairman Gertrude Tyau is now our consultant, whom we often informally refer to as our "greatest Altar Guild". Mary Miller is our song leader, and we learn to sing hymns and chants recommended by Dean Courtney. Daphne Kennedy is our chaplain who leads us in prayers, especially for the sick and for those with special needs. Daphne is also our historian, as the need for information on DAG's past has recently come about.

We have completed: 1. A white brocade preaching stole with Hawaiian emblem for All Saints Church in Kauai. 2. Three sets of preaching stoles with the four church seasonal colors toward the ordination of the Reverend Dan Leatherman, the Rev. Hollis Wright, and the Rev. Elizabeth Butler. 3. A pair of white rawsilk book-markers for Christ Church in Kona. 4. Six reversible stoles for the military; this is in response for help in this continuing and ongoing need for the chaplains in the armed forces. 5. Mary Miller reverently worked on a large antique banner cut from a chasuble worn by Bishop Pusey in 1850. The designs were in gold threads that needed to be re-stitched and glued in place. This banner was displayed at for the anniversary celebration of St. Andrew's Priory. 6. Replenished our stock of altar linens and other items.

We assisted: a. The Hawaii Council of Churches with their brochures in labeling, folding and sorting into zip codes ready for bulk mailing. b. The Cathedral Pastoral Committee by weaving Ti-leaf leis for their special service for elder members at the last Sunday in April. c. Jenny Wallace, from the Christian Education summer program at St. Andrew, in cutting a large amount of printed fabric squares for their quilt project. By reaching out and helping others, as well as doing the traditional work of DAG, we are spreading God's Love to all.

On October 4, we will again participate in the Laity Ministry Workshop to share our knowledge and ideas— working with altar linens, cutting, hemming, mitering, washing & ironing, and embroidery— so that others can do the same in their own churches. We will be present to also discuss ideas, resources, helpful hints, construction and restoration of church vestments.

It is surprising that many did not know that DAG is under the jurisdiction of the Bishop and has representation on the Board of ECW. Funds to support DAG come not only from gifts, but also (in the last four years) from offerings on All Saints Day services held at the Cathedral. During the convention in October, we will try to do a bit of fund raising. We will be selling cross bookmarks, and a small cook book. The cook book contains recipes that have been individually tested by the DAG, revised, and approved!

The older members of the DAG are now past 80 years in age, and we still have difficulties in the recruitment of younger homemakers and retirees. Rose Chee, who is 91 years young, still cheerfully attends every DAG meeting, only missing the days on which she has a scheduled doctor's appointment.

Twelve individuals of the Diocesan Altar Guild have been members for the past 20 years. Although there may exist striking differences between any two individuals in the group, there is one apparent quality that they all share: they all have tremendous *enthusiasm* for the ministry of the altar guild. Interestingly, the word "enthusiasm" is derived from the Greek words "en theos", which translates to mean "with God". Which is exactly the point— their enthusiasm reflects deep commitment and dedication serving God in the altar guild. He sustains us with His awesome power, a power giving us the privilege to work and touch holy things with love and joy— altar guild members are saints of God. "The world is bright with the joyous saints who love to do Jesus' will. You can meet them in school, in lanes, or at sea: in church, in trains, in shops, or at tea, for the saints of God are just folk like me, and I mean to be one too."

Mahalo to our faithful and dedicated volunteers:

Brodhead, Tahmi	Ho, Lily	Maehara, Charlotte	Roberts, Kate
Chang, Delia	Ing, Toshiko	Mori, Elva	Sung, Soon Hee
Chang, Leonilda	Kawano, Kishiyo	Newell, Rosella	Takafuji, Akiko
Chee, Rose	Kennedy, Daphne	Okamoto, Hannah	Tom, Geraldine
Ching, Elsie H.	Kumabe, Grace	Onaga, Doris	Tyau, Gertrude
Chock, Ann	Lau, Lily C.	Park, Kay	Vlachos, Barbara
Chun, Margaret	Miller, Mary	Pyun, Elsie	Wong, Lillian

Elsie H. Ching  
Chairman  
October 1997

1974	The Rev. Jan C. Rudinoff St. Michael and All Angels Episcopal Church Box 572 Lihue, HI 96766	1972
1975	The Rev. Vincent dePaul O'Neill, D.Min. St. Timothy's Episcopal Church 98-939 Moanalua Road Aiea, HI 96701	1964
1976	The Most Rev. Edmond L. Browning, DD The Episcopal Church Center 815 Second Avenue New York, NY 10017	1954
1977	The Rev. Lynette G. Schaefer Grace Episcopal Church Box 157 Hoolehua, HI 96729	1977
1977	The Rev. Robert E. Walden All Souls' Church 101 Yoshihara, Chatan Nakagami, Okinawa, 904-01, Japan	1977
1979	The Rev. John C. Park 636 University Avenue, Apt. B Honolulu, HI 96826	1964
1979	The Rev. Heather M. Mueller-Fitch St. John's Episcopal Church RR2, Box 212 Kula, HI 96790	1979
1979	The Rev. Brian F. Nurdning 98-1365 E. Kaahumanu Street Aiea, HI 96701	1960
1979	The Rev. Morley E. Frech, Jr. Trinity Church By-The-Sea 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

1985	The Rev. Linda J. Neal Deacon P.O. Box 159 Brookings, OR 97415-0016	1985
1985	The Rev. Roger F. Wise P.O. Box 638 Rutherford, CA 94573	1985
1986	The Rev. Alison M. Dingley Waikiki Chapel 440 Lewers St., #402A Honolulu, HI 96815	1978
1986	The Rt. Rev. Donald P. Hart 69 Wolcott Woods Road Simsbury, CT 06070	1962
1986	The Rev. Kenneth L. Jackson Deacon, Good Samaritan Episcopal Church 1801 Tenth Avenue Honolulu, HI 96816	1986
1986	The Rev. Imelda S. Padasdao St. Paul's Episcopal Church 229 Queen Emma Square Honolulu, HI 96813	1986
1987	The Rev. Charles W. Cannon Holy Innocents' Episcopal Church P.O. Box 606 Lahaina, HI 96767	1968
1987	The Rev. Walter M. Harris St. John's Episcopal Church By-The-Sea 47-074 Lihikai Drive Kaneohe, HI 96744	1974
1988	The Rev. Mariilyn R. Watts St. Philip's Episcopal Church 1525 Wilder Avenue, #304 Honolulu, HI 96822	1988
1988	The Rev. Domingo P. Calag Resurrection/St. Columba's Episcopal Church P.O. Box 529 Papaikou, HI 96781	1982

1991	The Rev. Thomas M. Van Culin St. Matthew's Episcopal Church 2578-F Pacific Heights Road Honolulu, HI 96813	1991
1991	The Rev. Martin S. Field 5781 Ackerman Avenue Bartlett, TN 38134	1991
1992	The Rev. Frank B. Cowell Church of West Kauai (St. John's/St. Paul's) P.O. Box 247 Eleele, HI 96705	1983
1992	The Rev. George M. Clifford III 7024 Channel Village Ct., #72 Annapolis, MD 21403	1992
1993	The Rev. Gregory M. Johnson Assistant Rector, St. Mark's Episcopal Church 95-654 Naholooholo Street 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. Paul W. Kath Deacon, St. Philip's Episcopal Church 85-789 Kaupuni Pl. Waianae, HI 96792	1993
1993	The Rev. Beverly L. Dexter St. Andrew's Priory School 224 Queen Emma Square Honolulu, HI 96813	1990
1993	The Rev. Leonard R. Howard Deacon, St. Andrew's Cathedral 98-1128 Malualua Street Aiea, HI 96701	1993
1994	The Rev. Ernest Uno Deacon, St. Mary's Episcopal Church 98-1278 Kuawa Street Aiea, HI 96701	1994

1997	The Rev. Elizabeth S. Butler Deacon The Church of the Holy Comforter 222 Kenilworth Avenue Kenilworth, IL 60043	1997
1997	The Rev. David F. Pace St. Peter's Episcopal Church 1317 Queen Emma Street Honolulu, HI 96813	1977
1997	The Rev. Joseph Carr Calvary Episcopal Church 45-435 Aumoku Street Kaneohe, HI 96744	1979
1997	The Rev. Polly Hilsabeck Chaplain at Seabury Hall School 480 Olinda Road Makawao, HI 96768	1985

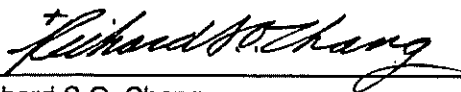


1959	The Rev. Roger M. Melrose 493 Hillwood Drive NE Hillsboro, OR 97124 6/30/87	1959
1959	The Rev. Canon Timoteo P. Quintero 99-443 Waoala Place Aiea, HI 96701 5/31/97	1954
1960	The Rev. William H. Aulenbach, Jr. 25-152 Via Elevado Dana Point, CA 92629 10/1/93	1960
1961	The Rev. Fred G. Minuth 1272 Kina Street Kailua, HI 96734 6/1/87	1961
1961	The Rev. J. Hollis Maxson 447 Kawaihae Street Honolulu, HI 96825 7/2/90	1961
1962	The Rev. Thomas Yoshida 1410 Makiki Street Honolulu, HI 96814 1/23/96	1962
1963	The Rev. Canon John P. Engelcke Church of the Holy Cross 876 Curtis Street, #1403 Honolulu, HI 96813 1/1/95	1963
1963	The Rev. David K. Kennedy 491 Opihikao Place Kailua, HI 96734 11/1/96	1963
1966	The Rev. Gerald G. Gifford II 6750 Hawaii Kai Drive, #1302 Honolulu, HI 96825 8/1/89	1952

1979	The Rev. David M. Paisley 5353 Felicia Street Camarillo, CA 93101 6/30/79	1952
1980	The Rev. John G. Shoemaker 217 Prospect St., #F-10 Honolulu, HI 96813 7/1/94	1954
1985	The Rev. Helen F. Jennings Deacon 18 Alaiki Place Makawao, HI 96768 4/7/94	1985
1987	The Rev. Reginald C. Rodman 78-6657 Mamalahoa Hwy. Holualoa, HI 96725 1/10/96	1968
1988	The Rev. Layton P. Zimmer P.O. Box 353 Wailuku, HI 96793 1/31/97	1955
1991	The Rev. Malcolm Miner 2211 Pane Road Koloa, HI 96756 7/1/88	1949
1991	The Rev. David L. Clark 31 Hopkins Rd. Arlington, MA 02174-8106 7/1/92	1957

8/1/95	The Rev. George W. Holston Chaplain, U.S. Army 264B Justicia Place Honolulu, HI 96818 <b>Canonical Residence: Alabama</b>	1980
8/1/95	The Rev. Kenneth M. Snyder Interim: Good Shepherd 3200 Wallea Alanui Drive, #304 Kihei, HI 96753 <b>Canonical Residence: Olympia</b>	1957
4/10/97	The Rev. Ed Carr 250 Kawaihae St., #9D Honolulu, HI 95825 <b>Canonical Residence: Kansas</b>	1990
9/1/97	The Rev. Stanley L. Reynolds 108 Morgan Street Oberlin, OH 44074 <b>Canonical Residence: Oklahoma</b>	1957

Pursuant to Canon 1, Section 1.1, I hereby certify that the foregoing list of clergy of the Diocese of Hawaii 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 Hawaii and are entitled to full membership of the Convention.



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Richard S.O. Chang  
Bishop of Hawaii

**GRACE CHURCH**

**Barbara L. Kalipi  
William H. Kalipi, Jr.  
Alison Place**

**HOLY APOSTLES'**

**Babe Chillingworth  
Charlotte Cook  
Charlotte Kippen  
John Mospens**

**HOLY CROSS**

**Gretta Nelson  
Boyd Ready  
Bennie Taylor**

**HOLY INNOCENTS'**

**Tuila Greig  
Lynn Ho  
Jane Lewis  
Scott McCoy**

**HOLY NATIVITY**

**Rhoda Hackler  
Helen Hagemeyer  
Nita Hogue  
Elaine Lucas  
Michael Sen  
J. Stephen Street  
Coralei Vellis**

**KOHALA MISSION**

**Kayoko Hanano  
Frank Morgan  
Fred Wong**

**RESURRECTION**

**Maria Domingo  
Eva Manuel  
Tessie Quebral**

**ST. ANDREW'S CATHEDRAL**

**Lowell Barnhart  
Leonilda Chang  
Richard Gerage  
Richard Goh  
Clark Halloran  
John Hays  
Susan Hays  
Gordon Johnson  
Melvia Kawashima  
Daphne Kennedy  
Adrienne King  
Willis Moore  
Brian Shuckburgh**

**ST. BARNABAS'**

**Carol Connell  
Vanessa Convard  
Dorothy Shigemura**

**ST. LUKE'S**

**Mi Sun Hong  
Michael Kim  
Hazel Yee**

**ST. MARK'S**

**William Foltz  
Nanette Judd  
John Schamber  
Wayne Yoshigai**

**ST. MARY'S**

**Gregory Holmes  
Barbara Longo  
William Mok  
Geri Tom**

**ST. MATTHEW'S**

**Priscilla Ho  
Vic Redding  
Hugo Tanner**

**ST. MICHAEL & ALL ANGELS'**

**Andrea Bell  
Tolly Boyd  
Colette Buis  
Linda Burnz  
Terri Lange  
Jamie Law**

**ST. PAUL'S**

**Chrisanto Adaoag  
Fe Agullana  
Victoria Bacayan  
Francisco Ballesteros  
Constantino dela Cruz  
Rose Galanto  
Lolita Peralta  
Helen Reigle  
Amado Yoro**

**ST. PETER'S**

**Martha Ho  
Gretchen Jong  
Ruth Merz  
Lori Pang  
Lynda Pang  
Timothy K.S. Yuen**

**ST. PHILIP'S**

**May Holokai  
Eva Kum  
Helen Sternthal**

**ST. STEPHEN'S**

**Teresa T. Bowden  
Sol McCurdy  
Jean Smith**